

---

## Agenda

---

Teitl y cyfarfod: **Cyfarfod Bwrdd Cyhoeddus CNC**

Dyddiad y cyfarfod: **Dydd Mercher 19 Gorffennaf 2023**

Dyddiad y cyfarfod: **9:30 – 12:55**

Lleoliad: **Microsoft Teams**

Ymunwch ar eich cyfrifiadur, ap neu ddyfais ystafell

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

[Lawrlwytho Teams](#) | [Ymuno ar-lein](#)

**Neu ffoniwch (sain yn unig)**

[+44 29 2105 5545](tel:+442921055545), [406917254#](tel:+442921055545) Y Deyrnas Unedig, Caerdydd

---

### Amser

### Eitem

---

**09:30**

5 munud

#### **Eitem 1 Cyfarfod Agored**

- Croeso
- Datganiad o Fuddiannau
- Esbonio gweithrediad y cyfarfod

Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd)

**Crynodeb: NODI unrhyw ddatganiadau o ddiddordeb.**

**09:35**

5 munud

#### **Eitem 2 Adolygu cofnodion a log gweithredu**

**2A. Adolygu cofnodion cyhoeddus cyfarfod 18 Mai**

**2B. Adolygu'r log camau gweithredu cyhoeddus**

Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd)

**CYMERADWYO cofnodion y cyfarfod blaenorol a'r log gweithredu.**

---

---

**09:40** **Eitem 3 Y wybodaeth ddiweddaraf gan y Cadeirydd**

5 munud

Noddwr a Chyflwynydd: Syr David Henshaw

**Crynodeb: NODI diweddariad y Cadeirydd i'r Bwrdd.**

---

**09:45** **Eitem 4 Adroddiad y Prif Weithredwr**

20 munud

Noddwr a Chyflwynydd: Clare Pillman, Prif Weithredwr

**Crynodeb: NODI'R sefyllfa bresennol a diweddarau'r Bwrdd ar weithgareddau allweddol.**

**Cyf papur: 23-07-B01**

---

**10:05** **Eitem 5 Diweddarau Adroddiadau Pwyllgorau a Fforymau**

10 munud

Noddwyr a chyflwynwyr: Cadeiryddion y Pwyllgor

Pwyllgor Archwilio a Sicrhau Risg – 22 Mai a 5 Mehefin

**Cyf papur: 23-07-B02**

Pwyllgor Cynghori ar Dystiolaeth

Pwyllgor Cyllid – 19 Mehefin

**Cyf papur: 23-07-B03**

Pwyllgor Rheoli Perygl Llifogydd – 13 Gorffennaf

Pwyllgor Ystadau Tir

Pwyllgor Pobl a Chwsmeriaid – 7 Mehefin

**Cyf papur: 23-07-B05**

Pwyllgor Ardaloedd Gwarchoddedig – 23 Mehefin a 29 Mehefin

**Cyf papur: 23-07-B06**

Diweddariadau Fforwm

Fforwm Rheoli Tir Cymru

**Cyf papur: 23-07-B07**

Fforwm Pysgodfeydd Cymru

Fforwm Rheoli Dŵr Cymru

Fforwm Mynediad Cenedlaethol Cymru

**Crynodeb: NODI diweddariadau pwyllgorau'r Bwrdd, o fewn a thu allan i unrhyw gyfarfodydd a gynhelir.**

---

**10:15** **Eitem 6 Adroddiad Perfformiad Cyllid**

15 munud

Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol

Cyflwynydd: Rob Bell, Pennaeth Cyllid

**Crynodeb: NODI'R sefyllfa ariannol ddiweddaraf**

**Cyf papur: 23-07-B09**

---

**10:30**  
**20 munud**

**Eitem 7 Adroddiad Diwedd Blwyddyn Dangosfwrdd  
Perfformiad y Cynllun Busnes 2022/23 ac Adroddiad  
Perfformiad Mewnol 2022/3**

Noddwr a Chyflwynydd: Clare Pillman, Prif Weithredwr  
Mynychwyr: Sarah Williams, Pennaeth Strategaeth Gorfforaethol  
a'r Swyddfa Rheoli Rhaglenni; Kirsten Hughes, Cynghorydd  
Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad

**Crynodeb: CYMERADWYO Adroddiad Diwedd Blwyddyn  
Dangosfwrdd Perfformiad y Cynllun Busnes 2022/23 ac  
Adroddiad Perfformiad Mewnol 2022/3**

**Cyf papur: 23-07-B10**

---

**10:50**  
**15 munud**

**Eitem 8 Adroddiad Blynyddol y Gymraeg 2022-23**

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a  
Datblygu Corfforaethol  
Cyflwynwyr: Sarah Stacey, Pennaeth Datblygu Sefydliadol; Lyn  
Williams, Cynghorydd Arbenigol, Rheoli Pobl

**Crynodeb: CYMERADWYO Adroddiad Blynyddol y Gymraeg  
2022-23**

**Cyf papur: 23-07-B11**

---

**11:05**  
**15 munud**

**Toriad**

---

**11:20**  
**30 munud**

**Eitem 9 Cynllun Busnes Drafft 2023-24**

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu  
Corfforaethol

Cyflwynwyr: Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r  
Swyddfa Rheoli Rhaglenni; Kirsten Hughes, Cynghorydd Arbenigol  
Arweiniol, Cynllunio Corfforaethol a Pherfformiad

**Crynodeb: CYMERADWYO Cynllun Busnes Drafft 2023-24**

**Cyf papur: 23-07-B12**

---

**11:50**  
**30 munud**

## **Eitem 10 Crynodeb Myfyrdodau ar Gynllunio Llesiant Lleol yng Nghymru**

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu  
Cyflwynwyr: Yr Athro Calvin Jones; Fen Turner, Arweinydd Tîm Adnoddau Naturiol a Strategaeth a Pholisi Llesiant; Martyn P Evans, Pennaeth Gweithrediadau y De-orllewin; Holly Butterworth, Cynghorydd Arbenigol Arweiniol: Adnoddau Naturiol a Llesiant

**Crynodeb: Myfyrdodau – I drafod y myfyrdodau cryno ar gynllunio llesiant lleol yng Nghymru, cyfleoedd a risgiau i CNC**

**Cyf papur: 23-07-B13**

---

**12:20**  
**10 munud**

## **Eitem 11 Rhagolwg y Bwrdd**

Noddwr: Syr David Henshaw

Cyflwynydd: Natalie Williams, Arweinydd Tîm a Dirprwy Ysgrifennydd y Bwrdd, Ysgrifenyddiaeth y Bwrdd

**Crynodeb: TRAFOD Rhagolwg y Bwrdd**

**Cyf papur: 23-07-B14**

---

**12:30**  
**5 munud**

## **Eitem 12 Unrhyw fater arall**

---

**12:35**      **Diwedd y Cyfarfod**

---

**12:35**  
**20 munud**      **Sesiwn holi ac ateb cyhoeddus**

---

**12:55**      **Diwedd y Cyfarfod Cyhoeddus**

---

## Cyfardodydd Bwrdd

Rhif y cam	Categori'r cyfarfod	Dyddiad y cyfarfod	Rhif yr eitem	Rhif y para	Paper Sponsor	Cam gweithredu	Perchennog	Erbyn	Statws	Nodiadau/diweddariadau
16	Cyhoeddus	27/01/2023	7	32	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol	CAM GWEITHREDU: Dylai'r Pwyllgor Rheoli Perygl Llifogydd ystyried costau llawn yr Ardaloedd Draenio Mewnol ar y cyd â'r Pennaeth Cyllid	Jeremy Parr, Pennaeth Rheoli Perygl Llifogydd a Digwyddiadau; Rob Bell, Pennaeth Cyllid	27/09/2023	Parhaus	Dylid ystyried hyn yn ystod cyfarfod y Pwyllgor Rheoli Perygl Llifogydd ym mis Hydref.
18	Cyhoeddus	27/01/2023	9	47	Prys Davies, Cyfarwyddwr Gweithredol y Strategaeth Gorfforaethol a Datblygu	CAM GWEITHREDU: Dylai'r Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd ddatblygu dull gogyfer cynnal sesiynau ymgysylltu â'r cyhoedd sy'n seiliedig ar leoedd	Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd	31/12/2023	Parhaus	Dylid datblygu opsiynau ar gyfer hwyluso'r Bwrdd i ymgysylltu â'r cyhoedd. Dylid cytuno ar y dull gyda'r Cadeirydd, y Pennaeth Llywodraethu newydd ac Ysgrifenyddiaeth y Bwrdd.
35	Cyhoeddus	23/03/2023	4	18	Clare Pillman Prif Swyddog Gweithredol	CAM GWEITHREDU: Dylid cynnwys cyflwyniad yn ymwneud â lleihau llygredd yn un o gyfarfodydd y Bwrdd yn y dyfodol	Nadia DeLonghi, Pennaeth Rheoleiddio a Thrwyddedu; Martin Cox, Pennaeth Gweithrediadau Gogledd Cymru	31/08/2023	Parhaus	Nodwyd bod fformat y diweddariad hwn yn cael ei drafod gyda Ceri Davies a Gareth O'Shea. Y bwriad yw cynnal sesiwn strategol yn ymwneud â llygredd yng nghyfarfod y Bwrdd ym mis Medi.
37	Cyhoeddus	23/03/2023	8	60	Ceri Davies Cyfarwyddwr Gweithredol EPP	CAM GWEITHREDU: Dylai'r Prif Gyngorydd, Pysgodfeydd, ddychwelyd i gyfarfod y Bwrdd ym mis Gorffennaf gydag awgrymiadau ynghylch dull radical o ymdrin â'r trafferthion a ddaw i ran eogiaid.	Ben Wilson, Prif Gyngorydd, Pysgodfeydd	25/09/2023	Parhaus	Ystyrir dull diwygiedig o ymdrin â diweddariadau ar y pwnc hwn. Mae Ben Wilson a Ruth Jenkins yn trafod hyn. Bydd y drafodaeth yn cael ei chynnal yn ystod cyfarfod y Pwyllgor Ardaloedd Gwarchoddedig ym mis Hydref.
49	Cyhoeddus	18/05/2023	7	31	Syr David Henshaw Clare Pillman, Prif Weithedwr	CAM GWEITHREDU: Dylai'r Arweinydd Tîm ac Ysgrifennydd y Bwrdd, Ysgrifenyddiaeth y Bwrdd gysylltu ag aelodau'r Bwrdd ynglŷn â dewis mentor ar gyfer prentis y Bwrdd.	Arweinydd Tîm, Ysgrifenyddiaeth y Bwrdd a Dirprwy Ysgrifenydd y Bwrdd	14/06/2023	Cwblhawyd	
50	Cyhoeddus	18/05/2023	11	68	Syr David Henshaw	CAM GWEITHREDU: Dylai'r Ysgrifenyddiaeth anfon nodyn at y Bwrdd ynglŷn â threfniadau ar gyfer cyfarfod y Bwrdd ym mis Medi.	Ysgrifenyddiaeth	14/06/2023	Cwblhawyd	

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	Dydd Mercher 19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Adroddiad y Prif Swyddog Gweithredol – SESIWN GYHOEDDUS
<b>Cyfeirnod y Papur:</b>	23-07-B01
<b>Noddir y papur gan:</b>	Clare Pillman, Prif Weithredwr
<b>Paratowyd y papur gan:</b>	Clare Pillman, Prif Weithredwr
<b>Cyflwynir y papur gan:</b>	Clare Pillman, Prif Weithredwr
<b>Diben y papur</b>	Discussion
<b>Crynodeb</b>	Nod y papur yw codi ymwybyddiaeth o'r materion a drafodwyd

## Cyflwyniad

1. Mae'r cyfnod ers cyfarfod diwethaf y Bwrdd wedi bod yn brysur iawn ac yn sych iawn. Rydym bellach wedi datgan cyfnod hir o dywydd sych yn swyddogol, gyda phopeth a ddaw yn sgil hynny, ac rydym yn cynnal trafodaethau cyson â Llywodraeth Cymru a'r Cwmnïau Dŵr. Rydym wedi gweld y cyfnod hiraf a mwyaf dinistriol o danau gwyllt ar ein Hystad ers blynnyddoedd lawer (os nad erioed). Byddwn yn rhoi'r wybodaeth ddiweddaraf am y materion hyn yn y cyfarfod.
2. Yn fwy cadarnhaol, dechreuodd mis Mehefin gyda lansiad ein Cynllun Corfforaethol yn y Senedd. Roedd y digwyddiad yn cynnwys areithiau ysbrydoledig gan y Gweinidog Newid Hinsawdd a Chomisiynydd Cenedlaethau'r Dyfodol, Derek Walker. Rhoddodd y Gweinidog adborth cadarnhaol iawn ar ein Cynllun Corfforaethol, gan ei ddal i fyny fel enghraifft i sefydliadau eraill ei ddilyn. Roedd ystod eang o randdeiliaid a phartïon â buddiant yn bresennol yn y digwyddiad, gydag Aelodau eraill o'r Senedd (ASau) yn galw heibio fel yr oedd eu hamserlenni'n caniatáu.
3. Mae'r Cynllun Corfforaethol hefyd wedi bod yn ffocws ar gyfer Cyfarfodydd Staff mewn lleoliadau ledled Cymru yn ystod mis Mehefin. Cynlluniwyd y rhain i ddod â chydweithwyr ynghyd a chyflwyno'r Cynllun newydd gyda thrafodaethau ar ein

gwerthoedd a'n mewnwelediadau gan ein Tîm Arwain ynghylch yr hyn mae'r Cynllun newydd yn ei olygu iddynt. Mae'r sylwadau hyn wedi creu cryn argraff arnaf sawl gwaith, ac rwy'n falch o'n Tîm Arwain am gyfrannu at y Cyfarfodydd mewn ffordd mor feddylgar a chadarnhaol. Cafodd cydweithwyr gyfle hefyd i ddysgu mwy am ein Rhaglen Trawsnewid Pobl, Adfywio a Natur a Ni mewn amgylchedd hamddenol, gyda'r egni a'r sgysiau yn parhau dros ginio. Mae aelodau'r Bwrdd wedi mynychu llawer o'r sesiynau hyn, ac mae cydweithwyr wedi eu gwerthfawrogi'n fawr.

4. Siaradais am y Cynllun Corfforaethol newydd mewn Fforwm Polisi Cymru ar 9 Mehefin, ac rwyf wedi cael cyfarfod da gydag aelodau Cyswllt Amgylchedd Cymru i drafod sut y gallwn weithio'n agosach i gyflawni ei amcanion. Rwyf wedi cael cyfarfodydd gyda Dr Nerys Llewelyn Jones, Asesydd Diogelu'r Amgylchedd Dros Dro Cymru (IEPAW), a Natalie Prosser, Pennaeth Swyddfa Diogelu'r Amgylchedd yn Lloegr. Rwyf hefyd wedi cael cyfarfodydd rhagarweiniol gyda Lawrence Slade, Prif Swyddog Gweithredol newydd y Gymdeithas Rhwydweithiau Ynni, a Dr Richard Irvine, y Prif Swyddog Milfeddygol newydd.
5. Ychydig ar ôl cyfarfod diwethaf y Bwrdd, treuliais ddiwrnod defnyddiol iawn gydag Ian Dunn, Prif Weithredwr Plantlife UK. Aethom i Warchodfa Natur Genedlaethol Cynffig, ynghyd ag aelodau o'i dîm ef a'n timau ni, gan gynnwys Dr Rosie Plummer, sy'n rhan o'r ddau dîm! Rwy'n credu y byddwn yn gweld mwy o gydweithio yn y dyfodol, yn enwedig o ran adfer glaswelltir.
6. Ganol fis Mehefin, teithiais i Stirling ar gyfer Cyfarfod Llawn Asiantaethau Cadwraeth Natur Ewrop (ENCA), a gynhaliwyd gan NatureScot. Thema'r cyfarfod oedd defnydd tir a newid defnydd tir wrth fynd i'r afael â'r argyfyngau natur a hinsawdd. Roedd y penwythnos yn cynnwys ymweliad safle â Flanders Moss a gwarchodfa'r RSPB yn Gartocharn ar Loch Lomond i weld gwaith adfer tirwedd a chynefinoedd sydd â'r nod o atal colli bioamrywiaeth ar y safle erbyn 2030. Arweiniodd Nick Bialynicki-Birula o'n tîm Rheoli Adnoddau Naturiol (NRM) sesiwn ar Newid Trawsnewidiol, ac roedd yn wych gweld Cymru'n arwain y trafodaethau gyda gwledydd eraill. Roedd mis Mehefin yn gyfnod prysur i Gyrrff Cadwraeth Natur y DU, gyda chyfarfod yng Ngogledd Iwerddon, a fynychwyd gan Ruth Jenkins ar fy rhan, ac yna cyfarfod y Cydbwyllgor Cadwraeth Natur (JNCC), a fynychwyd gan yr Athro Steve Ormerod. Dyma oedd cyfarfod olaf Colin Galbraith fel Cadeirydd y JNCC, cyn iddo symud i ymgymryd â rôl Cadeirydd NatureScot.

### Staff uwch

7. Mae Christian Wilcox bellach wedi ymuno â CNC fel Pennaeth Prosiectau Strategol. Mae recriwtio yn parhau ar gyfer swydd Pennaeth Gweithrediadau De-orllewin Cymru ac ar gyfer swydd y Pennaeth Llywodraethu.

## Materion Strategol

### Llwyddiant Cyllid Partneriaeth Natur am Byth

8. Mae Cronfa Dreftadaeth y Loteri Genedlaethol wedi dyfarnu £4.1 miliwn i bartneriaeth Natur am Byth i achub rhywogaethau sydd dan y bygythiad mwyaf yng Nghymru a chefnogi camau gweithredu cymunedol dros natur. Mae hyn yn dilyn dwy flynedd o gynllunio manwl gan CNC a'n naw partner Sefydliad Anllywodraethol Amgylcheddol (eNGO). Bydd y cyfnod cyflawni pedair blynedd gwerth £8 miliwn yn dechrau yr haf hwn ac mae'n cynnwys un ar ddeg o brosiectau sy'n canolbwyntio ar 67 o rywogaethau sydd dan fygythiad, ynghyd â nifer o fentrau ledled Cymru i ehangu cyfranogiad a chysylltiad y cyhoedd â natur.
9. Bydd hon yn un o'r rhaglenni cadwraeth mwyaf uchelgeisiol erioed yng Nghymru, a bydd hefyd yn cynnig llw o weithgareddau ymgysylltu a gwirfoddoli i ddod â phob rhywogaeth yn fyw, ailgysylltu pobl â natur ac adeiladu ar y gwerth mae diwylliant Cymru a'r iaith Gymraeg yn ei roi ar fyd natur. Bydd pob prosiect sy'n seiliedig ar leoedd yn mynd i'r afael ag achosion sylfaenol dirywiad rhywogaethau, gan weithio gyda channoedd o dirfeddianwyr a gwirfoddolwyr cymunedol i sicrhau newid cadarnhaol ar gyfer adfer natur – yn uniongyrchol i gefnogi ein gweledigaeth gorfforaethol newydd o bobl a natur yn ffynnu gyda'i gilydd.
10. Mae Natur am Byth yn cael ei gydlynw gan CNC mewn partneriaeth â Cadwraeth Amffibiaid ac Ymlusgiaid; yr Ymddiriedolaeth Cadwraeth Ystlumod; Buglife; yr Ymddiriedolaeth Cadwraeth Cacwn; Gwarchod Glöynnod Byw; Plantlife; Y Gymdeithas Cadwraeth Forol; yr RSPB; ac Ymddiriedolaeth Bywyd Gwylt Vincent.
11. Bydd dros ugain o staff newydd yn gweithio ar draws y bartneriaeth, a byddant yn cael eu cyflogi gan un o'r deg partner i ffurfio cydweithrediad cyffrous ar gyfer natur. Mae CNC yn cyflogi tîm canolog Natur am Byth sy'n arwain ar reoli rhaglenni ac yn parhau i fod yn gyfrifol am gydlynw cyflawniad ledled Cymru, gan gynnwys cyfathrebu, ymgysylltu â phobl, adrodd ar raglenni, gwerthuso a chydymffurfiaeth ariannol. Mae'r tîm hwn yn bodoli o fewn grŵp Prosiectau Strategol Gweithrediadau newydd CNC.
12. Mae CNC wedi cyfrannu £1.7 miliwn tuag at y rhaglen ac mae partneriaid Natur am Byth wedi sicrhau £1.4 miliwn arall gan Lywodraeth Cymru, Cyngor Celfyddydau



Cymru a nifer o ymddiriedolaethau elusennol, sefydliadau a rhoddwyr corfforaethol. Mae'r rhoddion hyn yn cynnwys cymorth gan Sefydliad Esmée Fairbairn a chymorth sylweddol gan Gynllun Cymunedau y Dreth Gwarediadau Tirlenwi a weinyddir gan Gyngor Gweithredu Gwirfoddol Cymru.

### **Ymgynghoriad ar Drwyddedu Rhyddhau Adar Hela**

13. Daeth yr ymgynghoriad deuddeg wythnos ar ein dull arfaethedig o reoleiddio rhyddhau adar hela yng Nghymru i ben am hanner nos ar 20 Mehefin. Derbyniodd yr ymgynghoriad dros 42,000 o ymatebion, a fydd nawr yn cael eu dadansoddi a'u hystyried.
14. Roedd ein hymgyngoriad hefyd yn gyfle statudol i'r rhai y mae'r cynnig yn effeithio arnynt ychwanegu ffesantod a phetris coesgoch at Atodlen 9 o Ddeddf Bywyd Gwyllt a Chefn Gwlad 1981 i gyflwyno sylwadau. Byddwn yn canolbwyntio i ddechrau ar ddarparu ymatebion o'r rhan honno o'n hymgyngoriad i Lywodraeth Cymru a'r Gweinidog Newid Hinsawdd, ynghyd â'n cyngor ynghylch a ddylid ailystyried yr argymhelliad yng ngoleuni'r ymateb.
15. Unwaith y bydd y Gweinidog wedi ystyried ein hadroddiad ac wedi gwneud penderfyniad ynghylch a ddylid ychwanegu ffesantod a phetris coesgoch at yr Atodlen, byddwn yn ystyried sut mae'r ymatebion i weddill yr ymgynghoriad yn effeithio ar weithredu unrhyw ymateb trwyddedu gofynnol. Os oes angen cynllun trwyddedu, ein nod yw sicrhau bod unrhyw ddull angenrheidiol yn barod i'w gymeradwyo gan Fwrdd CNC ym mis Medi, gyda'r bwriad iddo ddod i rym mewn pryd i'w ryddhau yn 2024.

### **Natur a Ni**

16. Rydym wedi derbyn drafft o adroddiad canfyddiadau cynulliad y hefyd. Mae hwn yn darparu datganiad gweledigaeth o sut y gall pethau fod yn 2050 os bydd natur a chymdeithas yn ffynnu gyda'i gilydd ac yn dwyn ynghyd y lleisiau a'r dystiolaeth a gasglwyd gydol y sgwrs genedlaethol. Mae CNC yn ystyried yr adroddiad a'r datganiad gweledigaeth, a bydd yn datblygu ymateb ffurfiol yn yr hydref.
17. Yn y cyfamser, rydym yn gwneud cynlluniau i ryddhau'r datganiad gweledigaeth terfynol ddiwedd mis Gorffennaf. Byddwn yn cynnal digwyddiad yn y Sioe Fawr ym mis Gorffennaf ac yn mynychu'r digwyddiad Go Wild ym Mharc Bryn Bach. Fel rhan o'r digwyddiadau hynny, byddwn yn galw ar sefydliadau eraill i ystyried y weledigaeth - a ddatblygwyd gan bobl yng Nghymru - a gofyn, "Beth allwch chi ei wneud i helpu i wireddu'r weledigaeth ar gyfer Natur a Ni"? Bydd ymatebion gan sefydliadau eraill yn cael eu cipio, eu rhannu a'u hymgorffori yn ein blaengynlluniau gwaith.

18. Bydd y weledigaeth, yr adroddiad canfyddiadau a'r holl ddeunyddiau ategol ar gael ar wefan Partneriaeth Bioamrywiaeth Cymru.

### **Bil yr Amgylchedd (Ansawdd Aer a Seinweddau) (Cymru)**

19. Nod Bil yr Amgylchedd (Ansawdd Aer a Seinweddau) (Cymru) a gyflwynwyd ym mis Mawrth eleni yw cysoni polisi sŵn, seinwedd ac ansawdd aer yng Nghymru i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru. Fel rheoleiddiwr amgylcheddol Cymru, bydd yn ofynnol i CNC gyfrannu at ddatblygu targedau ansawdd aer newydd a datblygu polisi a chanllawiau ar gyfer trwyddedu sy'n bodloni'r gofynion deddfwriaethol newydd. Bydd disgwyl i ni hefyd ddatblygu canllawiau a dulliau newydd i integreiddio'r ystyriaeth o seinweddau yn y broses trwyddedu amgylcheddol a rheoleiddio gweithrediadau diwydiannol a masnachol. Mae seinweddau yn faes cymharol newydd ym maes acwsteg; efallai y bydd angen adnoddau ac arbenigedd ychwanegol er mwyn i CNC weithredu seinweddau yn llwyddiannus a bodloni ein rhwymedigaethau o dan y ddeddfwriaeth newydd.

### **Bil Cyfraith yr UE a Ddargedwir (Dirymu a Diwygio)**

20. Dros y misoedd diwethaf, mae tîm Polisi Amgylcheddol Strategol CNC wedi bod yn asesu effaith bosibl Bil Cyfraith yr UE a Ddargedwir (REUL) ar y gyfundrefn trwyddedau, cydsyniadau, cofrestriadau, awdurdodiadau ac eithriadau a gyhoeddir gan CNC.

21. Ailadroddodd yr adroddiad cyntaf gan Asesydd Diogelu'r Amgylchedd Dros Dro Cymru (IEPAW), a gyhoeddwyd ym mis Chwefror, bryderon y Cwnsler Cyffredinol a Gweinidog y Cyfansoddiad a phryderon CNC ynghylch yr effaith y gallai'r Bil ei chael ar weithrediad cyfraith amgylcheddol yng Nghymru. Roedd y pryderon hynny'n cynnwys diffyg cynllunio, amserlen dynn a'r risg o ganlyniadau polisi gwrthnysig.

22. Ym mis Mai, cyhoeddodd y Gweinidog Newid Hinsawdd ddatganiad ysgrifenedig yn cadarnhau bod adroddiad IEPAW wedi'i gyflwyno gerbron y Senedd, ac yn cyhoeddi ei hymateb i'r adroddiad a'r argymhellion a wnaed ynddo.

23. Ar yr un pryd, cyhoeddodd Llywodraeth y DU ddiwygiadau i'r Bil a oedd yn cynnwys dirymu'r cymal machlud oherwydd risgiau o ansicrwydd cyfreithiol, a chynnwys cymal newydd i sicrhau gwell craffu seneddol ar gyfer is-ddeddfwriaeth, er mwyn lleihau'r risg o ganlyniadau anfwriadol. Yn ogystal, ychwanegwyd cymal newydd yn ei gwneud yn ofynnol i unrhyw ddeddfwriaeth newydd sy'n ymwneud â diogelu'r amgylchedd neu safonau bwyd gynnal o leiaf yr un safon o ddiogelwch â mesurau

cyfraith yr UE a ddargedwir. Byddai'r cymal hwn yn berthnasol i'r DU gyfan ac yn ymateb i bryderon y gallai diogelu'r amgylchedd gael ei wanhau o ganlyniad i'r Bil.

24. Rydym yn parhau i weithio gyda Llywodraeth Cymru, yn enwedig mewn perthynas â'r amserlen ddirymu newydd sy'n rhestru detholiad llai o ddeddfau a fydd yn cael eu dirymu'n awtomatig ar ddiwedd 2023. Ystyrir bod llawer o hyn wedi mynd allan o arfer ac yn ddiangen, ac rydym wedi cytuno o'r blaen gyda Llywodraeth Cymru y gellir ei ddirymu heb fawr o effaith.
25. Mae pryder parhaus ynglŷn â dehongli cyfraith yr UE a ddargedwir. Er bod y Bil yn rhoi disgresiwn i wyro oddi wrth gyfraith achosion sefydledig (gan ddileu goruchafiaeth cyfraith achosion ac egwyddorion cyfreithiol yr UE), ni wnaed unrhyw asesiad i ddeall goblygiadau'r dull hwn, gan gynnwys y potensial ar gyfer heriau cyfreithiol, oedi ac ôl-ffeithiau ariannol. Mae hwn yn bryder arbennig gyda'r Rheoliadau Cynefinoedd oherwydd maint y gyfraith achosion sydd wedi cronni a swm y canllawiau, arfer gorau a phenderfyniadau sydd bellach yn seiliedig ar gyfraith achosion, yn hytrach na'r Rheoliadau eu hunain.

## Materion Gweithredol

### Tanau Gwyllt ar y Tir yn ein Gofal

26. Yn ystod y misoedd diwethaf, bu nifer sylweddol o danau gwyllt ar dir a reolir gan CNC, ac mae hyn wedi ennyn diddordeb y cyhoedd a'r cyfryngau. Ers dechrau mis Mawrth, bu 36 o danau gwyllt, gyda thanau Rhigos a Blaengarw o faint a dwyster sylweddol, gyda phob un yn para o leiaf saith diwrnod.
27. Mewn digwyddiadau o'r fath, rydym yn cefnogi'r Gwasanaethau Tân ac Achub (FRS) drwy ddarparu gwybodaeth a mynediad lleol, a defnyddio hofrenyddion a pheiriannau trwm. Mae digwyddiadau tanau gwyllt yn gofyn am amser staff sylweddol gan CNC a'r FRS ac, yn aml, maent yn peryglu bywyd. Gallant achosi difrod sylweddol i eiddo a bioamrywiaeth, colli carbon, effeithio ar ansawdd aer a chynyddu'r risg o dirlithriadau yn ddiweddarach. Mae'r rhan fwyaf o danau gwyllt ar y tir yn ein gofal o ganlyniad i danio bwriadol ac maent yn digwydd yn bennaf yng Nghymoedd y De yn agos at ardaloedd poblog.
28. Byddwn yn penodi Rheolwr Adfer i gydlynu sut rydym yn ymdrin ag effaith gyffredinol tanau gwyllt ar draws y tir yn ein gofal. Rydym eisoes wedi uwchraddio ein gallu i ymateb i ddigwyddiadau, a gellir gweld canlyniad hynny yn effeithlonrwydd ein hymateb i ddigwyddiadau eleni. Yn yr hirdymor, rydym yn addasu'r tir yn ein gofal i ymdopi â risg uwch o danau gwyllt oherwydd y newid yn yr hinsawdd.

29. Digwyddodd un o'n tanau gwyllt mwyaf eleni ar Ystad Goed Llywodraeth Cymru (WGWE) ar Fynydd y Rhigos yn y De. Llosgodd y tân oddeutu 120 hectar o goetir ac 20 hectar o dir cyfagos, gan gynnwys llawer o ardal ddynodedig Safle o Ddiddordeb Gwyddonol Arbennig (SoDdGA) Craig y Llyn, sy'n ardal rydym yn rheoli rhan ohoni ar y cyd ag Ymddiriedolaeth Natur De a Gorllewin Cymru. Cafodd rhwystrau tân eu gosod i helpu i geisio rheoli'r tân a dim ond ardaloedd bach sy'n dal i fudlosgi erbyn hyn. Mae'r gwaith monitro'n parhau ac mae Dŵr Cymru yn cymryd samplau ansawdd dŵr yn Llyn Fawr, sy'n ased adnoddau dŵr pwysig. Gwnaed difrod helaeth i rannau o lwybr beicio mynydd Skyline ac, er y bu'n rhaid i Zip World y Tŵr roi'r gorau i weithredu ar anterth y tân, fe arbedwyd eu seilwaith.

### **Prosiect Arddangos Tanau Gwyllt Llethrau Llon (Canol y De)**

30. Mae prosiect Arddangos Tanau Gwyllt Llethrau Llon wedi cwblhau'r cam adeiladu tystiolaeth a ariannwyd drwy'r Gronfa Datblygu Gwledig, drwy Lywodraeth Cymru.

31. Mae'r prosiect, a gynhelir gan CNC mewn partneriaeth â Gwasanaeth Tân ac Achub De Cymru, Ymddiriedolaeth Bywyd Gwyllt De a Gorllewin Cymru a Chyngor Bwrdeistref Sirol Rhondda Cynon Taf, wedi bod yn archwilio dull integredig o reoli tanau gwyllt. Mae hyn wedi cynnwys addysg ac ymwybyddiaeth, atal ac ymateb i ddigwyddiadau, gan fabwysiadu dull tirwedd integredig o ymdrin â thanau gwyllt gydol y flwyddyn, nid dim ond mewn digwyddiadau tanau gwyllt.

32. Gyda chyllid o £850,000 dros y ddwy flynedd diwethaf, mae Llethrau Llon wedi elwa ar adnoddau pwrpasol, gan gynnwys secondiad swyddog tân am chwe mis. Gan ddefnyddio safleoedd arddangos, dulliau treialu ac ymgysylltu â rhanddeiliaid yn lleol ac yn rhyngwladol, mae'r prosiect wedi archwilio gwydnwch Cymru o ran ymateb i ddigwyddiadau, rheoli tir a pholisi a'r angen i addasu i ragfynegiadau newid hinsawdd y bydd tanau gwyllt yn dod yn fwy o risg. Bydd y dystiolaeth a gasglwyd yn llywio cyfres o argymhellion i adeiladu gwydnwch tanau gwyllt yn y dirwedd, gan fynd ati hefyd i wella gwydnwch ecolegol, cymunedau, economïau gwledig a diogelwch diffoddwyr tân.

33. Cynhaliwyd Cynhadledd Tanau Gwyllt yng Nghymru ar 13 a 14 Mehefin, lle trafododd ystod amrywiol o fynychwyr yr heriau a'r camau nesaf ynghylch polisi a rheoli tanau gwyllt. Roedd hwn yn ddigwyddiad llwyddiannus gyda llawer o adborth cadarnhaol a phartneriaethau a rhwydweithiau defnyddiol yn cael eu cynnal a'u meithrin. Datgelodd y trafodaethau agored gonsensws clir bod hyn yn her i gymdeithas gyfan a bod gan bob un ohonom gyfraniad i'w wneud at leihau'r risg o danau gwyllt, gan ei ymgorffori yn y ffordd rydym yn rheoli'r tir gydol y flwyddyn.

34. Mae'r camau nesaf yn edrych ar sut y gallwn wreiddio'r dysgu o fewn CNC. Mae heriau i ni o ran rheoli digwyddiadau a mesurau atal i'w hymgorffori yn ein rheolaeth tir ein hunain. Mae gennym rôl hefyd o ran tynnu sylw at beryglon amgylcheddol tanau gwyllt a'r effaith ar ansawdd aer, iechyd a llesiant.
35. Yng Nghanol y De, oherwydd y risgiau sylweddol yn y rhanbarth, rydym yn datblygu strategaeth tanau gwyllt i'w hymgorffori yn ein cynlluniau coetir dull lleol.

#### **Diweddariad gorfodi Ch4**

36. Mae presenoldeb mewn digwyddiadau a gorfodi yn rhan bwysig o'n pecyn cymorth rheoleiddiol, gan helpu i sicrhau ein bod yn ymateb mewn ffordd gymesur i ddigwyddiadau llygredd. Yn wahanol i'n gweithgareddau rheoleiddio arfaethedig, sy'n helpu i atal llygredd drwy asesu cydymffurfiaeth, arfer gorau, ymgyrchoedd a chynghor, mae gorfodi'n adweithiol, ac yn digwydd unwaith y bydd difrod wedi'i wneud. Pan fo pethau'n mynd o chwith drwy esgeulustod, gweithredoedd bwriadol neu ddamweiniau, rydym yn ceisio cyfiawnder cymesur am y troseddau a achosodd y llygredd, gan ddefnyddio ystod o opsiynau gorfodi. Mae ein Hadroddiadau Rheoleiddio Blynyddol yn dangos sut mae ein camau gorfodi yn cyfrannu at yr amcanion llesiant yng Nghymru.
37. Rhwng mis Ionawr a mis Mawrth eleni, agorwyd 148 o achosion gorfodi newydd, a chynhyrwyd 42% ohonynt o ganlyniad i bresenoldeb CNC mewn digwyddiadau. Roedd 6% yn dod o achosion Gwialen a Lein pysgodfeydd, a 52% o ddiffyg cydymffurfiaeth reoleiddiol mewn safleoedd trwyddedig. Cwblhawyd camau gorfodi a chau 35 o'r achosion o fewn yr un cyfnod.
38. Yn ystod yr un cyfnod, cwblhawyd 22 o achosion erlyn oedd yn weithredol ers 2022 neu'n gynharach. Roedd y rhain yn cynnwys 14 o achosion pysgodfeydd, pedwar achos dŵr a phedwar achos gwastraff. Roedd un o'r erlyniadau gwastraff am ollwng gwastraff yn anghyfreithlon ar dir yn 2018; cafwyd y diffynnydd yn euog yn Llys y Goron Abertawe ym mis Hydref 2019, gyda'i ddedfryd wedi'i ohirio. Oherwydd Covid, daeth yr achos i ben o'r diwedd ym mis Mawrth 2023, pan orchmynnwyd y diffynnydd i dalu £3,770.51 mewn iawndal o dan Ddeddf Enillion Troseddau 2002 i ad-dalu'r gost o waredu'r gwastraff a ddyddodwyd yn anghyfreithlon i'r tiffeddiannwr.

#### **Gorchymyn Diwygio Harbwr Gwarchodaeth Dyfrdwy 2023**

39. Daeth saga hirhoedlog arall i ben ar 21 Mehefin pan lofnododd yr Adran Drafnidiaeth Orchymyn Diwygio Harbwr Gwarchodaeth Dyfrdwy 2023. Bydd y Gorchymyn, sy'n moderneiddio pwerau CNC fel yr Harbwr Statudol a'r Awdurdod Goleudy Lleol mewn perthynas â mordwyo yn aber afon Dyfrdwy, yn dod i rym ar 12

Gorffennaf. Mae'r Gorchymyn newydd yn sefydlu Pwyllgor Ymgynghorol, y mae'n rhaid i CNC ymgynghori ag ef ar faterion sy'n effeithio ar y warchodaeth, yn ogystal â phwerau sy'n caniatáu casglu ffioedd am wasanaethau a ddarperir gan CNC fel Awdurdod Harbwr Statudol Gwarchodaeth Dyfrdwy (er enghraifft, trwyddedau gwaith harbwr, ffioedd am ddefnyddio'r warchodaeth).

### **Ffilmio ar dir CNC yn y Gogledd-orllewin**

40. Mae'r gwaith o ffilmio golygfeydd ar gyfer cynhyrchiad teledu mawr ar dir CNC newydd orffen. Parodd y gwaith sefydlu a ffilmio am dair wythnos ar ein tir yn Niwbwrch ac Ynys Llandwyn ar Ynys Môn. "Red Gun" oedd yr enw cod ar gyfer cynhyrchiad cyfres newydd o un o'r masnachfreintiau cyfresi teledu rhyngwladol mwyaf erioed.
41. Mae'r safleoedd a ddefnyddir yn safleoedd cadwraeth o bwysigrwydd rhyngwladol gyda dynodiadau safle a rhywogaeth helaeth. Mae'r safle hefyd yn denu dros 500,000 o ymwelwyr y flwyddyn ac mae'n sensitif iawn gyda chymunedau lleol oherwydd problemau mynediad a phroblemau traffig. Rydym wedi gweithio'n agos gyda'r cwmni cynhyrchu ers dros flwyddyn i sicrhau y gallai'r ffilmio fynd rhagddo heb effeithio ar y safleoedd gwarchodedig, effeithio'n andwyol ar y gymuned leol neu darfu ar brofiad ymwelwyr. Cyflawnwyd hyn drwy ymgysylltu'n gynnar a gwaith caled sylweddol gan gydweithwyr i sicrhau amserlennu priodol i osgoi amseroedd brig ymwelwyr a bridio, cyfathrebu â'r gymuned, a chydsynio a thrwyddedu prydlon.
42. Mae'r cynhyrchiad wedi creu manteision sylweddol i'r economi leol ac wedi cael ymateb cadarnhaol yn lleol ac yn y cyfryngau. Felly, roedd gan y prosiect y potensial i gael effaith enfawr ar enw da CNC a Chymru. Roedd gwaith caled ac agwedd gadarnhaol ein staff a'r cwmni cynhyrchu yn sicrhau bod y cynhyrchiad yn mynd yn ei flaen heb unrhyw effeithiau andwyol ar natur, y gymuned nac ymwelwyr, a llwyddwyd i osgoi effeithiau niweidiol y cyfryngau a gwleidyddol a welsom gyda rhai cynyrchiadau mawr eraill.

### **Prosiect Dalgylch Teifi**

43. Yn ogystal â thrafodaethau rhwng ein Cadeirydd a'r Gweinidog Newid Hinsawdd, rydym wedi parhau i ddatblygu cynnig ar gyfer dull dalgylch ar afon Teifi. Mae trafodaethau ynghylch cyllid wedi cychwyn gyda Llywodraeth Cymru, gyda'r bwriad o recriwtio i ddwy swydd newydd i gychwyn a swyddi pellach i ddilyn. Y bwriad yw canolbwyntio ar raddfa dalgylch, gan weithio mewn partneriaeth ag eraill, i ddatblygu dulliau arloesol o wella ansawdd dŵr yn nalgylch afon Teifi, dalgylch Ardal Cadwraeth Arbennig (ACA) sydd ar hyn o bryd yn methu â chyrraedd ei safonau ffosffad.

### **Prosiect Afonydd Ardaloedd Cadwraeth Arbennig (ACA) - Diweddariad**

44. Rydym yn parhau i weithio ar gamau gweithredu CNC yng Nghynllun Gweithredu'r Prif Weinidog, Lleihau Pwysau ar Ddalgylchoedd Afonydd SAC i Helpu i Gyflenwi Tai Fforddiadwy. Adlewyrchwyd y rhain yn ein targedau corfforaethol ar gyfer y prosiect. Mae Llywodraeth Cymru wedi cyhoeddi'r strwythur llywodraethu newydd ar gyfer Cynllun Gweithredu'r Prif Weinidog, gyda'n Cadeirydd yn gwneud cyfraniad allweddol at y Grŵp Goruchwylio Gweinidogol.
45. Ers y diweddariad diwethaf, rydym wedi cwblhau'r gwaith sicrhau ansawdd annibynnol ar y modelau Dosrannu Tarddiad (SAGIS) ar gyfer pob un o'r afonydd ACA ac wedi dod i'r casgliad eu bod yn addas i'r diben ar gyfer cynllunio dŵr gwastraff. Mae adroddiad SAGIS ar gyfer afon Tywi wedi ei gyhoeddi gan Dŵr Cymru. Bydd yr adroddiadau afonydd SAC eraill yn cael eu cyhoeddi yn fuan. Mae ein dogfen "Lines to Take" wedi'i diweddarau a'i chyhoeddi ar y fewnwyd fel bod gan bob aelod o staff adnodd cyson i gyfeirio ato cyn mynychu cyfarfodydd a rhyngweithio â'r cyhoedd.
46. Dros y ffin, mae Natural England wedi cyhoeddi asesiad wedi'i ddiweddarau sy'n newid statws unedau ar afonydd Lugg a Gwy i "dirywio'n anffafriol". Rhoddodd y cyfryngau sylw i hyn a gofynnwyd i CNC am sylw ar ochr Cymru afon Gwy. Mae diddordeb gwleidyddol hefyd yn cynyddu'n sylweddol ac, yn ddiweddar, cynhaliodd Therese Coffey AS ddigwyddiad Bord Gron, gydag amrywiaeth o wahanol swyddogion a rhanddeiliaid wedi'u gwahodd, gan gynnwys CNC. Mae digwyddiad dilynol yn cael ei gynllunio gydag Ymddiriedolaeth Natur Maesyfed yn arwain.
47. Mae Llywodraeth Cymru wedi penodi ARUP Consultants (sy'n gweithio gyda Ricardo) i gynhyrchu'r cyfrifyddion maethynnau ar gyfer afonydd ACA, ac mae'r gwaith hwn bellach yn mynd rhagddo. Mae CNC yn mynychu'r grŵp llywio. Mae'r contract yn cynnwys y naw afon ACA, ynghyd â Llyn Tegid, ar gyfer ffosfforws a nitrogen. Disgwylir cyfrifyddion drafft erbyn diwedd mis Awst, gyda hyfforddiant yn yr hydref (amserlen uchelgeisiol).
48. Wrth i'r Adolygiad o Drwyddedau agosáu (yr adeg pan fydd trwyddedau diwygiedig yn dechrau cael eu rhyddhau), rydym wedi bod yn canolbwyntio ar sut y dylid rhyddhau'r wybodaeth hon a datblygu hyfforddiant ar gyfer cydweithwyr a phartneriaid allanol. O ystyried y nifer uchel o geisiadau cynllunio sy'n disgwyl canlyniad yr Adolygiad ar hyn o bryd, mae angen i ni sicrhau bod gwybodaeth am drwyddedau'n cael ei rhyddhau mewn ffordd reoledig a bod CNC a staff awdurdodau cynllunio yn gwybod sut i ddechongli'r canlyniadau a'u cymhwyso'n gyson mewn ymatebion cynllunio. Dylai hyn ein helpu i reoli'r brig disgwyliedig mewn llwyth gwaith mewn ffordd effeithlon ac effeithiol.

49. Rydym yn gweithio i ddarparu canlyniadau'r Adolygiad o Drwyddedau ar ein gwefan fel y bydd datblygwyr ac awdurdodau cynllunio yn gallu cael mynediad rhwydd at yr wybodaeth am drwyddedau sydd ei hangen arnynt.
50. Mae nifer o ymgynghoriadau ar gyfer ceisiadau cynllunio unedau dofednod yn y ciw, gyda allforio tail yn ateb a ffefrir i waredu tail. Mae staff y Gwasanaeth Cynghori Cynllunio Datblygu yn ymateb i'r rhain lle mae ein sefyllfa yn peri pryder ac yn ymwneud â thynnedd y tail a lle y caiff ei roi wedi hynny.
51. Dosbarthwyd y rhestr o Fesurau Lliniaru ar gyfer ymgynghoriad mewnol ym mis Ebrill ac mae'r sylwadau wedi cael eu hadolygu a'u gweithredu. Mae fersiwn hawdd ei defnyddio o'r daenlen wedi'i drafftio i'w rhannu'n allanol. Mae papur wedi'i ysgrifennu i'w anfon at yr Is-grŵp Tir a Dŵr Cynaliadwy i'w gymeradwyo cyn ei ddsbarthu i Lywodraeth Cymru erbyn diwedd mis Mehefin, cyn y dyddiad cau yng Nghynllun Gweithredu'r Prif Weinidog.

### **Gwaith Cronfa Ddŵr ar y Rhestr Fer ar gyfer Gwobrau**

52. Mae Prosiect Diogelwch Cronfa Ddŵr Llyn Tegid CNC yn y Bala a Phrosiect Diogelwch Cronfa Ddŵr y Tywysog Llywelyn wedi cyrraedd y rhestr fer yng Ngwobrau Peirianeg Sifil Sefydliad y Peirianwyr Sifil (ICE) Cymru 2023.
53. Gwnaed y gwaith yn Llyn Tegid i'w alluogi i wrthsefyll tywydd eithafol a darparu amddiffyniad i fwy nag wyth cant o adeiladau lleol. Cafodd y prosiect ei ariannu gan Lywodraeth Cymru a'i ddarparu gan William Hughes Civil Engineering, Binnies, Arcadis, Ground Control a Dams and Reservoirs Ltd. Roedd y gwaith, a gwblhawyd ym mis Mawrth 2023, yn cynnwys cryfhau argloddiau'r llyn gyda mwy na 13,000 tunnell o greigiau ac roedd yn cynnwys gwelliannau amgylcheddol a hamdden megis llwybrau troed gwell ac ardaloedd eistedd newydd, yn ogystal â phum hectar o gynefinoedd naturiol wedi'u hadfer ac ardaloedd newydd o ddolydd blodau gwyllt.
54. Mae Cronfa Ddŵr y Tywysog Llywelyn yn strwythur argae hanesyddol sydd wedi'i leoli o fewn ystad goedwigaeth CNC y tu allan i Ddolwyddelan. Adeiladwyd yr argae yn y 1800au i ddarparu dŵr i chwarel y Tywysog Llewelyn i lawr yr afon. Gan nad oedd y gronfa ddŵr yn cyflawni swyddogaeth mwyach ac nad oedd yn addas i'w defnyddio fel cyflenwad dŵr, penderfynodd CNC ddatgomisiynu'r strwythur argae yn ddiogel, gan ddychwelyd y corff dŵr i lefelau naturiol a lleihau'r perygl o lifogydd i eiddo i lawr yr afon. Ymgorfforwyd gwelliannau bioamrywiaeth hefyd i ddarparu buddion i fywyd gwyllt tra bod y gwaith yn sicrhau bod darn sylweddol o archaeoleg ddiwydiannol Cymru yn cael ei gadw'n ddiogel ar gyfer cenedlaethau'r dyfodol. Gwnaethpwyd y gwaith gan William Hughes Civil Engineering.



55. Cynhelir y seremoni wobrwyo ym mis Medi.

## Masnachol

### Pren

56. Mae'r fersiwn newydd o'r Safon Llywodraethu Gwerthiant Pren wedi'i gweithredu'n llwyddiannus ar gyfer Gwerthiant mis Gorffennaf (i gau ar 3 Gorffennaf). Bydd y safon newydd yn rhoi mwy o reolaeth i CNC dros benderfynu pwy sydd wedi ennill lotiau ac yn dileu'r ddibyniaeth ar egwyddor y cynigydd uchaf, gan ganiatáu ar gyfer trafodaeth a phenderfyniadau yn seiliedig ar ffactorau eraill megis cofnod iechyd a diogelwch, faint a werthir ymlaen, materion ymestyn contractau a rheoli credyd. Mae'r newid hwn wedi'i ddosbarthu'n dda ac rydym wedi cyfarfod â nifer o gwsmeriaid i esbonio'r newid, yn ogystal â darparu hyfforddiant helaeth ar y safonau newydd yn fewnol.

### Fferm Wynt Y Bryn

57. Mae Y Bryn wedi mynd i mewn i'r cam Ymgynghoriad Cyn Ymgeisio ffurfiol. Dyma'r cam ffurfiol cyntaf a hysbysebwr yn gyhoeddus yn y broses gynllunio ac mae'n cynhyrchu cryn dipyn o ddiddordeb cyhoeddus, yn gadarnhaol ac yn negyddol. Rydym yn monitro'r sefyllfa ond mae'n bwysig nad yw CNC yn dylanwadu ar y broses gynllunio mewn unrhyw ffordd y tu hwnt i'n rôl arferol fel ymatebydd.

## Mewnol

### Adfywio

58. Mae prosiect Cardiff Opportunity i symud staff o Dŷ Cambria a Rivers House i swyddfeydd Llywodraeth Cymru ym Mharc Cathays yn symud yn gyflym. Rydym yn agos at gytuno ar benawdau'r telerau gyda Llywodraeth Cymru. Mae cynnydd da yn cael ei wneud o ran clirio Tŷ Cambria a'n symud i Barc Cathays ddiwedd 2023 neu ddechrau 2024.

59. Rydym bellach wedi cychwyn prosiect i ddatblygu achos busnes ac opsiynau ar gyfer ein swyddfa yn Llandarcy. Mae gennym gyfle i gael seibiant prydles ym mis Tachwedd 2023 a fyddai'n golygu ein bod yn gadael ym mis Tachwedd 2024.

60. Mae'r Strategaeth Llety 10 mlynedd a'r Cynllun Cyflawni Dynamig cysylltiedig wedi'u cymeradwyo gan y Tîm Gweithredol ac mae disgwyl iddynt gael eu cyhoeddi a bod yn destun ymgysylltiad staff o fis Gorffennaf ymlaen.

61. Mae'r cynllun aberthu cyflog Cerbydau Trydan (EV) yn barod i gychwyn yn amodol ar drafodaethau ag undebau ar y gwahanol ganlyniadau pensiwn.
62. Mae Adfywio wedi cyflwyno Olew Llysiau 'Hydrotreated' (HVO) i'w ddefnyddio yn ein peiriannau a rhai cerbydau gweithredol. Mae hwn yn danwydd dros dro sy'n cynnig gostyngiad o 90% mewn allyriadau nwyon tŷ gwydr.
63. Mae cynllun Seilwaith Gwefru Cerbydau Trydan (EVCI) integredig CNC yn parhau, gydag arolygon yn cael eu cynnal. Bydd y gwaith hwn yn cael ei gwblhau ddiwedd yr haf, gan ein galluogi i gaffael yr adeiladu a'r gweithredu yn gynnar yn 2024. Fel mesur dros dro, rydym wedi archebu tua hanner cant o wefrwyr EV i'w gosod o fewn y chwarter nesaf i gefnogi'r EVs sydd gennym ac y byddwn yn eu harchebu yn y flwyddyn ariannol hon.
64. Rydym wedi datblygu Polisi Prynu Fflyd Dros Dro i gefnogi'r newid i fflyd allyriadau isel iawn (ULEV). Mae hyn yn golygu y bydd CNC ond yn prynu neu brydlesu ceir a faniau diesel neu betrol drwy eithriad. Bydd pob pryniant ULEV yn geir trydan batri.

### **Cyfarfodydd Cynllun Corfforaethol**

65. Gydol mis Mehefin a dechrau mis Gorffennaf, mynychodd cyfanswm o 1,033 o gydweithwyr saith cyfarfod ledled Cymru. Mae'r digwyddiadau lleol hyn yn disodli digwyddiad blynyddol #TîmCNC ac fe'u cynlluniwyd mewn ymateb i adborth gan staff ar eu hawydd i ddod at ei gilydd i greu cysylltiadau ar draws timau a chyfarwyddiadau.
66. Dan arweiniad ET, mae'r sesiynau'n defnyddio'r Cynllun Corfforaethol ac Ein Llais fel sbringfwrdd ar gyfer sgysiau newydd rhwng cydweithwyr. Mae'r sesiynau wedi cynnwys pedwar sesiwn naid – Ein Llais, Adfywio, Gwerthoedd a Natur a Ni – yn gofyn am adborth staff ac yn rhoi'r wybodaeth ddiweddaraf am y camau nesaf. Mae fformat y sesiwn wedi'i addasu ar gyfer pob lleoliad.
67. Mae gwerthusiad wedi'i gynllunio dros yr haf i lywio digwyddiadau pellach yn yr hydref.

## **Cyfathrebu a Chwsmeriaid**

### **Cyfathrebu**

68. Mae'r Tîm Cyfathrebu yn parhau i gefnogi'r gwaith o gyflwyno'r Cynllun Corfforaethol newydd, gan weithio gyda Thîm y Prif Swyddog Gweithredol i lansio'r Cynllun yn nigwyddiad y Senedd. Roedd hyn yn cynnwys cael cymeradwyaeth gan randdeiliaid fel rhan o'r cyfathrebu, a oedd yn canolbwyntio ar Ddiwrnod

Amgylchedd y Byd. Mae'r tîm yn parhau i ddarparu cymorth i gyfarfodydd y Cynllun Corfforaethol sy'n cael eu cynnal ym misoedd Mehefin a Gorffennaf.

69. Mae'r Tîm Cyfathrebu hefyd wedi bod yn ymwneud â gwaith cyfathrebu am effaith y tywydd sych a poeth ar yr amgylchedd, gan gynnwys cynllunio ar gyfer sychder gyda'r Grŵp Cyswllt Sychder, cymorth gyda digwyddiadau tanau gwyllt, ac effeithiau amgylcheddol eraill megis pysgod mewn trallod ac algâu gwyrddlas. Mae cyfweiliadau yn y cyfryngau wedi cynnwys Sky News a BBC Cymru Wales.
70. Buom yn gweithio'n agos gyda Chronfa Treftadaeth y Loteri Genedlaethol a chyllidwyr cyfatebol eraill i gyfleu'r llwyddiant o sicrhau £8 miliwn ar gyfer prosiect Natur am Byth. Manteisiodd y cyfathrebu ar ffotograffiaeth dda a byddwn yn parhau i hyrwyddo'r prosiect wrth i ni recriwtio i'r ugain swydd sydd ar gael.
71. Parhaodd ein gwaith gorfodi ac erlyn i ddenu sylw yn y cyfryngau, yn fwyaf arbennig erlyniad Taylor Wimpey am droseddau llygredd. Buom hefyd yn gweithio gyda'r Tîm Adolygiad Strategol o Wefru (SROC) i gyfleu canlyniad y gwaith sicrwydd a wnaed gan Lywodraeth Cymru ar gynigion ein cynllun gwefru i randdeiliaid a'r cyfryngau.
72. Mae materion eraill sydd o ddiddordeb i'r cyfryngau rydym wedi gweithio arnynt yn ystod y cyfnod hwn yn cynnwys: ein hymateb i raglen Countryfile ar Dŷ Llwyd a halogiad tir hanesyddol; briffiau a chyfweiliadau allweddol ar y newid yn yr hinsawdd a pherygl llifogydd fel rhan o'n cyfraniad at raglen Wales This Week yn canolbwyntio ar effeithiau cynnydd yn lefel y môr ar yr arfordir; a'n gwaith partneriaeth gyda Chanolfan Gwyddorau'r Amgylchedd, Pysgodfeydd a Dyframaethu a Phrifysgol Bangor i gofnodi effaith sŵn ar famaliaid morol, a ddenodd lawer o ddiddordeb yn y cyfryngau. Roedd ymholiadau yn ymwneud ag ansawdd dŵr (yn enwedig Gorlifoedd Carthffosiaeth Cyfunol (CSOs), ffoffadau a dechrau tymor samplu dŵr ymdrochi), yr ymgynghoriad ar adar hela ac ymholiadau yn ymwneud â blodau algaidd tymhorol yn codi'n aml hefyd.
73. Gwnaethom gefnogi cyfathrebu ynghylch lansio'r ymgynghoriad ar gyfleuster crynhoi Abermiwl a'r ymgynghoriad ar gynlluniau i reoli GNG a Choedwig Niwbwrch.

### **Y Sioe Fawr a'r Eisteddfod Genedlaethol**

74. Mae cynlluniau'n mynd rhagddynt ar gyfer y ddau ddigwyddiad. Ein thema yw Adferiad Natur a byddwn yn arddangos tri phrosiect: prosiect adfer mawndir yng Ngwynedd, llygod y dŵr Gŵyr a phrosiect marchfisglog oddi ar arfordir Pen Llŷn.

### **Gweithredu'r polisi Cwynion wedi'i ddiweddarau**

75. Ar 1 Ebrill, lanswyd ein Polisi Cwynion a Chymeradwyo diwygiedig, a fydd yn ei gwneud hi'n haws i gwsmeriaid ddarparu adborth yn ddi-oed ar wasanaeth y maent wedi'i dderbyn gennym. Mae'r polisi yn lleihau nifer y camau cwyno o dri i ddau, a bydd cwynion Cam 1 yn cael eu hateb o fewn deg diwrnod gwaith yn hytrach nag ugain diwrnod gwaith. Rydym hefyd wedi cyflwyno proses Cam 2 symlach, nad yw'n llai cadarn na'r broses bresennol ond sy'n golygu y gallwn ymateb i'r mwyafrif o ymchwiliadau Cam 2 o fewn ugain diwrnod gwaith. Rydym wedi derbyn adborth cadarnhaol gan staff ynghylch y broses Cam 2 newydd.
76. Ffocws allweddol y polisi newydd yw defnyddio'r adborth o gŵynion i wella prosesau a gweithdrefnau, gan osgoi cwynion mynych a gwella profiad y cwsmer. Mae hyn yn dangos ein hymrwymiad i wella'r ffordd rydym yn ymdrin â chwynion cwsmeriaid er mwyn sicrhau eu bod yn cael eu hymchwilio'n drylwyr ac yn gyflym, sy'n cynnig manteision i gwsmeriaid a chydweithwyr.
77. Ar ddiwedd y chwarter cyntaf, byddwn yn cyhoeddi gwybodaeth am berfformiad cwynion drwy wefan Ombwdsmon Gwasanaethau Cyhoeddus Cymru. Bydd hyn yn caniatáu i'r Ombwdsmon a chwsmeriaid gymharu ein perfformiad â sefydliadau sector cyhoeddus eraill yng Nghymru, a sicrhau ein bod yn cydymffurfio â pholisi ymdrin â chwynion yr Ombwdsmon.

## Rhagolwg

Dydd Mercher 16 Awst – Galwad Diweddarau'r Bwrdd

Dydd Iau 7 Medi - Y Pwyllgor Archwilio a Sicrwydd Risg

Dydd Llun 11 Medi – Y Pwyllgor Archwilio a Sicrwydd Risg (Adroddiadau Blynyddol a Chyfrifon)

Dydd Mercher 13 Medi – Y Pwyllgor Pobl a Chwsmeriaid

Dydd Iau 14 Medi – Y Pwyllgor Cyllid

Dydd Mercher 20 a Dydd Iau 21 Medi – Cyfarfod Bwrdd

## Papur Bwrdd CNC

Dyddiad y cyfarfod:	19 Gorffennaf 2023
Teitl:	Diweddariad y Pwyllgor Archwilio a Sicrhau Risg (ARAC)
Cyfeirnod:	23-07-B02
Adolygydd y diweddariad gan:	Kath Palmer - Cadeirydd ARAC
Cyflwynwyd gan:	Kath Palmer - Cadeirydd ARAC
Pwrpas y papur:	Er gwybodaeth
Argymhelliad:	Nodi'r diweddariad

### Cefndir

1. Mae'r diweddariad hwn ar gyfer y Bwrdd mewn perthynas â chyfarfod Archwilio a Sicrhau Risg (ARAC) ar 5 Mehefin 2023.

### Diweddaru

#### Sesiwn gaeedig

2. Cynhaliodd aelodau ARAC eu sesiwn gaeedig flynyddol gyda'r Swyddog Cyfrifyddu.

#### Archwilio Cymru

3. Roedd Archwilio Cymru wedi darparu diweddariad ysgrifenedig i ddweud bod gwaith archwilio'r cyfrifon terfynol ar y gweill ar gyfer Mehefin/Gorffennaf 2023 ac yn cynnwys dolenni i gyhoeddiadau diweddar Archwilio Cymru. Roedd Cynllun Archwilio Cymru 2023 hefyd wedi ei gyflwyno i ARAC.

#### Cyfrifon Blynyddol a Diweddariad Cyllid

4. Roedd ARAC wedi adolygu'r Cyfrifon Blynyddol mewn sesiwn archwiliad dwfn, ac wedi'u cyflwyno i Archwilio Cymru bellach. Y bwriad yw cymeradwyo'r Cyfrifon ym mis Medi.
5. Darparwyd diweddariad cyllid a oedd yn cynnwys adroddiad blwyddyn lawn y Colledion, Taliadau Arbennig a Chamau Tendre Sengl. Bu ARAC hefyd yn adolygu a chymeradwyo Cynllun Cyflawni Atal Twyll 2023-24.

#### Adroddiad Blynyddol Drafft 2022-23

6. Fe wnaeth ARAC adolygu a chraffu ar Adroddiad Blynyddol drafft 2022-23. Byddai'n cael ei gymeradwyo gyda'r Cyfrifon, a gynlluniwyd ar gyfer mis Medi.

### Archwilio mewnol

7. Derbyniwyd a nodwyd pum adroddiad archwilio mewnol. Tri gyda sicrwydd sylweddol, dau gymedrol ac un cyfyngedig. Nodwyd ei bod yn gynnydd mawr dderbyn tri gyda sicrwydd sylweddol. Byddai'r camau gweithredu a'r llinellau amser ar yr archwiliad cyfyngedig yn dychwelyd i gyfarfod nesaf ARAC gan y gofynnwyd am linellau amser cyflymach. Cyflwynwyd y Siarter Archwilio Mewnol ddiwygiedig arfaethedig i ARAC, a'i hardystio. Nodwyd yr Adroddiad Sicrhau Ansawdd Allanol cadarnhaol hefyd a'r Cynllun Archwilio Mewnol ar gyfer 2023/24.
8. Cyflwynodd y Pennaeth Archwilio Mewnol Farn Archwilio Mewnol Blynyddol drafft, a oedd yn farn gymedrol, gyda chafaet bod angen i welliannau barhau. Croesawodd ARAC y farn a chynhaliwyd trafodaeth am ddyheadau'r dyfodol.
9. Cymeradwyodd ARAC Adroddiad Chwythu'r Chwiban Blynyddol 2022-23.

### Adroddiad Sicrwydd Blynyddol Uwch-berchennog Risg Gwybodaeth (SIRO)

10. Croesawodd ARAC yr Adroddiad gan nodi ei fod yn fwy hygyrch. Roedd llawer iawn o waith wedi'i wneud yn ystod y flwyddyn a diolchodd ARAC i bawb a gymerodd ran. Cafodd yr Adroddiad ei gymeradwyo.

### Diweddariad Llywodraethu Corfforaethol

11. Roedd uchafbwyntiau'r diweddariad yn cynnwys y Grŵp Cynllunio ac Adnoddau newydd, newidiadau i ffyrdd o weithio ac y byddai gallu'r tîm Llywodraethu yn cael ei gynyddu. Hefyd, nodwyd gwaith i ddatblygu sicrwydd ar draws y sefydliad.

### Rheoli Risg

12. Roedd y gwaith o ddiwygio'r Gofrestr Risg Strategol i gyd-fynd â'r Cynllun Corfforaethol newydd wedi dechrau, a byddai'n cael ei gyflwyno i ARAC ym mis Medi.

### Sesiwn gaeedig

13. Cynhaliodd aelodau ARAC sesiwn gaeedig gyda'r Pennaeth Archwilio Mewnol.

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Diweddariad Bwrdd y Pwyllgor Cyllid
<b>Cyfeirnod y Papur:</b>	23-07-B03
<b>Noddwyd y Papur gan:</b>	Helen Pittaway, Cadeirydd y Pwyllgor Cyllid
<b>Paratowyd y Papur gan:</b>	Ysgrifenyddiaeth y Bwrdd
<b>Cyflwynwyd y Papur gan:</b>	Helen Pittaway, Cadeirydd y Pwyllgor Cyllid
<b>Pwrpas y papur</b>	Information
<b>Crynodeb</b>	Rhoi'r wybodaeth ddiweddaraf i'r Pwyllgor Cyllid (FC) – 19 Mehefin

## Cefndir

1. Mae'r papur hwn yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid (FC) ar 19 Mehefin 2023. Mae cofnodion y cyfarfodydd hyn ar gael i unrhyw aelod o'r Bwrdd sydd â diddordeb.

## Diweddaru

### Cadarnhau Cyllideb Agoriadol 2023-24

2. Cyflwynwyd cyllideb agoriadol 2023-24 wedi'i chadarnhau i'r Pwyllgor Cyllid. Nodwyd y byddai CNC yn monitro perfformiad yn ystod y flwyddyn yn erbyn y gyllideb agoriadol a gadarnhawyd. Cafodd y Pwyllgor Cyllid drafodaeth sylweddol ar incwm pren a chytunodd i gael sesiwn strategol ar bren yn y dyfodol. Cymeradwyodd y Pwyllgor Cyllid gyllideb agoriadol 2023-24.

### Diweddariad Perfformiad Cyllid

3. Rhoddwyd trosolwg i'r Pwyllgor Cyllid o berfformiad y gyllideb ar gyfer Cyfnod 2 (Mai). Tynnwyd sylw at negeseuon allweddol gan gynnwys y ffaith y byddai'r gyllideb yn dynn iawn ar gyfer 2023-24.

### Cymeradwyaethau Bwrdd CNC i'w cymeradwyo gan y Pwyllgor Cyllid

4. Cymeradwyodd y Pwyllgor Cyllid dair cymeradwyaeth ar gyfer y Bwrdd.

### Diweddariad Cynllunio Busnes

5. Trafodwyd Cynllun Busnes 2023-24, a'r mesurau a'r metrigau dros dro. Darparwyd trosolwg o'r dull a ddefnyddiwyd i ddatblygu mesurau a metrigau newydd y Cynllun Corfforaethol gan gynnwys pwysigrwydd neilltuo amser i sicrhau eu bod yn gadarn.
6. Cymeradwyodd y Pwyllgor Cyllid y Cynllun Busnes a'r mesurau a'r metrigau interim ar gyfer dangosfwrdd 2023-24.

### Adroddiad a Chyfrifon Blynyddol

7. Gofynnwyd i'r Pwyllgor Cyllid adolygu'r Adroddiad Perfformiad a'r Adolygiad Dadansoddol. Gofynnwyd i'r Pwyllgor Cyllid wneud sylwadau ar y naws a'r enghreifftiau o weithgareddau a wnaed gan CNC. Cynigiwyd rhai awgrymiadau ynghylch tôn yr adroddiad. Yn gyffredinol, croesawyd cynnwys yr Adroddiad gan y Pwyllgor Cyllid.

### Gweithgareddau masnachol

8. Amlygwyd diweddariadau diweddar i'r Strategaeth Fasnachol. Cyflwynwyd gweithgarwch masnachol cyfredol a gweithgarwch ychwanegol arfaethedig ar gyfer 2023-24 hefyd.
9. Cafodd y Pwyllgor Cyllid drafodaeth hir ar rôl masnachol CNC, gan gynnwys gwerth y tîm Masnachol, a sut y gallai gweithgareddau masnachol gefnogi Amcanion y Cynllun Corfforaethol.

### Diweddariad Trawsnewid Busnes

10. Darparwyd diweddariad ar y Rhaglen Trawsnewid Busnes gan gynnwys cynnydd ers cyfarfod diwethaf y Pwyllgor Cyllid, y pedwar maes ffocws a nodwyd dan y drefn ailosod, a ffocws y gwaith ar gyfer y chwarter nesaf.

### Rheoli Risg

11. Cafodd y Pwyllgor Cyllid ddiweddariad llafar i Risg Strategol 04 – Gosod Cyfeiriad Strategol. Hon oedd y risg strategol gyntaf i gyrraedd ei sgôr targed. Trafododd y Pwyllgor Cyllid y risg o gwmpasu'r gwaith o gyflawni'r Cynllun Corfforaethol.



## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Diweddariad Bwrdd Pwyllgor Pobl a Chwsmeriaid
<b>Cyfeirnod Papur:</b>	23-07-B05
<b>Papur a noddir gan:</b>	Mark McKenna, Cadeirydd Pwyllgor Pobl a Chwsmeriaid
<b>Paratowyd y Papur gan:</b>	Ysgrifenyddiaeth y Bwrdd
<b>Cyflwynwyd y Papur gan:</b>	Mark McKenna, Cadeirydd Pwyllgor Pobl a Chwsmeriaid
<b>Pwrpas y papur</b>	Gwybodaeth
<b>Crynodeb</b>	Rhoi'r wybodaeth ddiweddaraf i'r Pwyllgor Pobl a Chwsmeriaid – 7 Mehefin

## Cefndir

1. Mae'r papur hwn yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Pobl a Chwsmeriaid (y Pwyllgor) ar 7 Mehefin 2023. Mae cofnodion y cyfarfodydd hyn ar gael i unrhyw aelod o'r Bwrdd sydd â diddordeb.

## Diweddaru

### Ffyrdd o weithio

2. Trafododd y Pwyllgor y cyfle i lywio agenda'r Pwyllgor mewn cyfeiriad mwy strategol. Ystyriwyd rôl y Pwyllgor o ran cefnogi'r gwaith o gyflawni'r Cynllun Corfforaethol newydd a datblygu diwylliant o arloesi, creadigrwydd, a datrys problemau.

### Adroddiadau lefel uchel Arolwg 'Ein Llais'

3. Cafodd canlyniadau arolwg staff Ein Llais eu cyflwyno a'u trafod. Nodwyd cysondeb yr ymatebion. Ystyriwyd y camau nesaf i gyflawni yn erbyn y tri phrif faes ffocws. Cafodd aelodau'r Pwyllgor eu diweddaru ar ddull yr arolygon staff nesaf. Nodwyd bod y

canlyniadau yn fwyaf gwerthfawr pan gânt eu cymryd yng nghyd-destun y Cynllun Corfforaethol, gan gydnabod yr agweddau strategol, a chefnogi grymuso staff.

#### Rhaglen Trawsnewid Cwsmeriaid a Digidol

4. Cafodd y Pwyllgor ei ddiweddarau ar y meysydd strategol sy'n ymwneud â'r Strategaeth Ddigidol a'r Strategaeth Cwsmeriaid a Rhanddeiliaid. Byddai'r Rhaglen yn broses ailadroddol i sicrhau bod y strategaethau'n cyd-fynd â'r Cynllun Corfforaethol wrth i'r gwaith fynd rhagddo. Cytunodd y Pwyllgor i adolygu'r dull o ddiweddarau adroddiadau a ddarparwyd i'r Pwyllgor.

#### Canfyddiadau Archwilio Canfyddiadau Blynyddol

5. Cyflwynwyd canfyddiadau'r Adroddiad Archwilio Canfyddiadau Blynyddol. Roedd hyn yn feincnod ar gyfer mesur materion cyhoeddus CNC; byddai Adroddiadau'r dyfodol yn clymu i waith eiriolaeth CNC. Heriodd y Pwyllgor a ellid darparu dadansoddiad manylach yn y dyfodol yn amodol ar gyfyngiadau cyllidebol, gan argymhell ehangu'r demograffeg.

#### Adroddiad Amlygu Trawsnewid Pobl

6. Cafwyd cyflwyniad ar y Rhaglen Trawsnewid Pobl. Holodd y Pwyllgor a oedd y Rhaglen yn ddigon trawsnewidiol. Eglurwyd y byddai'r targedau a nodir yn y Rhaglen yn galluogi CNC i gymryd golwg fwy strategol ar bolisi Pobl wrth symud ymlaen. Trafodwyd rôl gwybodaeth a dealltwriaeth ymddygiadol.

#### Cynllunio Strategol y Gweithlu

7. Trafodwyd materion yn ymwneud â Chynllunio'r Gweithlu Strategol. Roedd adnoddau wedi'u nodi fel risg strategol i CNC. Disgrifiwyd rôl y Grŵp Cynllunio ac Adnoddau. Tynnwyd sylw at weithio mewn partneriaeth â phrifysgolion a chafodd y Pwyllgor y wybodaeth ddiweddaraf am fodel a oedd yn cael ei dreialu gyda'r timau Rheoli Perygl Llifogydd a Chyllid.

#### Adroddiad Blynyddol y Gymraeg

8. Trafododd aelodau'r Pwyllgor gynnwys Adroddiad Blynyddol yr Iaith Gymraeg ac ystyried y meysydd ar gyfer datblygiad strategol. Cydnabuwyd bod yr Adroddiad yn canolbwyntio ar gydymffurfiaeth, ond nododd aelodau'r Pwyllgor fod cysylltiadau hefyd wedi'u gwneud o safbwynt arwyddocâd y Gymraeg i waith ehangach CNC a'r amgylchedd. Cytunodd y Pwyllgor y byddai angen sgwrs lawn ar ddatblygu cyfeiriad strategol y defnydd o'r Gymraeg yn CNC a chytunwyd y dylid ychwanegu hyn at agenda cyfarfod mis Medi.
9. Cymeradwyodd y Pwyllgor Adroddiad Blynyddol yr Iaith Gymraeg ar gyfer 2022/23.

#### Adroddiad Chwarterol Cyfathrebu

10. Derbyniodd y Pwyllgor Adroddiad Chwarterol Cyfathrebu. Adroddwyd bod mwyafrif cyfathrebu'r cyfryngau a'r cyfryngau cymdeithasol yn cynnwys sylw cadarnhaol i niwtral. Argymhellodd aelodau'r Pwyllgor y dylid darparu'r cyfraddau ymgysylltu Cymraeg a Saesneg a deialog ansoddol fer ar dueddiadau o adroddiadau blaenorol yn yr Adroddiad Chwarterol Cyfathrebu nesaf.

#### Rhagolwg

11. Myfyriodd y Pwyllgor ar y dull o gynnal cyfarfodydd yn y dyfodol gan ystyried y trafodaethau ynghylch symud tuag at agenda fwy strategol. Cytunwyd y dylai Cadeirydd y Pwyllgor Pobl a Chwsmeriaid, Cyfarwyddwr Gweithredol Strategaeth Gorfforaethol a Datblygu, a Chyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol, gyfarfod i drafod y dull diwygiedig o gynnal y Pwyllgor Pobl a Chwsmeriaid.

#### Eitemau ychwanegol

12. Ystyriodd a nododd y Cyngor yr eitemau canlynol:

- Y Datganiad Polisi Tâl – 31 Mawrth 2023
- Gwybodaeth Rheoli ar gyfer Chwarter 4 – Ionawr i Mawrth 2023
- Adroddiad Blynyddol ar Gydabyddiaeth Ariannol 2022/23

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Bwrdd y Pwyllgor Ardaloedd Gwarchoddedig - Diweddariad
<b>Cyfeirnod y Papur:</b>	23-07-B06
<b>Noddir y papur gan:</b>	Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig
<b>Paratowyd y papur gan:</b>	Ysgrifenyddiaeth y Bwrdd
<b>Cyflwynir y papur gan:</b>	Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig
<b>Diben y papur</b>	Gwybodaeth
<b>Crynodeb</b>	Rhoi diweddariad i gyfarfod y Pwyllgor Ardaloedd Gwarchoddedig, 23 Mehefin 2023, a chyfarfod Hysbysiad Safle o Ddiddordeb Gwyddonol Arbennig (SoDdGA), 29 Mehefin 2023

### Cefndir

1. Mae'r papur hwn yn rhoi diweddariad i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Ardaloedd Gwarchoddedig (PrAC) ar 23 Mehefin 2023, a chyfarfod Hysbysiad Safle o Ddiddordeb Gwyddonol Arbennig (SoDdGA) ar 29 Mehefin 2023.

### Diweddariad – Cyfarfod Cyffredinol, 23 Mehefin 2023

#### Polisi Cynllunio Cymru - Diweddariad

2. Cafodd y newidiadau allweddol yn ymgynghoriad Polisi Cynllunio Cymru Llywodraeth Cymru eu cyflwyno, eu trafod a'u nodi. Rhoddwyd cefnogaeth i ymateb CNC a chydabuwyd yr heriau o weithredu'r polisi, a fyddai'n dibynnu ar awdurdodau cynllunio i raddau helaeth.

#### Prosiect Afonydd Ardaloedd Cadwraeth Arbennig (ACA)

3. Trafododd PrAC y Prosiect Afonydd ACA sy'n mynd rhagddo a goblygiadau Cynllun Gweithredu'r Prif Weinidog. Cydnabuwyd bod angen lefel uwch o ddata i flaenoriaethu adnoddau yn effeithiol. Roedd ffyrdd o wella ymgysylltiad â rhanddeiliaid, yn enwedig yn y sector amaethyddol, yn cael eu harchwilio hefyd.

Tystiolaeth a Monitro ar gyfer Targed 3 y Fframwaith Bioamrywiaeth Byd-eang (30x30) yng Nghyd-destun Cymru

4. Cafodd lefel bresennol sylfaen dystiolaeth CNC, a ffyrdd o wella'r broses casglu data, eu hystyried a'u trafod. Nodwyd yr angen i integreiddio tystiolaeth yn well, a thrafodwyd y manteision a'r risgiau o ddefnyddio technegau sy'n dod i'r amlwg. Nododd PrAC bwysigrwydd ymgysylltu â rhanddeiliaid allanol a'r cyhoedd yn gyffredinol wrth gyflawni amcanion CNC. Cydnabuwyd bod gan CNC rôl o ran bod yn eiriolwr beiddgar, yn unol â'r Cynllun Corfforaethol newydd.

Diweddariad ar Archwiliad Dwfn Bioamrywiaeth

5. Darparwyd trosolwg o argymhellion yr Archwiliad Dwfn Bioamrywiaeth a gweithgarwch parhaus. Trafodwyd yr angen i gynyddu nifer y dynodiadau SoDdGA, ac ystyriwyd y sylfaen ddeddfwriaethol ar gyfer ehangu dynodiadau i feysydd lle nad oedd cadwraeth natur yn ofyniad cynhenid, er enghraifft Parciau Cenedlaethol lle mae'r dynodiad yn canolbwyntio ar dirwedd. Trafodwyd gwerth Adroddiadau Bioamrywiaeth fel gofyniad ar gyfer mynediad i gynlluniau megis y Cynllun Ffermio Cynaliadwy.

Rheoli Risg – Risg Strategol SR05 (Hyrwyddo SMNR)

6. Archwiliodd PrAC effeithiolrwydd y rheolaethau a ddisgrifir yn SR05, yn enwedig mewn perthynas â Datganiadau Ardal. Bydd y Risg hon yn cael ei diweddarau yn unol â'r Cynllun Corfforaethol newydd, a fydd yn cyflwyno newidiadau sylweddol yn y fersiwn nesaf. Amlygwyd y dylid cynnal trosolwg o'r elfennau presennol i sicrhau nad oedd unrhyw beth yn cael ei gollu ac nad oedd risgiau'n cael eu dyblygu ar wahanol lefelau yn y sefydliad. Trafodwyd rôl CNC o ran cefnogi Llywodraeth Cymru i gwblhau'r Polisi Adnoddau Naturiol.

Diweddariadau Ysgrifenedig

7. Gwnaeth PrAC ystyried a nodi'r llythyr rhybudd a gafodd CNC ganddo'i hun fel gorfodwr, gan bwysleisio pwysigrwydd perfformio i'r un safonau uchel a ddisgwylir gan eraill. Cafodd sicrwydd y byddai proses gwersi a ddysgwyd i sicrhau na fyddai'r mater yn cael ei ailadrodd.
8. Cafodd statws presennol safleoedd o fewn y broses hysbysu SoDdGA eu hystyried a'u nodi.

Llywodraethu'r Pwyllgor Ardaloedd Gwarchoddedig

9. Cafodd y Rhagolwg ei adolygu ac fe gytunwyd arno. Cafodd trefniadau a phwyntiau proses a chynnal ar gyfer cyfarfod cyhoeddus Hysbysu SoDdGA ar gyfer safle Cae Glas eu trafod a'u cadarnhau.

Unrhyw Fater Arall

10. Nododd PrAC fod yr adroddiadau diweddar ar danau gwyllt wedi gwneud sylwadau ar ddifrod i rai SoDdGA. Byddai Swyddog Adfer yn cael ei benodi yn fuan i asesu'r effeithiau a datblygu cynllun adfer. Byddai adroddiad yn cael ei gyflwyno i PrAC.

## **Diweddariad – Cyfarfod Hysbysu SoDdGA ar gyfer Cae Glas, Wern, 29 Mehefin 2023**

### Trefniadau'r Cyfarfod

11. Cynhaliwyd cyfarfod cyhoeddus yn y Trallwng i ystyried a ddylai'r hysbysiad ar gyfer Cae Glas, Wern, gael ei dderbyn neu ei dynnu'n ôl, yng ngoleuni'r gwrthwynebiad heb ei ddatrys. Roedd PrAC wedi paratoi'n dda drwy hyfforddiant cyfreithiol ymlaen llaw gan Sophie Hoffman, Browne Jacobson, sef cynghorydd cyfreithiol allanol a oedd hefyd yn bresennol yn y cyfarfod.
12. Mae PrAC yn gweithredu dan awdurdod dirprwyedig y bwrdd at y diben hwn.
13. Mae dogfennau a chanllawiau'r broses wedi'u diweddarau a'u diwygio'n sylweddol yn ddiweddar i adlewyrchu trefniadau gweithredu CNC yn llawn.
14. Yn unol â threfniadau llywodraethu diwygiedig y cytunwyd arnynt yn ddiweddar gan y Bwrdd, pwysodd Dr Pete Fox ar PrAC i sicrhau bod unrhyw risg i gworwm yn cael ei lliniaru'n ddigonol. Cymerodd Lesley Jones ran ar ôl disodli Mark McKenna fel aelod o PrAC ar 14 Mehefin 2023.

### Gwybodaeth Safle ac Adroddiad y Swyddog, gan gynnwys argymhelliad ffurfiol

15. Derbyniodd a nododd PrAC Adroddiad y Swyddog. Gwnaed argymhelliad ffurfiol y dylai'r safle yng Nghae Glas, Wern, gael ei ddynodi'n SoDdGA. Mewn trafodaeth, craffodd PrAC ar adroddiad ac argymhelliad y swyddog, gan adolygu agweddau gan gynnwys ffiniau'r safle a'r dystiolaeth o ddiddordeb arbennig a ddarparwyd.
16. Daeth yr adroddiad ar yr ymweliad safle gan yr aelod o PrAC Geraint Davies i law, a chafodd ei dderbyn.

### Gwrthwynebiadau a Sylwadau Eraill

17. Nid oedd y Gwrthwynebydd, na'i gynrychiolydd y cafodd ei bresenoldeb ei dderbyn a'i hysbysu, yn bresennol. Ystyriodd PrAC y gwrthwynebiadau yn eu habsenoldeb.

### Trafodaeth a Phenderfyniad y Pwyllgor

18. Roedd PrAC yn fodlon bod yr wybodaeth a ddarparwyd wedi bod yn destun gwaith craffu digonol a chytunodd yn unfrydol i gadarnhau'r dynodiad SoDdGA heb ei addasu.
19. Cafodd y rhestr o Weithrediadau sy'n Debygol o Niweidio'r Diddordeb Arbennig (OLDSI) ei hadolygu a'i hardystio.

### Camau Nesaf

20. Byddai'r safle'n cael ei gadarnhau fel SoDdGA a byddai'n cael ei hysbysu yn ysgrifenedig. Byddai ymdrechion i ymgysylltu â'r rhanddeiliaid yn parhau.

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y papur:</b>	Fforwm Rheoli Tir Cymru - Diweddariad
<b>Cyfeirnod y Papur:</b>	23-07-B07
<b>Noddir y papur gan:</b>	Yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru
<b>Paratowyd y papur gan:</b>	Bronwen Martin, Cynghorydd Arbenigol: Rheoli Tir Cymru
<b>Cyflwynir y papur gan:</b>	Yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru
<b>Diben y papur</b>	Information
<b>Crynodeb</b>	Crynhoi'r ystyriaethau, y penderfyniadau a'r camau rydych chi am i'r pwyllgor roi sylw iddynt.

## Fforwm Rheoli Tir Cymru

1. Cynhelir cyfarfodydd Fforwm Rheoli Tir Cymru bedair gwaith y flwyddyn, ac maent yn rhoi cyfle i Cyfoeth Naturiol Cymru (CNC) a sefydliadau eraill sy'n aelodau o Fforwm Rheoli Tir Cymru rannu gwybodaeth, nodi diddordebau cyffredin a chydweithio ar faterion rheoli tir yn strategol.

[Cyfoeth Naturiol Cymru - Fforwm Rheoli Tir Cymru](#)

## Diweddariad

### Cyfarfod 5 Mehefin 2023

2. Cynhaliwyd cyfarfod diweddaraf Fforwm Rheoli Tir Cymru ar 5 Mehefin 2023.
3. Ymunodd Tristan Hatton-Ellis, CNC, â'r cyfarfod i roi cyflwyniad ar y gwaith adfer afonydd a wnaed gan CNC i hybu'r boblogaeth o gregyn gleision perlog.
4. Ysgogodd trafodaeth o gyfarfod mis Mawrth gais am wybodaeth am y gwaith addasu arfordirol mae CNC wedi bod yn ei wneud. Ymunodd Nicola Rimmington a Richard Park, CNC, â'r cyfarfod i drafod y newid yn yr hinsawdd a rheolaeth arfordirol yng Nghymru.



5. Cafodd holl aelodau Fforwm Rheoli Tir Cymru gyfle i ofyn i CNC am ddiweddariadau a rhannu diweddariadau gan eu sefydliadau eu hunain hefyd.
6. Cynhelir cyfarfod nesaf Fforwm Rheoli Tir Cymru ddydd Llun 18 Medi 2023.
7. Ar ôl i gofnodion cyfarfodydd gael eu hadolygu a'u cytuno'n ffurfiol gan aelodau, fe'u cyhoeddir ar dudalen Fforwm Rheoli Tir Cymru ar wefan CNC.

## Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

8. Prif ddiben Is-grŵp Fforwm Rheoli Tir Cymru yw nodi cyfleoedd i ddileu llygredd amaethyddol yng Nghymru a chynnal sector ffermio ffyniannus yn dilyn pum thema allweddol (cyngor ac arweiniad, dull gweithredu gwirfoddol, rheoleiddio, arloesi a buddsoddiad), a gweithio ar y cyd ag ystod o randdeiliaid amaethyddol ac amgylcheddol.

[Cyfoeth Naturiol Cymru - Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol](#)

## Diweddariad

### Cyfarfod 5 Mai 2023

9. Daeth Is-Grŵp Fforwm Rheoli Tir Cymru at ei gilydd yn anffurfiol ar 5 Mai yng Nghanolfan Ymwelwyr Bwlch Nant yr Arian i ffarfwelio â Zoe Henderson fel Cadeirydd. Diolchodd y grŵp i Zoe am ei hymrwymiad a'i hymroddiad fel Cadeirydd, cafwyd taith gerdded braf a bu hel atgofion a myfyrio ar gerrig milltir.

### Cyfarfod 15 Mai 2023

10. Ymunodd John Reed, Cyfarwyddwr Avara Foods, â'r cyfarfod i rannu rhai gwersi o'r gwaith y maent wedi'i wneud yn ddiweddar. Mae Avara Foods yn fusnes dofednod mawr sy'n cynhyrchu brwyliaid a thyrswen yn bennaf ar draws Lloegr. Mae Swydd Henffordd wedi bod yn un o'u prif ardaloedd gweithredu, gyda thua 120 o ffermydd yn eu cadwyn gyflenwi o fewn y dalgylch hwnnw. Trafododd John rai o'r pryderon, heriau a materion sy'n ymwneud â llygredd afonydd sydd wedi cymell Avara i gynnal eu hymchwil eu hunain.
11. Gyda newid yn y Cadeirydd, mae cyfle i adolygu'r ffyrdd rydym yn ymdrin â llygredd amaethyddol drwy Is-Grŵp Fforwm Rheoli Tir Cymru. Aeth yr aelodau ati i drafod cyfeiriad y grŵp yn y dyfodol, rhannu syniadau a chynllunio'r rhagolwg dros dro.

### Cyfarfod 19 Mehefin 2023

12. Trefnodd un o is-aelodau Grŵp Fforwm Rheoli Tir Cymru (Sarah Jones, Dŵr Cymru) ymweliad safle â dwy o ffermydd Grŵp Dŵr y Bannau (BWG). Roedd hyn yn ddilyniant uniongyrchol i gyflwyniad gan Dŵr Cymru ym mis Rhagfyr 2022. Diben yr ymweliad

oedd arddangos y dull cydweithredol rhwng Dŵr Cymru a'r BWG i ddiogelu ansawdd dŵr mewn dalgylchoedd dŵr yfed. Clywodd y grŵp yn uniongyrchol gan aelodau'r BWG a gwelwyd rhai camau lliniaru yn cael eu treialu yn y fan a'r lle. Roedd rhai o'r prif bynciau a drafodwyd yn ystod yr ymweliad yn cynnwys:

- Clywed am y Rhaglen Arloesi Carbon Ewropeaidd (EIP) y mae'r BWG wedi bod yn rhan ohoni
- Gweld yr arddangosiad o'r orsaf dywydd ar y fferm a'r ap
- Mapio llif hydrolegol a ddefnyddir ar y fferm i nodi risgiau a thynnu sylw at gyfleoedd
- Cyflwyniad i'r treial 'Datblygu clustogfeydd cynhyrchiol' yn y fan a'r lle

Ar ddiwedd yr ymweliad, archwiliodd y grŵp gyfleoedd i gydweithio i ddatblygu rhai o'r dulliau a'r treialon hyn ymhellach.

13. Cynhelir cyfarfod nesaf Is-Grŵp Fforwm Rheoli Tir Cymru ddydd Llun 10 Gorffennaf 2023.

14. Ar ôl i gofnodion cyfarfodydd gael eu hadolygu a'u cytuno'n ffurfiol gan aelodau, fe'u cyhoeddir ar dudalen Fforwm Rheoli Tir Cymru ar wefan CNC.

# Papur Bwrdd CNC

Dyddiad y cyfarfod:	19 Gorffennaf 2023
Teitl y Papur:	Adroddiad Perfformiad Ariannol
Cyfeirnod y Papur:	23-07-B09
Noddir y papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Paratowyd y papur gan:	Rob Bell, Pennaeth Cyllid; Mark Collins, Rheolwr Cyllid Busnes
Cyflwynir y papur gan:	Rob Bell, Pennaeth Cyllid
Diben y papur:	Cymeradwyaeth (cyllideb wreiddiol derfynol) / Trafodaeth (Perfformiad Ariannol)
Crynodeb	<p>Cymeradwyo:</p> <p>Y gyllideb wreiddiol derfynol o £266.3 miliwn.</p> <p>Craffu:</p> <p>Perfformiad ariannol hyd at ddiwedd mis Mai 2023.</p>

## Cefndir

1. Mae papur ar wahân ar gyfer cymeradwyaeth.

### Perfformiad Ariannol hyd at 31 Mai 2023

2. Mae'r adroddiad Perfformiad Cyllid yn rhoi manylion am gynnydd ar draws y gwahanol fathau o incwm, gwariant a rhaglenni. Mae Atodiad A yn crynhoi'r negeseuon allweddol mewn perthynas â'r canlynol:

- Newidiadau i'r gyllideb wreiddiol agoriadol.
- Perfformiad hyd at ddiwedd mis Mai 2023, o gymharu â'r gyllideb wreiddiol.
- Risgiau i ni allu gwario o fewn ein lefelau cyllid.
- Sylwebaeth drwy eithriad ar sut rydym yn symud ymlaen yn erbyn y gyllideb wreiddiol ar gyfer y gwahanol fathau o wariant.

## Risgiau a chyfleoedd

3. Mae gennym risg yn y Gofrestr Risg Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn ystod y flwyddyn'. Mae hyn hefyd yn cysylltu ag SR01 (Cyllid Annigonol – Tymor Canolog). Hyd yn oed gyda chyllideb fwy na'r flwyddyn ariannol ddiwethaf, mae'r rhagolygon presennol yn heriol, gyda chostau staff eisoes o flaen y proffil.
4. Ar hyn o bryd, mae ein gor-raglennu canolog yn £3.5 miliwn. Rydym yn edrych ar ffyrdd o leihau hyn, ond bydd yn her. Byddwn yn diweddarau'r Bwrdd ar y sefyllfa sy'n dod i'r amlwg mewn perthynas â chyflog.
5. Mae'r goblygiadau ehangach fel a ganlyn:
  - (a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol CNC. Mae gennym risg yng Nghofrestr Risg y Gyfarwyddiaeth Cyllid a Gwasanaethau Corfforaethol.
  - (b) **Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae pob elfen o'r gyllideb yn cyfrannu at un neu lawer o'n Hamcanion Llesiant.

## Camau Nesaf

6. Rydym yn annog rheolwyr cyllidebau a phrosiectau i hysbysu Cyllid am unrhyw newidiadau i'r rhagolygon y gellir eu dychwelyd yn ganolog.
7. Byddwn yn parhau i ymgymryd â'n prosesau Cyllid arferol ac adolygu'r risgiau o fewn y gyllideb gydol y flwyddyn. Mae rhaglenni megis Trawsnewid Busnes, Llifogydd a Natur ac Argyfyngau Cyfalaf yn cael eu hail-ragfynegi bob mis.
8. Cynhyrchir yr adroddiad hwn bob dau fis ar gyfer y Bwrdd a'r Tîm Gweithredol.

## Argymhelliad

9. Y Bwrdd i gymeradwyo newidiadau i'r gyllideb agoriadol, gan gynyddu o £257.7 miliwn i £266.3 miliwn.
10. Y Bwrdd i graffu ar berfformiad ariannol hyd at ddiwedd mis Mai 2023.

## Mynegai i'r Atodiadau

Atodiad A – Adroddiad Perfformiad Ariannol



**NRW Board  
19 July 2023  
Finance Report**

---

## Content



The finance report has been considered by the Executive Team. The Finance Committee have also received the report, but at the time not all the financial performance pages were available.

The Executive Team have also asked for further work to be undertaken on a lease surrender that was presented to finance committee, but is not included within this report.

### Approval

1. Final Original Budget

### Scrutiny

2. Financial Performance Report

## CONFIRMED Opening Budget for 2023-24 is £266.3m



### 2023-24 EXPENDITURE BUDGET

Directorate	Staff - Trajectory £000	Workforce Recharges £000	Other Staff £000	Non Staff £000	Revenue Projects £000	Capital Projects £000	Total £000
Communications, Customer & Commercial	6,927	-1,008	197	15,634	0	0	21,750
Corporate Strategy & Development	7,375	-174	1,311	1,894	160	0	10,566
Evidence, Policy & Permitting	36,119	-5,965	891	29,295	4,010	5,241	69,591
Finance & Corporate Services	7,298	-386	779	19,409	1,400	10,426	38,926
Operations	64,789	-10,092	2,222	22,972	7,083	38,470	125,444
<b>Total Expenditure Budget</b>	<b>122,508</b>	<b>-17,625</b>	<b>5,401</b>	<b>89,204</b>	<b>12,653</b>	<b>54,137</b>	<b>266,278</b>

### 2023-24 INCOME BUDGET

Funding Source	Capital £000	Revenue £000	Total £000
Grant in Aid: Non Flood	2,400	59,683	62,083
Grant in Aid: Flood	22,000	24,500	46,500
Grant in Aid: Additional In-year inc. Grants	25,344	18,179	43,523
Commercial: Timber Sales	0	36,132	36,132
Commercial: Energy Delivery Receipts	0	21,147	21,147
Commercial: Other	0	4,082	4,082
Charges	0	44,416	44,416
External Income	0	8,395	8,395
<b>Total Income Budget</b>	<b>49,744</b>	<b>216,534</b>	<b>266,278</b>

- **As agreed with Executive Team and the Board in May:**
  - We have updated the 2023-24 opening budget position to reflect funding changes and the distribution of programme budgets, and
  - These changes were approved by the Chief Executive and the Executive Directors of Finance and Corporate Services prior to issuing the revised Delegation Letter.
- **Revised Delegation Letter issued 30 May 2023.**
- **Revised budget packs issued 8 June 2023.**
- **We will monitor in-year performance against the CONFIRMED opening budget.**

## Changes made: Delegation Letter v1 and CONFIRMED Opening Budget



	Delegation Letter v1 April 2023 £m	CONFIRMED Opening Budget May 2023 £m	Change to Opening Budget £m
<b>Income</b>			
Grant in Aid inc. Grants	146.6	152.1	5.5
Charges	44.9	44.4	-0.5
Commercial	57.9	61.4	3.5
Externally funded	8.3	8.4	0.1
<b>Total</b>	<b>257.7</b>	<b>266.3</b>	<b>8.6</b>

Describing the changes	£m	
Grant in Aid: Welsh Government NaCE grant	3.5	Increased from £22.1m to £25.6m. Includes £2m for reservoir capital works.
Grant in Aid: Flood revenue	2.0	Increase in the baseline from £22.5m to £24.5m (with Head of Flood to recommend allocation).
Charge income	-0.5	Reflects the delay in implementing SRoC changes .
Commercial: Timber income	3.0	The forecast has been increased from £33m to £36m based on a strong start to the year (volume). We have not allocated an extra spend budget. The Head of Commercial will re-forecast the position after the July e-Sale; if the market remains strong we will allocate the budget however, if things slow down, we will reduce the income budget with no impact on the expenditure budget (assuming that it doesn't fall below £33m).
Commercial: Wind energy receipts	0.5	Updated to reflect revised forecast - an increase in surrenderable receipts.
Externally funded projects	0.1	Updated to reflect revised forecast.
<b>Var between Board Paper (March) &amp; Del Letter</b>	<b>8.6</b>	



## Finance Performance – May 2023



### Update will cover:

1. Financial performance as at the end of May.
2. There is no forecast update, as revised opening budgets were only issued at the beginning of June.
3. We can also provide more information on significant budgets within the report - will ask for feedback from Executive Team.

### Messages:

1. Even though the budget is £266.3m, an increase from last financial year, all indications are that this year will be tight and the risk that needs to be managed is not overspending, rather than underspending.
2. The Planning and Resources Group has been established which will make recommendations to the Executive Team on re-distribution of resources whilst Executive Team will consider overall performance against budget. Obvious issues at the moment are Water Quality and any potential liabilities regarding IR35 (if they arise in this financial year).
3. The lessons learnt exercises for both Land Stewardship and Flood capital are progressing and expect to report to Executive Team in July as well as Finance and Flood Committees.
4. As part of the budget, we have allowed for central over-programming of £3.5m – which is going to be a challenge.
5. At the end of May, some concerns have been raised around the affordability of staff budgets, where we are ahead of profile.
6. The outlook is looking positive to achieve the timber income budget of £36m and we have not yet allocated £3m of that to pressures.

## Financial Performance - Income



INCOME by Account Type	Actual	Original Budget	Variance	Original Budget	Remaining Budget	Commentary
	YTD	YTD	YTD	Full Year	Full Year	
	£m	£m	£m	£m	%	
Charges	2.0	1.9	0.1	43.8	95%	Overall charging schemes are in line with budget. The full year budget reflects the delay in implementation of Strategic Review of Charges.
Commercial	10.5	10.3	0.3	61.4	83%	Timber income budget for the year currently stands at £36.1m, with income invoiced to date at £6.0m. This is a strong start to the year, £3m of this budget is yet to be allocated, until we are confident we can achieve the full £36m target. This will be considered by the Planning and Resources Group in July.
European & external	0.1	0.5	-0.4	8.4	99%	The full year budget is an accurate reflection of the programme, but the profiles of the various projects are being reassessed.
Grant in aid	29.8	27.9	1.9	152.1	80%	Grant in Aid and WG Grants are slightly ahead of profile, but the forecast remains £152.1m.
Use of Reserves	0.0	0.0	0.0	0.6	100%	
<b>TOTAL: NRW</b>	<b>42.5</b>	<b>40.6</b>	<b>1.9</b>	<b>266.3</b>	<b>84%</b>	

## Financial Performance - Expenditure

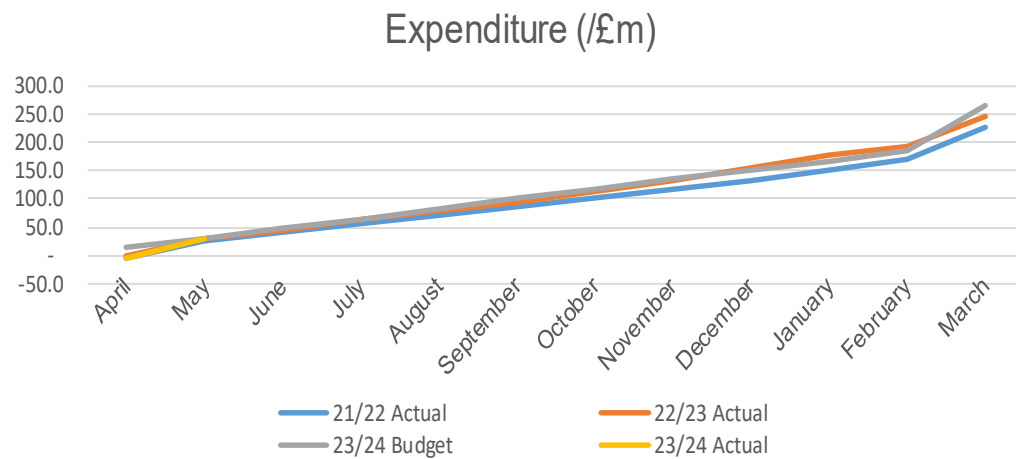


EXPENDITURE	Actual	Original Budget	Variance	Original Budget	Remaining Budget	Commentary
by Account Type	YTD £m	YTD £m	YTD £m	Full Year £m	Full Year %	
Staff	18.1	17.5	-0.6	110.3	84%	<p>Pay costs are ahead of budget (£0.3m) due mainly to staff numbers being ahead of our vacancy rate assumptions. There are budgets awaiting distribution which may mitigate this but it's likely that some Directorates will have a net pressure which will need to be addressed.</p> <p>Training costs are ahead of profile although 85% of the budget remains. This was flagged by the Executive Director of Corporate Strategy as requiring more funding and this will need to be considered by the Planning and Resources Group.</p> <p>Whilst travel &amp; subsistence is broadly in line to budget, a number of Directorates have expressed concern that they are likely to exceed their current allocation.</p> <p>Staff costs will be further reviewed during August &amp; September as part of the post by post trajectory forecast.</p>
Non Staff	7.1	7.1	-0.0	89.2	92%	<p>Overall, non staff costs are in line with the year to date profile. There are relatively minor variances between directorates. Some of the key points are:</p> <p>The recent forest fires will have an impact on the incident response budget in EPP and we have received an unfunded bid for review at the next Planning and Resources Group.</p> <p>We have concluded the information gathering stage of the Land Stewardship lessons learnt exercise. This will be considered at a future ET and Finance Committee meeting. There is an unallocated budget within EPP (Head of Land Stewardship) that is awaiting distribution to Operations for Land Management. Currently Land Stewardship activities within Operations are £0.1m ahead of profile.</p> <p>There are some profiling adjustments required which will be assessed during June and July.</p>
Revenue Projects	1.1	0.4	-0.7	12.7	91%	<p>This is predominantly linked to externally funded LIFE projects within Operations (£0.2m), Business Transformation (£0.1m), Grants &amp; Partnerships (£0.1m) &amp; SAC Rivers (£0.1m). The profiles will be revised in the following months, with limited risk to the full year budget.</p> <p>The NaCE Programme costs are inline with their respective budget.</p>
Capital Projects	4.3	5.0	0.7	54.1	92%	<p>Variance linked to three key programmes; Flood Risk, NaCE and Business Transformation.</p> <p>The Flood capital programme is ahead of profile by £0.6m, predominantly linked to over programming, which current stands at £11.6m. This is a considerable proportion of the programme and will need to be closely managed and reduced over the following months.</p> <p>The NaCE programme is currently behind profile by £0.6m, linked to Metal Mines &amp; Water Quality projects. This programmed is over committed by 20% which is reasonable at this stage of the financial year. The reservoir programme is funded from within the Water Quality allocation and there is capacity to spend more within that programme if the Water Quality projects slip.</p> <p>The Business Transformation element is currently £0.8m behind profile, however the overprogramming stands at £3.1m, whilst the detail of the programme is being finalised. There is £1.7m awaiting PMO approval. The budget allocation will be reviewed again in light of the possible implications of the IR35 situation with HMRC.</p>
<b>TOTAL: NRW</b>	<b>30.7</b>	<b>30.1</b>	<b>-0.6</b>	<b>266.3</b>	<b>88%</b>	

## Financial Performance – Expenditure Trends



### EXPENDITURE TRENDS



#### Commentary:

As expected we are seeing an increase in expenditure this financial year compared to the same point in previous years. Spend in 2023-2024 was £30.7m compared to £27.8m in 2022-2023 at the end of May. The budget for this year has increased to £266.3m which is £19.4m greater than last financial year.

## Financial Performance – Staff Costs



STAFF COSTS	Actual	Original Budget	Variance	Variance	Original Budget	Commentary
by Account Type	YTD £m	YTD £m	YTD £m	YTD %	Full Year £m	
Staff Costs	20.7	22.6	1.9	8%	135.2	An overspend on staff pay related costs of (£0.3m) at the end of May. This is mainly due to the vacancy level (7%) currently running below that assumed within the 2023/24 budget (8%) and a number of vacancies being project funded posts.
Pension Adjustment	-1.2	-1.2	0.0	0%	-7.0	
Vacancy Turnover Budget	0.0	-1.8	-1.8	100%	-10.4	The value of overprogramming posts currently stands at £1.7m, mainly where we are awaiting confirmation of grant funding from Welsh Government and the outcome from the Strategic Review of Charges.
Overprogramming Budget	0.0	-0.1	-0.1	100%	-1.7	
Directorate Staff Budget Undistributed To Position	0.0	-0.0	-0.0	100%	3.2	There is currently £3.2m of Directorate staff budget awaiting distribution to posts. This is mainly made up of funding for Marine and Integrated Workforce posts within Operations along with Flood, Regulation & Permitting posts within EPP.
Central Pay Contingency	0.0	0.0	0.0	0%	3.3	There is £3.3m within the central pay contingency which covers a potential 2% pay award (plus another 1% contingency).
Workforce Recharges	-2.5	-2.9	-0.4	12%	-17.6	Relates to vacancies on project funded posts
<b>Sub Total - Staff Trajectory Costs</b>	<b>17.1</b>	<b>16.7</b>	<b>-0.3</b>	<b>-2%</b>	<b>104.9</b>	
Other Staff Costs	1.0	0.8	-0.3	-35%	5.4	An overspend of (£0.3m) on other staff costs, mainly on temporary contractors (£130k), training (£78k) and mobile phone costs (£50k).
<b>TOTAL: NRW</b>	<b>18.1</b>	<b>17.5</b>	<b>-0.6</b>	<b>-3%</b>	<b>110.3</b>	

## Financial Performance – Staff Trajectory

Current Vacancy Level (when comparing current staff to budgeted structure)	Current Month		Previous Month		Change	Commentary
	fte	%	fte	%	fte	
Budgeted Structure	2,601.6		2,598.5		3.1	<p>As reported in the staff cost summary, we currently have a vacancy rate of 7% against an assumed 8%. This is mainly impacting Operations and EPP. It's possible that the position will be mitigated through (1) staff in unbudgeted posts and (2) staff budgets awaiting distribution.</p> <p>Staff in unbudgeted posts includes posts funded from vacancy turnover (46.9fte). This is where Directorates are proactively reprioritising staff and other savings. So, there is a net figure of 37.7 fte that still need to be resolved. This will be assessed through the trajectory forecasting exercise in August and September. The Planning and Resources Group can also consider releasing more funding to staff costs to mitigate.</p>
Staff in Structure	2,416.3		2,398.9		17.4	
<b>Current Vacancy Level</b>	<b>185.3</b>	<b>7.1%</b>	<b>199.6</b>	<b>7.7%</b>		
<b>Analysis of Vacancy Level</b>						
Vacant Budget Posts	255.3	9.8%	262.9	10.1%	-7.6	
Impact of Part Time Staff in Budget Posts	14.6	0.6%	21.0	0.8%	-6.4	
Staff in Unbudgeted Posts	-84.6	-3.3%	-83.9	-3.2%	-0.7	
<p><b>*** NOTE****</b></p> <p>Please note that the vacancy level in this slide is based on current vacancy level for this month based on staff numbers. When comparing this to the financial variance there will be differences relating to:</p> <p>1) Financial Performance in the previous slide is cumulative and therefore subject to fluctuations in actual vacancy level over previous months.</p> <p>2) Timing delay in agency staff payments.</p> <p>3) Variances caused by spread on staff in pay points compared to budget level at pay point 3.</p> <p>4) Amendment to in year financial turnover targets to manage underspend from previous months.</p>						

## Financial Performance – Revenue Projects



Revenue Projects	Actual	Original Budget	Variance	Original Budget	Remaining Budget	Commentary
by Programme	YTD	YTD	YTD	Full Year	Full Year	
	£m	£m	£m	£m	%	
External Funded	0.5	0.2	-0.3	4.5	88%	The current over spend predominantly relates to LIFE projects within Operations. The profiles will be revised in the following months, with limited risk to the full year budget. The full year budget of £4.5m is split between LIFE projects (£3.9m) and WG Grants (£0.6m).
Internal Funded	0.2	0.1	-0.2	3.2	93%	The current over spend is predominantly linked to a number of Land Stewardship projects within Operations and the SAC Rivers project in EPP. Within the full year budget of £3.2m, £1.2m relates to Land Stewardship activities, £0.5m SAC Rivers and £0.8m awaiting PMO/project setup.
NaCE	0.2	0.1	0.0	2.0	92%	The current May position is within £20k of the planned spend, with limited risk on delivering in line with the £2m full year budget. We have received confirmation of the revenue / capital split of the Nature Networks grant allocation and we will need to vire budgets between revenue and capital.
Other	0.0	0.0	0.0	0.1	100%	No spend to date. Funding linked to the flood revenue programme.
Business Transformation	0.1	0.0	-0.1	0.9	86%	The current position is slightly ahead of plan, linked to the Cardiff Opportunities project within Finance & Corporate Services. Budget profiles will be revised in the following months, with limited risk to the full year budget.
Grants	0.1	0.0	-0.1	2.0	94%	The Grants programme is currently ahead of profile at the end of May. Due to the nature of the programme there will always be a possible risk of under spend if the applicant is unable to fully meet the conditions of the grant, however, at this moment in time we anticipate the full budget being utilised.
<b>TOTAL: NRW</b>	<b>1.1</b>	<b>0.4</b>	<b>-0.7</b>	<b>12.7</b>	<b>91%</b>	

## Financial Performance – Capital Projects



Capital Projects by Programme	Actual YTD £m	Original Budget YTD £m	Variance YTD £m	Original Budget Full Year £m	Remaining Budget Full Year %	Commentary
Business Transformation	0.6	1.4	0.8	5.7	90%	The Business Transformation Programme now includes the new D&I structure, which consists of Future Technology, D&I Rundown and ICT Strategic. The overall budget stands at £5.7m, however, there is £2.7m to be allocated from the internal funded project category, once the projects have been assured by PMO and project codes setup. The budget for Business Transformation as a whole is set at £11.8m, £8.4m Capital and £3.4m Revenue. Within the capital programme there is overprogramming of £3m. We expect this to reduce each month as we move through the year. A bespoke report is being developed to extract all activity; project and non project work, across the programme. The budget allocation will be reviewed again in light of the possible implications of the IR35 situation with HMRC.
External Funded	0.3	0.2	-0.1	4.5	93%	The programme is slightly ahead of profile at the end of May. A full review of all projects across the programme will be undertaken over the next two months, once the WEFO claims have been submitted for the end of June deadline. No major risks have been highlighted, other than a possible underspend on the Sands of Life Projects. Finance will continue to monitor this risk closely with the LIFE Programme Manager.
Flood Risk	1.6	1.0	-0.6	17.0	91%	The Flood Capital Programme stand at £17m which includes an overprogramming of £12m. The May position shows costs ahead of profile by £0.6m, predominantly linked to over programming. This is a considerable proportion of the programme and will need to be closely managed and reduced over the following months, to come inline with the overall allocation.
Internal Funded	1.0	1.0	0.0	7.7	87%	Current performance at the end of May is in line with budget. The full year allocation is linked to 4 key areas. (1) £2.7m for Business Transformation, awaiting a mixture of PMO approval and project codes to be setup. Once the project codes have been setup, this will move under the overall Business Transformation umbrella. (2) £1.8m for compensatory planting, funded by option fees. (3) £1.2m for the Water Resources programme and (4) £1.9m linked to Reservoir Safety. With the reservoir programme now being funded from within the NaCE programme under Water Quality, this will move under NaCE for future reporting.
NaCE	0.9	1.5	0.6	19.3	95%	The NaCE programme is currently behind profile by £0.6m, linked to the Metal Mines & Water Quality projects. This programmed is over committed by 20% which is reasonable at this stage of the financial year. The reservoir programme is now funded from within the Water Quality allocation and there is capacity to spend more within that programme if the Water Quality projects slip. There are still a number of projects awaiting governance approval. Based on the current profiles, the final 3 months of the year hold 50% of the full year budget. Overprogramming will be managed down through the year to equal the funding available.
<b>TOTAL: NRW</b>	<b>4.3</b>	<b>5.0</b>	<b>0.7</b>	<b>54.1</b>	<b>92%</b>	





## Papur Bwrdd CNC

Dyddiad y cyfarfod:	19 Gorffennaf 2023
Teitl y Papur:	Dangoswrdd Perfformiad Cynllun Busnes 2022-23 ac Adroddiad Perfformiad Mewnol 2022/23
Cyfeirnod y Papur:	23-07-B10
Noddir y papur gan:	Clare Pillman, Prif Weithredwr
Paratowyd y papur gan:	Kirsten Hughes, Ymgynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad
Cyflwynir y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Diben y papur	Cymeradwyo Dangoswrdd Perfformiad Cynllun Busnes Ch4 ac Adroddiad Perfformiad Mewnol Ch4
Crynodeb	Rydym yn croesawu gwaith craffu Bwrdd CNC ynghylch perfformiad Ch4 a sefyllfa diwedd blwyddyn adroddiad Dangoswrdd Perfformiad y Cynllun Busnes a'r Adroddiad Perfformiad Mewnol

## Mater

1. Mae chwarter olaf cylch adrodd perfformiad Cynllun Busnes 22-23 wedi'i gwblhau. Mae'r papur hwn yn rhoi cyfle i Fwrdd CNC graffu ar berfformiad.

## Cefndir

2. Dangoswrdd Perfformiad y Cynllun Busnes yw un o brif ffyrdd Bwrdd CNC o graffu ar waith cyflawni. Fe'i datblygwyd ochr yn ochr â Chynllun Busnes 2022/23, gan weithio gyda Bwrdd CNC, y Tîm Gweithredol a'r Tîm Arwain. Mae'r Cynllun Busnes blynyddol yn ymwneud â'n Cynllun Corfforaethol hyd at fis Mawrth 2023; cyhoeddwyd ein Cynllun Corfforaethol newydd ym mis Mawrth 2023.
3. Gellir gweld Adroddiad Perfformiad Dangoswrdd y Cynllun Busnes yn Atodiad 1 ac mae'n cynnwys:
  - **Dangoswrdd** sy'n rhoi trosolwg o berfformiad yn erbyn mesurau 2022/23 sydd wedi'u nodi gan y blaenoriaethau strategol a adlewyrchir yn ein Cynllun Busnes.
  - **Mynegai pynciau** a nodir yn ôl blaenoriaeth strategol i helpu i lywio'r adroddiad.

- **Crynodeb ar gyfer pob Pwnc** sy'n adlewyrchu cynnydd ar draws y maes gwaith.
- **Manylion ar gyfer pob mesur penodol** gyda sefyllfa diwedd blwyddyn.

4. Gellir gweld yr Adroddiad Perfformiad Mewnol yn Atodiad 2 ac mae'n cynnwys 11 mesur â ffocws mewnol.

## Asesiad

5. Gofynnir i Fwrdd CNC graffu ar Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes a'i gymeradwyo, gan nodi'r materion allweddol isod. Ceir rhagor o fanylion yn yr adroddiad ei hun (Atodiad 1):

	Chwarter 1 (1 Ebrill – 30 Mehefin 2022)	Chwarter 2 (1 Gorffennaf – 30 Medi 2022)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2022)	Diwedd Blwyddyn Chwarter 4 a Ragwelir (hyd at 31 Mawrth 2023)	Diwedd Blwyddyn Gwirioneddol (hyd at 31 Mawrth 2023)
Coch	1	2	2	2	0
Amherthnasol	1	0	1	0	0
Oren	6	12	12	11	12
Gwyrdd	23	17	16	18	19
<b>Cyfanswm</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>

6. Mae 12 mesur **Oren** ar ddiwedd y flwyddyn. Rhagwelwyd y byddai dau fesur yn **Goch** ar ddiwedd y flwyddyn ond mae gwaith drwy Ch4 wedi eu dychwelyd i Oren. Y rhain yw:

- **Llunio Cynlluniau Rheoli Perygl Llifogydd (FRMPs)**

Ein carreg filltir olaf ar gyfer y mesur hwn yw cyhoeddi pob FRMP (ac FRMPs yn cael eu hymgorffori mewn Busnes fel Arfer ac yn cael eu monitro). Nid ydym wedi cwblhau'r gweithgarwch carreg filltir hwn. Rydym wedi drafftio'r FRMP ar gyfer Cymru, gyda chymorth Asesiad Amgylcheddol Strategol (SEA), ac wedi cyhoeddi'r rhain ar gyfer ymgynghoriad allanol ar 1 Mawrth 2023, gyda ffenestr ymgynghori statudol 12 wythnos. Rydym hefyd wedi briffio rhanddeiliaid allweddol ar y dogfennau. Mae'r mesur hwn yn **Oren** ar ddiwedd y flwyddyn gan nad ydym wedi cyflawni'r garreg filltir olaf yn llawn, ond rydym wedi cynhyrchu'r FRMP (a'r SEA) ac maent yn destun ymgynghoriad allanol. Gwnaethom nodi bod hwn yn **Goch** yn Ch3 gan nad oeddem yn sicr y byddai'n destun ymgynghoriad yn Ch4, ond rydym wedi cyflawni hyn.

- **Cyflwyno rhaglenni i adolygu gofynion ansawdd dŵr statudol**

Ein carreg filltir olaf ar gyfer y mesur hwn yw cwblhau Cynlluniau Rheoli Basnau Afonydd Dyfrdwy a Hafren a nodi gofynion statudol ar gyfer ansawdd dŵr yn 2022/23 (a nodi gofynion statudol ar gyfer ansawdd dŵr i'w cyflwyno yn 2023/24). Rydym wedi cwblhau Cynlluniau Rheoli Basnau Afonydd Dyfrdwy a Hafren ac wedi cwblhau ein

cymeradwyaeth fewnol o'r adolygiad Trin Dŵr Gwastraff Trefol (UWWT) yn Ch4, er mai mater i CNC yw ysgrifennu at Lywodraeth Cymru gyda'n hargymelliad. Mae gwaith pellach wedi'i gwblhau ar yr Adolygiad Maethynnau, ac rydym yn disgwyl cwblhau allbynnau yn ystod Ch1 2023/24. Mae'r mesur hwn yn **Oren** ar ddiwedd y flwyddyn, gyda'r gwaith sy'n weddill ar y trywydd iawn i gael ei gwblhau o fewn Ch1 2023/24.

7. Mae 19 o fesurau yn **Wyrdd** ar ddiwedd y flwyddyn. Dyma rai i'w nodi:

- **Cynnal asedau perygl llifogydd mewn lleoliadau risg uchel yn y cyflwr targed**

Ein carreg filltir olaf ar gyfer y mesur hwn yw 98% o asedau perygl llifogydd mewn systemau risg uchel yn y cyflwr targed. Rydym wedi cyflawni hyn ac mae'r mesur hwn yn **Wyrdd**. Rydym ar 98.3% ar ddiwedd mis Mawrth 2023, sy'n well na'r hyn a ragwelwyd yn Ch3.

- **Cyflawni camau gweithredu wedi'u targedu ar gyfer rhywogaethau sy'n dirywio neu ar fin diflannu**

Ein carreg filltir olaf ar gyfer y mesur hwn yw datblygu prosiectau penodol sy'n dangos ein gwaith yn y maes hwn (a chyflwyno cais cam dau Cronfa Dreftadaeth y Loteri Genedlaethol ar gyfer Natur am Byth). Rydym wedi cwblhau'r gweithgarwch carreg filltir hwn. Rydym wedi cyflwyno cais cam datblygu Cronfa Dreftadaeth y Loteri Genedlaethol ac wedi sicrhau'r rhan fwyaf o'r arian cyfatebol gan ymddiriedolaethau elusennol, sefydliadau a chyrff sector cyhoeddus eraill. Mae'r mesur hwn yn **Wyrdd** ar ddiwedd y flwyddyn.

- **Ardal o goetir newydd a grëwyd ar Ystad CNC**

Ein carreg filltir olaf ar gyfer y mesur hwn yw 150 hectar ychwanegol o dir wedi'i gaffael/nodi ar gyfer creu coetir (gan gyfrannu at gyfanswm o 350 hectar dros oes y rhaglen) ynghyd â 150 hectar o goetir a grëwyd yn 2022/23. Rydym wedi sicrhau chwe safle sy'n dod i gyfanswm o 207 hectar. Y tymor plannu hwn, rydym wedi sefydlu pedwar safle sy'n creu ardal gros o 164 hectar o goetir, gan arwain at 95 hectar o orchudd canopi newydd. Dros y flwyddyn ddiwethaf, rydym wedi cynnal rhywfaint o ymgysylltiad proffil uchel â rhanddeiliaid, gyda chanlyniadau cyffrous, ac rydym hefyd wedi gweithio ar yr 84 hectar o goetir newydd a blannwyd yn ystod y blynyddoedd diwethaf i sicrhau ei fod yn sefydlu'n llwyddiannus. Mae'r mesur hwn yn **Wyrdd** ar ddiwedd y flwyddyn.

8. Gofynnir hefyd i Fwrdd CNC graffu ar yr Adroddiad Perfformiad Mewnol a'i gymeradwyo, gan nodi'r materion allweddol isod. Mae rhagor o wybodaeth ar gael yn Atodiad 2.

	Chwarter 1 (1 Ebrill – 30 Mehefin 2022)	Chwarter 2 (1 Gorffennaf – 30 Medi 2022)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2022)	Chwarter 4 a Ragwelir (hyd at 31 Mawrth 2023)	Diwedd Blwyddyn Gwirioneddol (hyd at 31 Mawrth 2023)
--	--	--	--	---	--

Coch	1	1	3	1	0
Oren	5	3	1	2	3
Gwyrdd	5	7	7	8	8
<b>Cyfanswm</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>

9. Isod mae'r mesurau i'w nodi ar gyfer Ch4. Am fwy o fanylion, cyfeiriwch at Atodiad 2.

- Gwelwyd gwelliant mewn **adroddiadau am ddamweiniau iechyd a diogelwch fu bron â digwydd** gan godi i Wyrdd ar ddiwedd y flwyddyn (Coch yn yr adroddiad diwethaf), gyda chynnydd yn nifer y damweiniau fu bron â digwydd a adroddwyd o gymharu â'r flwyddyn flaenorol. Gydol Ch4, gwnaethom barhau i godi proffil y gwaith hwn i bob uwch reolwr ac Arweinydd Tîm, gan atgyfnerthu pwysigrwydd adrodd am ddamweiniau fu bron â digwydd i osgoi damweiniau go iawn rhag digwydd. Ar y cyfan, ar gyfer 2022/23 bu 250 o adroddiadau am ddamweiniau fu bron â digwydd (i fyny o 220 ar gyfer 2021/22) a byddwn yn parhau i hyrwyddo a rheoli'r mesur pwysig hwn o fis Ebrill ymlaen yn unol ag adroddiadau yn erbyn y Cynllun Corfforaethol newydd.
- Fel y rhagwelwyd yn ein hadroddiad diwethaf, mae adrodd am **Absenoldeb** yn Oren ar ddiwedd y flwyddyn, sef 4.4%. Mae hyn yn adlewyrchu gwelliant ar ddiwedd Ch3 (Coch, ar 5.1%). Mae cynllun gweithredu wedi'i sefydlu mewn perthynas ag absenoldeb salwch ac mae newidiadau'n cael eu gwneud i systemau i helpu i nodi rhesymau dros salwch a darparu cymorth wedi'i dargedu'n well lle bo hynny'n briodol.
- Mae **ceisiadau Mynediad at Wybodaeth** ('ATIs') yr ymatebwyd iddynt o fewn 20 diwrnod yn Oren ar ddiwedd y flwyddyn, gyda phedwar ymateb y tu allan i'r amserlen hon dros y chwarter diwethaf. Cwblhawyd 92% o'r holl ATIs a Cheisiadau am Wybodaeth Amgylcheddol o fewn 20 diwrnod yn ystod y flwyddyn.
- Mae **perfformiad taliadau** i'n cyflenwyr yn Wyrdd ar ddiwedd y flwyddyn (99%), i fyny o 95% ar gyfer adroddiad Ch3. Cafodd dros 3,000 o anfonebau eu prosesu ym mis Mawrth, mwy na 50% yn fwy na'r cyfanswm misol arferol. Cynyddodd cyfartaledd blynyddol anfonebau i 94.1% eleni.

## Risgiau, parodrwydd i dderbyn risg a chyfleoedd

10. Os nad yw'r wybodaeth am berfformiad a ddarperir yn adlewyrchiad cywir o'r cynnydd tuag at gyflawni'r Cynllun Busnes, a gweithrediad CNC fel sefydliad, ni fydd y Tîm Gweithredol na Bwrdd CNC yn gallu cyflawni eu rôl o graffu ar gyflawniad.

## Goblygiadau ehangach

11. **Cyllid:** 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.

12. **Cydraddoldeb:** Mae'r Asesiad o'r Effaith ar Gydraddoldeb perthnasol yn cwmpasu ein Datganiad Llesiant, Cynllun Busnes 2022/23 a'r Cynllun Corfforaethol hyd at ddiwedd mis Mawrth 2023

## Camau Nesaf

13. Yn dilyn cymeradwyaeth Bwrdd CNC, bydd y ddau Adroddiad Perfformiad yn cael eu trafod â Llywodraeth Cymru a'u cyflwyno i'r Gweinidog Newid Hinsawdd. Byddant yn cael eu cyhoeddi ar wefan Cyfoeth Naturiol Cymru.

## Argymhelliad

14. Gofynnwn i Fwrdd CNC gymeradwyo sefyllfa Ch4 a diwedd blwyddyn adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes a'r Adroddiad Perfformiad Mewnol.

## Mynegai i'r Atodiadau

Atodiad 1 – Dangosfwrdd Perfformiad y Cynllun Busnes Ch4

Atodiad 2 – Adroddiad Perfformiad Mewnol Ch4

## Proses Gymeradwyo / Ymgynghori

<b>Proses gymeradwyo/ymgynghori</b>	Kirsten Hughes, Ymgynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad
<b>Cyfrifol:</b>	Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
<b>Atebol:</b>	Bwrdd CNC
<b>Ymgynghorwyd:</b>	Y Tîm Arwain (Perchnogion y Mesur) Y Tîm Gweithredol
<b>Hysbyswyd:</b>	Y Tîm Arwain Y Grŵp Cynllunio ac Adnoddau Y Tîm Gweithredol Bwrdd CNC

## Annex 1: Business Plan Performance Dashboard 22/23 (Q4)

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

### Responding to the climate emergency and the nature emergency...

Measure	Year end	Page
<a href="#">Support delivery of recommendations and actions from Renewable Energy deep dive</a>	Amber	6
<a href="#">Develop a low emission fleet and deliver a low emission and climate adapted built estate</a>	Amber	7
<a href="#">Implement Flood Review recommendations / actions</a>	Amber	9
<a href="#">Maintain flood risk assets in high risk locations at target condition</a>	Green	10
<a href="#">Properties with reduced level of risk or sustained protection through capital work</a>	Green	11
<a href="#">Produce Flood Risk Management Plans</a>	Amber	12
<a href="#">Priority actions undertaken on protected sites across Wales to improve condition of features</a>	Green	14
<a href="#">Delivering targeted action for declining species or those on the edge of extinction</a>	Green	15
<a href="#">Management of programmes to address and restore habitats across Wales</a>	Green	17
<a href="#">Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland</a>	Green	18
<a href="#">Develop the biodiversity and cultural value of the NNRs in our direct care</a>	Amber	20
<a href="#">UKWAS Corrective Action Requests and Observations progress</a>	Amber	21
<a href="#">Area of new woodland created on the NRW Estate</a>	Green	22
<a href="#">Timber volume offered to market</a>	Green	23
<a href="#">Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan</a>	Green	25
<a href="#">Permits and licences issued within statutory timescales</a>	Amber	27
<a href="#">Category 1 and category 2 compliance breaches are subjected to further assessment</a>	Green	28
<a href="#">Decision on an appropriate enforcement response within 3 months</a>	Green	29
<a href="#">Response to incidents initially categorised as 'High' within 4 hours</a>	Green	31

\*For [key to green, amber and red performance assessment](#): see page 54.

### Using our expertise, alongside that of others...

Measure	Year end	Page
<u>Complete re-design of our freshwater quality monitoring network...</u>	Amber	34
<u>Response to environmental governance issues and liaison with Interim Assessor</u>	Green	36
<u>Inform development of Welsh Government future land management policy &amp; legislation</u>	Green	37
<u>Develop and implement programme to examine a proposed new National Park</u>	Green	38
<u>Work to set strategic direction for development and implementation of projects</u>	Green	40

### Improve water quality through raising awareness...

Measure	Year end	Page
<u>Deliver programmes to review statutory water quality requirements</u>	Amber	43
<u>Deliver NRW input to the various Water Company Planning Programmes</u>	Green	44
<u>NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project</u>	Amber	46
<u>Progress of our work to reduce pollution from metal mines</u>	Amber	47

### Involving a diverse range of stakeholders...

Measure	Year end	Page
<u>Deliver against agreed actions for Year 1 of 'All Together' (Diversity and Inclusion Strategy)</u>	Green	50
<u>Ongoing development and delivery of combined training, resource and projects</u>	Green	51
<u>Progress of Nature and Us / Natur a Ni programme</u>	Amber	53

### Developing NRW into an excellent organisation...

See 'Internal Performance report' for measure positions related to this priority

For [key to green, amber and red performance assessment](#): see page 54.



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

### **Responding to the climate emergency and the nature emergency...**

- [Decarbonisation \(page 5\)](#)
- [Managing Flood Risk \(page 8\)](#)
- [Nature Emergency \(page 13\)](#)
- [Habitat Restoration \(page 16\)](#)
- [NRW Estate \(page 19\)](#)
- [Marine Environment \(page 24\)](#)
- [Regulation \(page 26\)](#)
- [Incident management \(page 30\)](#)

### **Using our expertise, alongside that of others...**

- [Improving and presenting evidence... \(page 33\)](#)
- [Providing Advice and Guidance \(page 35\)](#)
- [Using Area Statement \(page 39\)](#)

### **Improve water quality through raising awareness...**

- [Water Planning \(page 42\)](#)
- [Water Management \(page 45\)](#)

### **Involving a diverse range of stakeholders...**

- [Diversity and Inclusion \(page 49\)](#)
- [Nature and Us \(page 52\)](#)

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 and the nature emergency, focussing on Nature Based Solutions and Decarbonisation

The climate and nature emergencies are inextricably linked - what we deliver to address climate change can also help reduce biodiversity loss and vice versa. Nature based solutions lie at the heart of this. Much of our work provides these multiple benefits, improving biodiversity and locking in carbon through our planned work on peatland restoration, woodland creation, and management of marine inter-tidal habitats.

Our business as usual work reflects a huge part of many people's jobs. For example, monitoring and collating data to inform our decision making on reducing Wales' and NRW's carbon footprint; managing our estate to maximise carbon sequestration opportunities; planning for and responding to drought and flooding incidents as well as the emergence of new threats to our natural environment such as pests and diseases. We control carbon emissions through our regulatory duties, permitting the use of emerging technologies that contribute to the decarbonisation of our economy.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Responding to the climate emergency - decarbonisation](#)
- [Responding to the climate emergency - managing flood risk](#)
- [Responding to the nature emergency](#)
- [Nature based solutions - habitat restoration](#)
- [Nature based solutions - enabling tree planting and woodland creation](#)
- [Nature based solutions - managing the NRW Estate](#)
- [Nature based solutions - managing the marine environment](#)
- [Responding to the climate and nature emergencies - regulation](#)
- [Responding to the climate and nature emergencies - incident management and response](#)

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

## Topic: Responding to the climate emergency - decarbonisation

### Topic summary progress:

- The climate change programme has moved to become under oversight of the Climate Emergency sub-group. With the plans for creation of the Well-being Boards in development, the future governance of this programme will need review early in 2023/24.
- Amongst the key wider deliverables of the programme this year has been: expansion of the peatland restoration programme; development of a bespoke NRW climate change training course that has been successfully trialled with 200 staff; development and completion of Forward Plans that provide a long-term direction (through to 2030) for decarbonisation of our fleet, transport, built estate and supply chain; drafting of an Active and Sustainable Travel Plan; development of plans/contracts for roll out of electric vehicle (EV) charging and hydrotreated Vegetable Oil infrastructure (HVO) across our sites in 2023/24; a review of carbon assessment tools for use in our projects and with our supply chain; provision of policy advice to Welsh Government (WG) and others e.g. providing input to the interim review of Climate Conscious Wales; embedding consideration of carbon in several key large contracts during procurement; improving the scope and efficiency of our organisational carbon footprint reporting process; delivery of a range of internal and external comms, e.g. for COP15, Wales Climate Week.

Topic owner: Ruth Jenkins

### Business Plan dashboard measure/s for this topic:

- Support delivery of recommendations and actions from Renewable Energy deep dive
- Develop a low emission fleet and deliver a low emission and climate adapted built estate

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

## Measure: Support delivery of recommendations and actions from Renewable Energy deep dive

This measure reflects our activity to support delivery of [recommendations and actions arising from Welsh Government's \(WG\) Renewable Energy deep dive](#), recognising our contribution in relation to these in order for Wales to at least fully meet its energy needs and tackle the nature and climate emergencies.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to complete the first year of NRW's contribution to WG's Renewable Energy Deep Dive Recommendations**. We have completed the milestone activity in terms of NRW's contribution, noting that there have been implementation delays that are out of NRW's control to the deep dive actions overall.
- We have completed the review of resource needs and provided the relevant information to WG, including iterations of an SLA for renewable advice and evidence, combined with marine regulatory improvement resource needs (actions in the end to end review). The indication is that WG intend to fund 1/3 of the costs identified, which will mean that the current service levels will be impacted in renewable energy advisory and evidence as well as a reduction in the proposed marine regulation improvements programme.
- We have supported and provided advice in the end-to-end review of marine licencing, consenting and advisory processes; we have progressed the transfer of JNCC offshore advisory function; and we have identified marine evidence gaps and developed an SMNR actions tool for WG windfarm schemes. Terrestrial evidence gaps work is wholly dependent on resources from the SLA bid, but this will not deliver sufficient funding to cover terrestrial evidence.
- We have concluded the data analysis and spatial mapping of evidence to support the identification of marine 'strategic resource areas to signpost areas for development of different renewable energy technologies.
- We have delivered and concluded NRW's contribution to 4/7 actions. Partially concluded 3/7 - the partial completion are due to factors outside of NRW's control - funding from WG and pace from a number of others – NRW's contribution is complete for the year. This measure is **Amber** at year end.

### What we are doing next:

- This measure is not likely to continue to form part of our Business Plan dashboard reporting for 2023/24.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	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]

## Measure: Develop a low emission fleet and deliver a low emission and climate adapted built estate

This measure reflects activity forming part of our Adfywio/Renewal programme to develop a low emission fleet and deliver a low emission and climate adapted built estate.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is deliver Adfywio programme commitments for 2022/23**
- We have partially completed this milestone activity. With some delays due to significant staff absences over the year.
- Over the last year, we have closed Cantref Court and progressed the Cardiff Accommodation Opportunity including developing a project brief and completing staff consultation. We have rolled out the use of HVO fuel in our fleet and procured the design of an NRW wide integrated EV charging infrastructure (EVCI).
- This measure is **Amber** at year end.

### What we are doing next

- We will now seek to complete the design of the EVCI and procure phase 2 build and operate. The accommodation strategy was approved in FY 2022/23 and will be published in Q1 of 2023/24. The move to Cathays Park from Ty Cambria will be completed by March 2024. We also drafted an Interim Fleet Purchase Policy, supporting a transition to an ultra-low emission fleet, to be reviewed for approval in Q1 of 2023/24.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24.

Measure owner: Victoria Rose-Piper

Q1	to Q2	to Q3	Year end
Amber	Amber	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: Responding to the climate emergency - managing flood risk

### Topic summary progress:

- Our **capital programme** has progressed well, with schemes at Llyn Tegid, Cowbridge, Afon Wydden and Llanfair TH all completed on site this year, and construction started at other significant schemes such as Stephenson St (Newport) and Ammanford. We exceeded the target of 1,000 properties provided with improved or sustained levels of protection.
- The **Flood Recovery and Review Implementation Programme** has progressed well, and we have delivered 59 of the 74 actions, as planned. Continued work is needed on incident rota numbers, and on flood warning areas. We have produced closure reports for 10 of the 12 work areas and will complete the remainder in 2023/24. These reports capture the evidence of delivery for the complete actions and provide clear evidence of transfer to other work programmes where the action is ongoing or for delivery over the longer term.
- Our routine annual **maintenance programmes** have continued, as we operate on a prioritised basis within the budgets available to us. We continue to make process and delivery improvements in the asset management area.
- We have **34 projects** in our **Improvements Programme**, at various stages. Several are significant ICT projects which are delivering core customer-facing systems, such as the **Flood Warning Service** replacement project and the **Telemetry** replacement project, both of which are progressing well.
- We have continued to address the relevant recommendations from the 'Toddbrook review' into **reservoir safety**, as we seek to do more to go beyond compliance to ensure safety.
- We have issued our **Flood Risk Management Plan**, and associated Strategic Environmental Assessment, for external consultation, with publication scheduled for 2023/24.
- Overall, much significant work continues to be delivered. The main challenge remains volume of work and rising expectations on our staff. **Recruitment** is challenging, with **skills shortages** across the industry. We have increased our activities on the **skills and capability** agenda in response to this issue and risk.

Topic owner: Jeremy Parr

### Business Plan dashboard measure/s for this topic:

- Implement Flood Review recommendations / actions
- Maintain flood risk assets in high risk locations at target condition
- Properties with reduced level of risk or sustained protection through capital work
- Produce Flood Risk Management Plans

## Measure: Implement Flood Review recommendations / actions

The February 2020 floods were the most significant floods in Wales since the 1970s, and our Review into our own performance identified areas for improvement and recommended actions. This measure reflects delivery tracking of the remaining improvements identified in [our Review](#).

### Latest position (to end of March 2023):

- Our final milestone for this measure is to implement recommendations / actions and complete work area and programme closure reports by year end (with 59 of the 74 actions undertaken, and the 15 longer term actions in the other three work areas not covered by programme closure transferred to our relevant NRW Business Boards for tracking).
- We have achieved this milestone in part, with the 59 actions being completed.
- We have completed 10 of the 12 closure reports with the remaining two planned for sign off in Q1 2023/24. We have not completed all work area closure reports, or the programme closure report because we are applying high levels of scrutiny to provide assurance that all actions are complete, and that the remaining actions have a clear pathway for delivery; plus also that any outstanding issues and risks as well as any further next steps have been identified, again with clear pathways for their management. We will create a programme transition report that will cover this information, to provide the necessary level of assurance. If and when this report is approved, the programme can be considered for closure.
- The remaining 15 longer term actions are to be managed via Business Boards.
- This measure is **Amber** at year end as we have not met all of the milestones set at the start of the year, but we have made substantial progress and there is a clear pathway for delivery.

### What we are doing next:

- We will complete the remaining two work area closure reports, and the programme transition report before then moving to programme closure. This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 until this programme is closed.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	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 locations 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 March 2023):

- Our final target for this measure is **98% of flood risk assets in high risk systems at target condition**. We have achieved this and this measure is **Green**. We are at 98.3% at end of March 2023.
- We currently have 62 below required condition assets across Wales and require 70 or fewer to achieve the target, therefore we are 8 assets above Green.
- Asset inspections are carried out on a rolling basis. Issues which cause an asset to become a ‘below required condition’ asset may be found at any time. This measure is a snapshot in time, and we continually update our data.
- During the last quarter, we made fixes to 26 assets but also 9 different assets have become below their required condition due to issues found.
- Condition of our flood assets is a hugely important area of our work, which is reflected by it being a topic that is on the strategic risk register. We are also making improvements to our data and the management information, so that we can be confident we are on top of this going forward. This includes acting on the benchmarking work we have done with the Institute of Asset Management, and also acting on the improvements identified through internal audit. These improvements are also about our maintenance records and scheduling, not just asset condition.

#### What we are doing next:

- We will continue to monitor the progress with the remaining assets that are below required condition with a view to completing fixes to at least 34 within the next financial year. Plans for the remainder and those that have been added within the last month will be drawn up.
- We will continue with our asset inspection regimes and continue with our plans to make improvements to processes and systems. This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Year end
Amber	Amber	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]



### Measure: Properties with reduced level of risk or sustained protection through capital work

This measure reflects the number of 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 March 2023):

- Our **final milestone for this measure is for 1000 additional properties directly provided with reduced risk / sustained level of protection by year end.**
- We have surpassed the target by achieving 1,647 additional properties directly provided with reduced risk / sustained level of protection this year.
- Over the last year, we have provided increased protection to 33 properties at Llanfair TH as well sustaining the level of protection to hundreds of properties at locations such as Bala, Llandudno Junction and Cowbridge.
- This measure is **Green** at year end.

#### What we are doing next:

- Our capital programme of work is on a rolling basis, with many projects spanning several financial years. We will continue with our construction and our project development work to ensure we have schemes to deliver improved or sustained levels of protection that address flood risk in high risk priority locations, in future years.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24, as it is a key indicator for flood risk management activities.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	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: Produce Flood Risk Management Plans

This measure reflects our progress in producing updated [Flood Risk Management Plans \(FRMPs\)](#) and includes updates in relation to their development, consultation around them, their publication and future monitoring. The updated plans will identify what is at risk of flooding alongside the objectives and measures that we propose to manage the risk of flooding.

### Latest position (to end of March 2023):

- **Our final milestone for this measure is all FRMPs published (and FRMPs incorporated into Business as Usual and monitored)**
- We have not fully completed this milestone activity. We have drafted the FRMP for Wales, supported by a Strategic Environmental Assessment (SEA) and have issued these for external consultation on 1 March 2023 with a 12 week statutory consultation window. We have also briefed key stakeholders on the documents.
- The drafting timeline was impacted by key staff absences, and the internal consultation and editing taking longer than expected. We have though ensured that quality was not compromised in delivery, but this has meant that we went to external consultation later in the year than we intended (at the start of the year).
- This measure is **Amber** at year end because we have not met the final milestone in full, but we have produced the FRMP (and SEA) and they are out to external consultation and there is a pathway to delivery. We flagged this as Red in Q3 as we were not certain we would be out to consultation in Q4, but we have achieved this.

### What we are doing next:

- We will edit the documents as needed after the consultation window closes (24 May), with the intention of publishing them as soon as we can in 2023/24. Final publication is likely to be in Q2 2023/24.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as the final output will be delivered in 2023/24.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Year end
Green	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: Responding to the nature emergency

### Topic summary progress:

- Nature and People Thriving Together – our new Corporate Plan is now live which sets out how we will use our tools and powers to ensure Wales steps up to meet the 2030 targets for climate and nature and focusses our passion and collective action towards nature's recovery, resilience to climate change and minimising pollution through the sustainable management of our natural resources.
- Working with Welsh Government (WG) to develop and deliver Nature Networks, a Welsh 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites at its core.
- Implementing the recommendations of the WG Deep Dive into Biodiversity working with partners and stakeholders to contribute towards the Global Biodiversity Framework targets including protecting 30% of the land and sea by 2030, tackling our nature and climate crises.
- Working with WG and National Lottery Heritage Fund (NLHF) to deliver the Nature Networks Fund - a grant programme to support projects which will strengthen the resilience of Wales' network of protected land and marine sites and support a green recovery for nature and communities.

Topic owner: Martyn P. Evans

### Business Plan dashboard measure/s for this topic:

- Priority actions undertaken on protected sites across Wales to improve condition of features
- Delivering targeted action for declining species or those on the edge of extinction

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

## Measure: Priority actions undertaken on protected sites across Wales 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 across Wales to fully provide ecosystem service benefits and function as a core part of a resilient ecological network - enabling habitats and wildlife to thrive.

### Latest position (to end of March 2023):

- **Our final milestone for this measure is 80% of planned actions completed.**
- We have completed this milestone activity. Nature Networks funding from WG has funded significant extra activity, having funded and completed conservation improvement actions on 160 separate Sites of Special Scientific Interest (SSSI).
- The list of all Nature Networks funded activity achieved within 2022/23 was not finalised, therefore not all will necessarily be reflected in the report extracted from data in the corporate database. However, despite this reporting anomaly, the estimated achievement (measured against our ambition of 199 actions in Q1 and available Nature Networks data) is in excess of 80%. This measure is **Green** at year end.

### What we are doing next:

- We will now continue to deliver through Operational activities and time limited funded projects and programmes including Nature Networks, Natur am Byth, Sands of LIFE, LIFE Quaking Bogs, New LIFE for Welsh Raised Bogs, LIFE Dee River, Four Rivers for LIFE and National Peatland Action Programme.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24. Following publication of the Corporate Plan to 2030, we will work to develop appropriate targets and milestones to measure and track progress towards improving the condition of features at protected sites.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	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: 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 March 2023):

- **Our final milestone for this measure is to progress specific projects illustrating our work in this area (and submit the National Heritage Lottery Fund stage two application for Natur am Byth)**
- This measure is **Green** at year end. We have completed this milestone activity. We have submitted the National Lottery Heritage Fund development phase application for £4,160,389 of the 4-year delivery costs of £7,949,472. We have secured the majority of match funding from charitable trusts-foundations and other public sector bodies.
- Over the last year, we have delivered habitat restoration work for freshwater pearl mussel at three sites and have successfully bred mussels at the NRW hatchery for release at these sites. We have facilitated curlew recovery by supporting a tagging programme to better understand movements of breeding curlew in upland and lowland farmed landscapes. We have reintroduced water voles in Oxwich and completed surveys of rare invertebrates to inform site management.

#### What we are doing next:

- We will now prepare for a successful outcome from National Lottery Heritage Fund ensuring momentum on the programme into the delivery phase and we reach targets for delivery phase commencement in September 2023.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as we move to the delivery phase for Natur am Byth and develop other species recovery projects.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	Year end
Green	Red	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: Nature based solutions - habitat restoration

### Topic summary progress:

NRW is progressing the priorities of the Vital Nature Strategy and Work Programme, putting biodiversity and ecosystem resilience at the centre of our work including:

- Working with Welsh Government to develop and deliver Nature Networks, a Welsh 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites supporting the actions in biodiversity deep dive. This includes supporting NLHF and WG in grant funding allocations and the delivery of terrestrial and marine projects across Wales.
- Delivery of the peatland restoration programme and working with WG to 'upscale' peatland restoration targets. Both to ensure that peatlands are sustainably managed and safeguarded to recover their critical biodiversity resource, store carbon, reduce greenhouse gas emissions and play their role as a component of Natural Flood Risk Management.
- Delivery of the River Restoration Programme including projects to address physical modifications within rivers, safeguard freshwater pearl mussels across Wales and address catchment wide pressures.
- Continuing to build a programme for grassland restoration with a Pilot Project underway.

Topic owner: Ruth Jenkins

### Business Plan dashboard measure/s for this topic:

- Management of programmes to address and restore habitats across Wales
- Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland

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

## Measure: Management of programmes to address and restore habitats across Wales

This measure reflects our progress with management of programmes to address and restore habitats across Wales, including updates throughout the year on the Nature Networks Programme, Grassland programme and LIFE Quake project.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to establish new WG and EU LIFE restoration programmes (including complete the implementation of the LIFE Quake project set up phase)**
- We have completed this milestone activity. LIFE Quake and four Rivers for LIFE Teams have been recruited and other implementation phase activities completed. The LIFE projects are starting to deliver key actions, including starting construction of track to provide access to the east side of Crymlyn Bog and completion of construction of a new shed to house facilities at Cynrig hatchery.
- The Nature Networks programme has delivered planned actions including approximately 130 new or renewed Land Management Agreements covering 14,000 ha; Grassland and Wood pasture reports have been received. These may lead on to larger scale projects in 2023/24.
- This measure is **Green** at year end.

### What we are doing next:

- We will now continue to deliver the five LIFE projects, three of which end in 2024 (Sands of LIFE and LIFE Raised Bogs in June 2024 and Dee LIFE in December 2024). Further develop the Nature Networks Programme to ensure the improvement in condition of SSSIs continues in 2023/24. We will review the Grassland and Wood Pasture reports to consider how we can take this work forward in 2023/24.
- This measure is not likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as three of the LIFE projects end in 2024.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	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]

## Measure: Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland

We are continuing to progress a national programme of peatland restoration across Wales. This measure reflects key action 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 on other land.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to deliver 450 ha of peatland restoration activity as part of the National Peatland Action Plan (including approximately 120 ha on the NRW Estate)**.
- We have completed this milestone activity.
- We estimate that we have delivered a total of 629 ha of restoration activity across Wales including 85 ha on the NRW estate.
- This measure is **Green** at year end.

### What we are doing next:

- We will now continue with the National Peatland Action Plan programme delivery in 2023/24.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 with the level of ambition depending on funding.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	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: Nature based solutions - managing the NRW Estate

### Topic summary progress:

- The NRW land estate is the WG Woodland Estate and National Nature Reserves (NNRs) for which we are responsible. At 160,000 ha, it is 7% of the size of Wales. It includes among other things:
  - 80 designated Special Areas of Conservation and SSSI's, 56 NNRs.
  - 40% of Wales woodland, 19,000 ha of ancient woodland sites, and 60% of Wales' sustainable timber harvest.
  - 3.5 million visits per year on 955 km walking, 25 accessible; 8 horse-riding trails; 566 km mountain biking trails; 6 visitor centres; and 3,702 km of forest roads for recreation as well as forest management.
  - 441 MW installed capacity of renewable energy. 32.9 Mt Carbon stocks (81% woodland, 9% bog/fen, 10% other).
  - 27 reservoirs, 160 ex-industrial spoil tips, 18,000 ash trees to make safe, 200 km unauthorised bike trails to sort.
- Our main aim for the Estate is sustainable management of natural resources. This costs £51 million per year of which £30 million to £40 million is funded by sustainable enterprise. With these resources we are:
  - Adapting to climate change and enabling society to adapt, especially for flood risk and to safeguard clean water.
  - Reducing greenhouse gas emissions by maintaining the area of woodland, converting degraded deep peat into healthy wet peatland habitat, providing harvestable timber; and supporting increases in on-shore wind-power.
  - Improving ecological processes to enable nature to adapt to climate change and protecting key species / habitats.
  - Providing opportunities for people to enjoy the outdoors benefiting health, well-being and social capital.
  - Enabling communities to use their local NRW Estate. Supporting sustainable private enterprise.
- The measures in this topic illustrate this range of services. Action undertaken to restore Welsh peatlands including NRW Estate peatland and management to address and restore habitats across Wales are also relevant.
- We hold ourselves to high standards of sustainable land management, including for example Forest Industry Safety Accord requirements and ISO45001 health and safety management standards; UK Woodland Assurance Standard (UKWAS), and ISO14001 environmental management system.

Topic owner: Dominic Driver

### Business Plan dashboard measure/s for this topic:

- Develop the biodiversity and cultural value of the NNRs in our direct care
- UKWAS Corrective Action Requests and Observations progress
- Area of new woodland created on the NRW Estate
- Timber volume offered to market

### Measure: Further develop the biodiversity and cultural value of the NNRs in our direct care

This measure reflects the delivery of priority actions being carried out to further develop the value of National Nature Reserves (NNRs) in NRW's direct care. The priority actions reflect those we have deemed the most important to generate beneficial ecological processes.

#### Latest position (to end of March 2023):

- Our **final milestone for this measure is 80% of 133 priority actions across 44 NNRs delivered (80% of planned priority actions)**. This measure is **Amber** at year end.
- We have not reached this milestone in full. Of the 133 priority actions, we completed 83 (68%), partially completed two, and were unable to start 36, 11 were no longer required, one was unreported. We worked on 34 out of the 44 NNRs we had planned to invest in, or 77%.
- The main reasons for non-delivery of actions were;
  - Budget constraints set at end Q3 to manage a forecast over-spend across NRW
  - Area specific issues with assenting work
  - Contractor availability.

#### What we are doing next:

- We will develop a new strategy for NNRs in our care as part of the Corporate Plan. We will be an exemplar nature positive organisation by...building the resilience of high nature-value sites on the land in our care, especially our NNRs and other protected sites, and contributing to the 30 by 30 target, through managing soil, water, vegetation and other aspects to create ecological processes that sustain the high nature value.
- This measure is unlikely to continue to form part of our Business Plan dashboard reporting for 2023/24. A revised, wider indicator will probably be developed to track progress on the new strategy.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Year end
Green	Green	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: UKWAS Corrective Action Requests and Observations progress

This measure reports on the annual UK Woodland Assurance Standard (UKWAS) external audit.

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.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is fewer Corrective Action Requests (CARs) open after this year's audit than after last year's audit.**
- We did not achieve this, but we were close. The improving trend since we re-organised in 2019 remains evident. In 2021, we had one Major CAR, one Minor CAR and five Observations (Obs) open after audit. We now have five Minor CARs and two Obs. While we have more Minor CARs open now than at last year, this is the first year since 2018 that we have not had a Major CAR.
- We have retained certification for the 21st year in a row. Ours are the longest running continuously certified state forests in the world, along with the state forests of England and Scotland.
- This measure is **Amber** at year end.

### What we are doing next:

- We are now working to address the CARs and Obs ready for the June 2023 audit and continuing to make further improvements in sustainable forest management on the land in our care.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	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: 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 where work is done to establish new woodland by planting and/or natural colonisation). It covers the contribution of NRW's land estate to woodland creation and progress on the commitment to the WGWE being bigger in 25 years than it was in 2018.

#### Latest position (to end of March 2023):

- Our **final milestone for this measure is an additional 150 ha of land acquired / identified for woodland creation (contributing to 350 ha total over the life of the programme) plus 150 ha woodland created in 2022/23.**
- We have secured six sites totalling 207 ha. This planting season we have established four sites creating a gross area of 164 ha, resulting in 95 ha of new canopy cover.
- Over the last year, we have carried out some high-profile stakeholder engagement with exciting outcomes and have also worked on the 84 ha of new woodland planted in recent years to ensure this establishes successfully.
- This measure is **Green** at year end.

#### What we are doing next:

- We will now be working to complete two more sites (96 ha) currently with our solicitors. We will continue the maintenance programme on planted sites, planning and stakeholder engagement for new sites ahead of the next planting season.
- This measure is unlikely to continue to form part of our Business Plan dashboard reporting for 2023/24. We will probably have a revised, wider indicator to track progress within the Corporate Plan.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	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: Timber volume offered to market

This measure reflects a commitment set out in the [Timber Sales and Marketing Plan](#). We currently offer 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 March 2023):

- Our **final target for this measure is 750,000 m<sup>3</sup> offered to market.**
- We have not achieved this as we have offered 719,700 m<sup>3</sup>.
- Over the last year, we achieved 96% of target, which is comfortably within the margin for this measure.
- This measure is **Green** at year end.

#### What we are doing next:

- We will now prepare to publish the first of four planned sale events for 2023/24. Will be working to overcome the challenges posed to increase volume offer.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	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: Nature based solutions – managing the marine environment

### Topic summary progress:

- The marine programme continues to be steered as a single integrated programme of marine work across NRW.
- Work has commenced and continued this year in priority areas such as: delivery of the Offshore Renewable Energy Programme and support of renewable energy deep dive implementation for land, water and sea- despite no additional in year funding as bid for, staff continue to deliver a strong prioritised service at cost to them at times; continuing to implement work in the new marine projects team to deliver capital funded projects under Nature Networks to improve the condition of Marine Protected Areas; advising WG on environmental considerations in developing a spatial approach to marine planning; implementing our guidance on assessing coastal squeeze; working with partners to deliver the marine Area Statement; managing the Burry and Dee cockle fisheries; delivery our Dee conservancy function; continuing to deliver fisheries environmental impact assessments under the assessing Welsh Fishing Activity project to Welsh Government; supporting UK process for development of new Marine Fisheries Management Plans; delivering to our marine evidence programme and revised our priority evidence needs; and responding to proposed changes in environmental management policy and legislation from Defra and exploring implications with WG as well as influencing WG's Infrastructure Bill.

Topic owner: Rhian Jardine

### Business Plan dashboard measure/s for this topic:

- [Deliver actions in the Wales Marine Protected Area \(MPA\) Network Management Action Plan](#)

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

## Measure: Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan

This measure reflects progress with [Marine Protected Areas network](#) management actions. The 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 March 2023):

- Our **final milestone for this measure is to deliver 100% actions by year end (and sign off and report on final delivery)**. We have completed this milestone activity. We have completed the NRW actions in the management action plan and we have sent the evidence to WG. The landfill project - our new funded action for this year was completed on time and the results show a significant threat to MPA features in the future.
- The MPA Management Steering met in person in February 2023 and the new actions for this coming year were decided, both new actions that were submitted by NRW to the action plan were successful in gaining funding and they will be delivered in the coming year. NRW were also involved in a couple of other actions being submitted by partners and these were also successful in gaining funding. Swansea University submitted an action for the first time this year and NRW were very involved in shaping the successful bid - they will be working on tracking Twaite Shad from the Tywi in the marine environment - very important for casework.
- This measure is **Green** at year end.

### What we are doing next:

- We will now work on the NRW actions preparing specification for contracts to be let after April and work with partners to make sure that their actions are successful.
- This measure is not likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as we have new actions in the action plan.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	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: Responding to the climate and nature emergencies - Regulation

### Topic summary progress:

- Determining permits, monitoring compliance and enforcing is fundamental to responding to the climate and nature emergency. We have been working to develop approaches to support decarbonisation and nature based solutions.
- Overall for the year, we issued 86% of permits and licences within statutory timescales. We successfully completed the determination of the Water Resources New Authorisations applications by the statutory December 2022 deadline, and also completed the BREF (Best Available Techniques Reference documents) permit reviews for the five Energy from Waste Installations. We continue to liaise closely with WG in relation to their end-to-end review of marine licensing and have successfully implemented the new general licences following conclusion of the Wild Bird Review. Recruitment to technical vacancies continues to prove difficult resulting in delays to determination of some permits. We have updated our duty making guidance to help improve processes and application quality.
- We are delivering targeted or prioritised compliance work despite significant constraints including funding, recruitment and turnover. Compliance activity is under pressure from reactive investigation and enforcement work. Where we have identified breaches, effort has been focused on following it up to ensure we bring operators back into compliance. The review of permit application charges resulted re-investment in compliance resource and service delivery.
- We have improved the timeliness of enforcement decisions and follow up of compliance breaches. The volume of lower level enforcement responses (Advice/Guidance and Warning letters) is increasing. These are used as a proportionate response, seeking to bring offenders back into compliance. We have had a number of successful prosecutions for more serious situations this year including for illegal fishing, slurry pollution, illegal felling, cockle poaching, unlawful waste operations and other waste tipping offences. We have used our powers under Proceeds of Crime resulting in £61,000 confiscation for the ringleader of a poaching operation and £90,000 confiscation from a former waste company director. Campaigns for waste carriers, offroad biking, flytipping and illegal modification of watercourses have been used.

Topic owner: Nadia De Longhi

### Business Plan dashboard measure/s for this topic:

- Permits and licences issued within statutory timescales
- Category 1 and category 2 compliance breaches are subjected to further assessment
- Decision on an appropriate enforcement response within 3 months



## Measure: Permits and licences issued within statutory timescales

This measure reflects permits and licences issued within [statutory timescales \(which vary by permit\)](#), and additionally includes an additional progress update in Q3 on completion of specific permit reviews (for energy from waste installations) and new authorisations applications (in relation to water resources).

### Latest position (to end of March 2023):

- Our **final milestone for this measure is 90% of permits and licences issued within statutory time period.**
- We successfully issued 87% of permits within statutory timescales during Q4. Overall, for 2022/23 we have successfully issued 86% of permits within statutory timescales and are **Amber** at year end.
- The waste regime has implemented a new approach at the duly-making stage to help identify poor quality or deficient applications earlier, which will result in them being returned to the applicant. The aim is to improve application quality, thereby reducing the delays from information requests during determination enabling us to expedite the permit decision.
- Our permitting service has experienced difficulties recruiting suitable technical staff to vacancies though 2022/23 which has affected performance. Water Quality work queue remains under pressure and options are being progressed such as prioritising certain applications, to provide additional resources in the team as well as recruiting to vacancies.
- We have experienced an increase in applications, possibly as customers are applying ahead of planned application price increases originally due to be implemented 01 April 2023.

### What we are doing next:

- We will continue to aim to achieve 90% as a service level for our permitting service.
- We are scoping options for a permit reform programme in addition to continual improvement of the service.
- We are preparing to implement the changes brought about through the Strategic Review of Charging.
- We are developing recruitment related products to support a trial, in conjunction with Recruitment Services, aimed at entry level Grade 4 & 5 permitting officer posts to increase interest, awareness and reduce the duration of vacancies.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	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: Category 1 and category 2 compliance breaches are subjected to further assessment

This measure reflects the number of category 1 and category 2 compliance breaches and provides assurance that they have been subjected to follow up compliance effort in the subsequent 6 months. Poor performance at permitted sites has the potential for a wide range of impacts. This measure also reflects additional updates each quarter, including in relation to service standards, compliance performance, water company performance and storm overflows action.

#### Latest position (to end of March 2023):

- Our **final milestone for this measure is 95% (and report on milestones from Regulatory Action Plan within Storm Overflow Roadmap)**
- We have completed this milestone activity. This measure means that in Q4, we are tracking follow up compliance effort for breaches which we identified between July 2022 and September 2022. We recorded 22 breaches all of which received follow up within 6 months through a range of interventions.
- This measure is green for Q4 as we carried out follow up compliance effort for **100%** of the Cat 1 and 2 breaches identified (24).
- This measure is **Green** at year end.

#### What we are doing next:

- We will continue to prioritise follow up compliance effort where we have identified Category 1 and 2 breaches to ensure we bring operators back into compliance.

Measure owner: Martin Cox

Q1	to Q2	to Q3	Year end
Red	Amber	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: Decision on an appropriate enforcement response within 3 months

This measure reflects decisions on appropriate enforcement response in relation to environmental crime being made within three months. This measure also reflects additional updates each quarter, including in relation to enforcement priorities and annual regulatory and waste crime reporting

#### Latest position (to end of March 2023):

- Our **final milestone for this measure is 95% of decisions in relation to environmental crime being made within three months (and complete tackling waste crime annual report)**.
- We have met the 95% milestone activity and the tackling waste crime (TWC) annual report has been sent to WG. Over the last year, we have maintained processes to ensure enforcement decisions are taken in a timely way.
- This measure is **Green** at year end.

#### What we are doing next:

- We will continue to make decisions and take enforcement action swiftly.
- We are collating evidence to inform the Annual Regulation Report 2022, scheduled for publication later in 2023.
- We are collating the enforcement narrative and planning for a quarterly summary of enforcement activity to share with our Board and the Minister.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	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: Responding to the climate and nature emergencies - incident management and response

### Topic summary progress:

- **Preparedness:**
  - The resilience of our incident response roles (rotas and cascades) is continuing to improve following the contractual consultation work last year, with more staff beginning to join these roles following the completion of their training. The implementation of this work will continue over the next two years through the Resilient Response to Incidents project, with priority being given to the rotas addressing our highest risks. As part of this project, we are improving our procedures for training staff to carry out incident response roles, including procuring external training provision, where appropriate.
  - In this quarter, we have also:
    - Put in place a new framework contract to provide a consistent air quality incident monitoring response
    - Updated a range of internal guidance, including our incident categorisation and using our updated incident recording system.
- **Response:** An average of 628 incidents were reported to us each month of Q4, which we responded to in line with our policies and procedures. We have also undertaken work to plan for and respond to disruptions, with a focus on disruptions to staff levels and energy supply as well as the impacts of wider public sector industrial action. As well as managing current risks, this work contributes to the longer-term development of our business continuity planning.

Topic owner: Lyndsey Rawlinson

### Business Plan dashboard measure/s for this topic:

- Response to incidents initially categorised as 'High' within 4 hours

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

## Measure: Response to incidents initially categorised as ‘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. Responses may include physical attendance at the site, but also includes other activities, such as contacting professional partners.

### Latest position (to end of March 2023):

- Our **final target for this measure is responding to 95% of these incidents within four hours**, with this being calculated for incidents with accurate data only (i.e., not missing or negative times).
- We have achieved our target with 96% in Q4. Over the last year we have achieved an average percentage of 97%. In relation to data quality, 31 out of the 1,389 incidents initially categorised as High-level throughout 2022/23 have missing response details. We are addressing these with specific officers (as outlined below). A further 27 records have a negative response time, i.e., the response time was recorded as being before the notification time in error.
- This measure is **Green** at year end. This is a significant improvement on previous years, and we recognise the hard work that has been put in across the business to achieve this.

### What we are doing next?

- We will continue to work on system improvements, officer training and monitoring to ensure that the information underlying this measure is recorded accurately and in a timely manner.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24. However, we will be reviewing the service performance measures next year to ensure they allow us to adequately assess our progress in delivering on NRW’s new Well-being Objectives. This review may lead to changes in performance reporting from 2024/25.

Measure owner: Lyndsey Rawlinson

Q1	to Q2	to Q3	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]

## **Priority: Using our expertise, alongside that of others, with evidence from SoNaRR2020, to support innovative, integrated decision making to tackle the climate emergency and nature emergency**

Our business as usual activity here involves working with national stakeholders to gather, share, promote and update evidence on the state of natural resources in Wales, and using evidence based [Area Statements](#) to inform our priorities, projects and engagement with stakeholders in our seven places, particularly the Public Services Boards as they prepare their well-being assessments and plans. All our work is rooted in good evidence and using and sharing it with partners and communities to advocate for and deliver Sustainable Management of Natural Resources (SMNR).

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Improving and presenting evidence about the natural environment](#)
- [Providing advice and guidance](#)
- [Work with partners and communities using area statements](#)

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

## Topic: Improving and presenting evidence about the natural environment

### Topic summary progress:

- Delivered Air Quality Evaluation Workshops to shape the air quality programme ensuring it is outcome focused, setting out evidence needs, stakeholder mapping, barriers and enablers to delivery.
- Working with Dundee University, (appointed by WG under a fellowship for Sustainable Management of Natural Resources) to develop an indicator framework for well-being outcomes linked to State of Natural Resources Report (SoNaRR).
- Continued with a programme of work to transform the way that we integrate and present evidence spatially to stakeholders in support of SoNaRR, SMNR. Continued to maintain and update content on the Wales Environmental Information Portal and transferred NRW open data publishing to WG's new [Data Map Wales](#) service.

Topic owner: Chris Collins

### Business Plan dashboard measure/s for this topic:

- [Complete re-design of our freshwater quality monitoring network](#)

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

## Measure: Complete re-design of our freshwater quality monitoring network

This measure reflects activity to complete the re-design of our freshwater quality monitoring network and monitoring programme and complete this year's monitoring programme. For this year, the quality of water in our rivers and streams, is a particular focus for us, as is developing our evidence and understanding of nutrient impacts in Special Areas of Conservation (SAC) rivers to inform a strategy for their long term remediation.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to complete the redesign of our freshwater quality monitoring network and monitoring programme (and complete the 2022/23 monitoring programme)**
- We have completed the delivery of the 2022/23 monitoring programme. We have not completed the redesign of the monitoring network because of the delays reported Q2 in recruiting an officer to lead the work. We have now succeeded in recruiting the lead officer. We have reviewed and rescheduled our plan for the re-design of the freshwater water quality monitoring network in the light of the delays. This measure is **Amber** at year end.

### What we are doing next:

- We have rescheduled the project plan and are close to finalising our freshwater quality monitoring strategy. Subsequent project milestones will be delivered as follows:
  - complete the redesign of our freshwater quality monitoring network by end of June 2024
  - develop an implementation plan for our new monitoring strategy by end of September 2024
  - begin sampling from the new network in January 2025.
 Now that the lead officer is in post, we have a clearer idea of the scale of the work required and as a result the project milestones have been revised since Q3.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as the project will continue until January 2025 and is critical to providing the evidence to support high priority water quality work under the Well-being Objectives pollution is minimised and nature is recovering.

Measure owner: Chris Collins

Q1	to Q2	to Q3	Year end
Green	Red	Amber	Amber

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



## Topic: Providing advice and guidance

### Topic summary progress:

- We have developed action and risk logs to co-ordinate and prioritise the asks made from the Interim Environmental Protection Assessor for Wales (IEPAW).
- We have developed a forward look shared with the Assessor and her secretariat which now forms part of the memorandum of understanding.
- We are working with WGs Retained EU Law group to risk assess proposals from UKG.

Topic owner: Ruth Jenkins

### Business Plan dashboard measure/s for this topic:

- Response to environmental governance issues and liaison with Interim Assessor
- Inform development of Welsh Government future land management policy & legislation
- Develop and implement programme to examine a proposed new National Park

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

## Measure: Response to environmental governance issues and liaison with Interim Assessor

This measure relates to NRW's response to environmental governance issues and liaison with the Interim Environmental Protection Assessor for Wales (IEPAW) and proposed environmental oversight body

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to provide submissions and evidence when required (and respond to relevant submissions including calls for evidence and published reports within 20 working days)**.
- We have completed this milestone activity. We have a fully recruited team. We hold regular meetings with the secretariat to go over newly created action and risk logs. We have updated the Memorandum of Understanding and established a forward look of issues such as poly- and perfluoroalkyl substances, Civil Sanctions and water quality. Briefings have been provided to the Assessor on requested topics such as polychlorinated biphenyls contamination and casework details.
- Over the last year, we have supported two expert forums, submitted responses to four calls for evidence, held meetings with the Assessor. We have established a clear single point of contact and established efficient working practices to support the work of the Assessor and her secretariat.
- This measure is **Green** at year end.

### What we are doing next:

- We will now work with WG in their development of a permanent environmental oversight body (EOB) whilst continuing to support the work of the Assessor and her secretariat.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as it is likely that the work to establish a permanent EOB will be undertaken in the next year. New service delivery agreements will be developed for NRW to support the work of a new EOB.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	Amber	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]

## Measure: Inform development of Welsh Government future land management policy & legislation

This measure reflects provision of NRW advice and guidance to inform the development of WG future land management policy and legislation impacting on more than 90% of land in Wales. This includes activity around a regulatory standard for land in Wales, and development of WG's Sustainable Farming Scheme policy.

### Latest position (to end of March 2023):

- **Our final milestone for this measure is to provide submissions, evidence and advice when required (including supporting WG's development of Sustainable Farming Scheme and supporting legislation in considering options)**
- We have continued to input into the scheme as and when required. Requests from WG have been limited within this quarter. We have continued to engage with the relevant WG teams through their revised governance and new focus on Day 1 readiness.
- We have provided written advice on the elements of the scheme as prepared and have started to assess the risks and opportunities that the Sustainable Farming Scheme might have on NRW's resources, before and after it goes live in April 2025 however, this is an interactive process as development continues and as such will need to be revised as scheme detail and delivery models are developed by WG.
- This measure is **Green** at year end.

### What we are doing next:

- We will now prepare for day 1 and continue to manage emerging risks.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as WG continue to develop and NRW prepares to support scheme role out.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Year end
N/A	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: Develop and implement programme to examine a proposed new National Park

This measure reflects activity to develop and implement a programme to examine a proposed new National Park in North East Wales to cover the Clwydian Range and Dee Valley.

### Latest position (to end of March 2023):

- Our final milestone for this measure is develop and implement a programme to examine a proposed new National Park in North East Wales (and review progress and report to our NRM Business Board and the Protected Areas Committee of our Board). This measure is **Green** at year end. We have completed this milestone activity and provided updates to the NRW Board and the Protected Areas Committee.
- During the year we have: Undertaken recruitment of a Programme Team, established a Designated Landscapes Programme Board, reviewed and refreshed the forward programme, put in place progress update meetings with WG, prepared and reviewed an Area of Search and accompanying report (to be discussed at Designated Landscapes Programme Board 17 April), held meetings with Local Authorities affected by the designation process, drafted an initial communications and stakeholder engagement strategy, commenced work to scope how to embed the sustainable management of natural resources from the outset of the designation process focussing on nature recovery and climate adaptation and mitigation. We have initiated the scoping of the All-Wales Mapping of Natural Beauty.

### What we are doing next:

- We will now, informed by the area of search, proceed to commission evidence relating to special qualities, recreation opportunities, forces for change and alternative management mechanisms. These to inform identification and preparation of a Candidate Area and subsequently a detailed boundary. We will commission the evidence required to inform the All-Wales Natural Beauty Mapping. Informed by the Stakeholder Communications and Engagement strategy, we will formally commence external engagement in relation to the designation process.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as the Designated Landscapes programme is ongoing to 2025 to confirm (or otherwise) a National Park Designation.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	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:

- We have continued to engage with colleagues across NRW and partners to develop the idea of a National Area Statement. We have been working with staff, Integrated Evidence Group (IEG), WG, Cardiff University, World Wide Fund for Nature (WWF) etc in scoping what it might cover. We have drawn up a Board paper showing all the powers given to us in the Environment Act Wales which we have currently not used and for which we would need to act nationally. We are taking forward various elements of national work to support AS without having a national statement at this point. We are therefore talking to IEG about our role in assembling the evidence required by law for the existing AS. We are also in conversation with colleagues in WG about the appetite and options for developing a refreshed Natural Resources Policy (NRP) in the near future.
- We are currently undertaking a review of how AS have been received. This will involve surveys targeted at both internal and external stakeholders.

Topic owner: Martyn P. Evans

### Business Plan dashboard measure/s for this topic:

- Work to set strategic direction for development and implementation of projects

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

## Measure: Work to set strategic direction for development and implementation of projects

This measure reflects work with staff and partners to set strategic direction for the development and implementation of projects that address Area Statement and Public Services Boards' (PSBs) priorities and opportunities.

### Latest position (to end of March 2023):

- Our final milestone for this measure is on use of AS in the Well-being Assessments and Plans of PSBs (and to ensure that all 15 PSB WB Plans are scrutinised and signed off by the NRW Board).
- Due to some PSBs merging during the year, there are now only 13 PSB Well-being Plans.
- 11 of the 13 Well-being Plans (85%) have been approved by the Board. Two PSB Well-being Plans have had agreement from WG to have late submission arrangements and are not in a state of readiness for us to take to the Board for approval until June 23. This measure is **Green** at year end as the delay in approving the final two Plans is outside the control of NRW.
- We have created frameworks and used these to assess the extent to which ASs and SoNaRR have been successful in influencing PSB Well-being planning. We have created and followed a robust governance process for sign-off of Well-being Plans, providing quality assurance and consistency of response across all PSBs.

### What we are doing next:

- We will now ensure once we have received Powys and Isle of Anglesey/ Gwynedd Well-being Plans they are scrutinised and signed off by the NRW Board by June 2023. We will write a paper summarising and reflecting on local well-being planning in Wales and present this to the NRW Board in Summer 2023. We will work with WG and the Office of the Future Generations Commissioner for Wales to support PSBs as Well-being Plans move into delivery phase. The work we do in partnership (including AS's and PSBs) to bring about delivery of our corporate plan ambitions will continue to be important and feature in our performance reporting.
- This specific measure is not likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as this element of our work will be complete by Q1 with all Well-being Plans signed off.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	Year end
Green	Green	N/A	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]

## **Priority: Improving water quality, through raising public awareness using our regulatory and enforcement powers effectively and driving collaboration with others, to reduce the impacts on biodiversity and human health, including from agricultural and land management practices**

For this year, water management – both the quality and quantity of water in our rivers and streams, is a particular focus for us. We face the ongoing challenge of raising the quality of our rivers and streams for people and biodiversity whilst balancing the competing demands on the use and management of land and water. Our business as usual work here includes monitoring and reporting, providing advice and guidance, regulation and enforcement where necessary, and working with water companies and WG, as well as specific projects to tackle the legacy of former metal mine workings and their impacts on watercourses.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Water Planning](#)
- [Water management](#)

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

## Topic: Water Planning

### Topic summary progress:

- The spotlight remains firmly on the issues facing water quality, and on our actions and that of our partners.
- In the last year, we have produced the latest River Basin Management Plans for the Western Wales and the cross border Dee and Severn River Basin Management Plans. Updated every six years, these set the direction for how we will manage, protect and improve our water environment in Wales.
- The Water Resources (Control of Agricultural Pollution) (Wales) Regulations 2021 came into force, which replace the Nitrate Pollution Prevention (Wales) Regulations 2013. At WG's request NRW have undertaken a review of nitrate and phosphate concentrations across Wales' surface and groundwaters to establish a baseline which can be used to monitor and assess the effectiveness of the measures. This work is nearing completion.
- We have also undertaken a NRW's statutory Urban Waste Water Sensitive Area review and will make recommendation to WG. If WG designate waters as Sensitive Areas, a water company would need to provide nutrient treatment for qualifying works (above a certain size).
- NRW continue to work with WG, Ofwat, water companies and the Consumer Council for Water to set out the requirements of the environmental obligations on water companies operating in Wales for inclusion in their Price Review 2024 (PR24) business plan submission to Ofwat in October 2023. NRW invited companies to present their proposed investment plans to the NRW Board in November 2022 and Water Companies have been asked to return to our May Board.
- A Team Wales approach is required to deliver at scale and pace to address the climate and nature emergencies. We know that other sectors, such as agriculture, need to act alongside water companies to achieve the ambitious outcomes we want to see.

Topic owner: Sian Williams

### Business Plan dashboard measure/s for this topic:

- [Deliver programmes to review statutory water quality requirements](#)
- [Deliver NRW input to the various Water Company Planning Programmes](#)

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



## Measure: Deliver programmes to review statutory water quality requirements

This measure reflects activity to deliver programmes to review statutory requirements for water quality, identifying annual or periodic requirements. The measure includes updates on reviews associated with nutrients and urban waste water, and the progress of River Basin Management Plans.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to Finalise Dee and Severn River Basin Management Plans and identify statutory requirements for water quality in 2022/23 (and identify statutory requirements for water quality for delivery in 2023/24)**. We have completed part of this milestone activity. We have finalised the Dee and Severn River Basin Management Plans.
- As regards statutory requirements for water quality in 2022/23, we have completed our internal sign-off of the Urban Waste Water Treatment (UWWT) review in Q4, though it remains for NRW to write to WG with our recommendation. Further work has been completed on the Nutrients Review, and we expect to finalise outputs during Q1 of 2023/24. In relation to identifying statutory requirements for water quality in 2023/24, our focus will be delivery of our Bathing Waters programme.
- This measure is **Amber** at year end, with remaining work on track for completion within Q1 of 2023/24.

### What we are doing next:

- We will now complete outputs from the Nutrients Review and make recommendations to WG following our review of Urban Waste Water Sensitive Areas. If WG designate waters as Sensitive Areas, a water company would need to provide nutrient treatment for qualifying works (above a certain size).
- This measure is not likely to continue to form part of our Business Plan dashboard reporting for 2023/24, given the timescales for these future statutory plans and reviews.

Measure owner: Sian Williams

Q1	to Q2	to Q3	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]

## Measure: Deliver NRW input to the various Water Company Planning Programmes

This measure reflects NRW input to Water Company Planning Programmes in 2022/23, including in relation to water resources management, regional plans affecting Wales, PR24 and storm overflows action.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to provide input into Water Company planning programmes (and provide our response to Water company draft water resource management plans and regional plans within or affecting Wales).**
- We have completed this milestone activity. We submitted our representations to the WG or Defra for all water company draft water resources management plans and Water Resources West's draft regional plan that are within or affect Wales within the deadlines set by the companies in Q4. We set out our recommendations for improvements to the final plans due later this year.
- Over the last year, we have advised the water companies on the development of their water resources plans.
- This measure is **Green** at year end.

### What we are doing next:

- For the next stage in water resources planning process, we become advisors to the Welsh Government on the water company Statement of Response and will advise on the adequacy of the companies' response to the comments received on the draft plans and whether additional information is still required ahead of the final plans being published, that are due later this year. We will also continue to provide advice to water companies and regulatory alliance for progressing infrastructure development on the Severn Thames Transfer scheme.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as this work area continues to be a priority.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Year end
Green	Amber	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: Water Management

### Topic summary progress:

- The metal mines programme has achieved its best ever performance for delivered outputs and expenditure (absolute and relative to budget).
- In March, a site visit was attended by WG, Coal Authority and NRW. Following the visit Andy Fraser from WG wrote;

*'The NRW and Coal Authority Programme Managers are clearly experts in their field, have a passion for delivering outcomes and have an excellent grasp of the issues. The significance of the metal mines programme ...in supporting our wider objectives for improving river quality is absolutely clear to us.'*

Topic owner: Sian Williams

### Business Plan dashboard measure/s for this topic:

- [NRW progress on key deliverables for Special Areas of Conservation \(SAC\) Rivers Project](#)
- [Progress of our work to reduce pollution from metal mines](#)

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

## Measure: NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project

This measure reflects NRW progress on key deliverables for [Special Areas of Conservation \(SAC\) Rivers Project](#).

### Latest position (to end of March 2023):

- Our final milestone for this measure is reduced impact of nutrients especially in SAC rivers (and to contribute to establishment and delivery of Nutrient Management Plans for Special Areas of Conservation rivers).
- We have published planning advice and amended our own permitting guidance to reduce the impact of nutrients in SAC rivers. We have also published nutrient neutrality principles and updated our planning advice. We have supported the Wye Nutrient Management Board (NMB) with the delivery of the Nutrient Management Plan (NMP) along with the Dee NMB producing a Phosphorus Reduction Strategy, both of which are going to be reviewed. The three NMBs in SW Wales have commissioned Afonydd Cymru to produce a Plan template for review by WG and NRW. All the NMBs will await the findings before developing a NMP in order to be consistent across Wales, which is expected in April 2023. All the NMB's have now received funding for this year from WG and will work with WG to secure funding up until March 2025. This funding will be targeted at different priorities in each catchment. Each NMB will produce an outline NMP by September 2023, which is set out in the First Minister's Action Plan and signed up to.
- Over the last year, we have been key in establishing the NMBs in the failing SAC Rivers (as well as the Tywi) and have set up a group for all the Chairs/Officers supporting the Boards to share information and learnings to avoid duplication.
- No NMPs have yet been produced as the timeline in relation to the NMP's delivery has been beyond our control and we've not undertaken a more up to date assessment of the nutrients in the rivers. This measure is **Amber** at year end.

### What we are doing next:

- We will continue to collaboratively work with the NMBs to produce a NMP with deliverable actions for the responsible organisations/sectors in the SAC Rivers. NRW will be exploring and publishing a list of mitigation measures to help reduce the impact of nutrients in SAC Catchments. This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as the NMBs develop and produce the NMP with the initial actions reviewed annually.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Year end
Green	Green	Amber	Amber

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

## 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, ensuring the sites are safe.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to complete a total of 14 preliminary assessments, 8 outline designs, 5 detailed designs, 1 trial and construction of 15 assets.**
- We have not completed this milestone activity. In Q4, we completed:
  - 6 Outline Designs: 1 at Dylife and 1 at Wemyss
  - 2 Detailed Designs: 1 at Frongoch and 1 at Esgair Mwyn
  - The Dispersed Alkaline Substrate (DAS) Trial at Cwm Rheidol, and
  - Construction of 1 assets: 1 at Frongoch and 1 at Pandora
- Over the last year we have completed:
  - All 14 preliminary assessments
  - 6 of 8 Outline Designs
  - 4 of 5 Detailed Designs
  - 1 of 1 Trial, and
  - Construction of 15 assets
- A total of 40 (93%) of the 43 outputs forecast at the beginning of the year. This measure is **Amber** year at year end.

### What we are doing next:

- We will now finalise the plan for continuing and starting projects in 2023/24.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as the programme will continue under the leadership of the new Head of Strategic Projects.

Measure owner: Sian Williams

Q1	to Q2	to Q3	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]

## Priority: Involving a diverse range of stakeholders in our work to help drive a Just and Green Recovery following the pandemic

The unique benefits of nature for people's physical health and mental well-being and the role it could play in a just recovery came into sharp focus during the Covid-19 pandemic. In addition to our business as usual activity in this area, we will work closely with Welsh Government, our partners and local communities to promote learning and responsible recreation in the outdoors.

We have a leading role to play in this in collaboration with others. Green jobs – enabling employment whilst looking after the natural environment, as well as driving opportunities to use local green spaces and reconnect with the natural environment - will advantage not only societal well-being, but also nature itself and SMNR.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Diversity and Inclusion](#)
- [Creating a shared vision for the natural environment to 2050 - Nature and Us](#)

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

## Topic: Diversity and Inclusion

### Topic summary progress:

- We delivered refresher Equality Impact Assessment training for 15 members of staff.
- The Diversity and Inclusion Annual Report for 2022/23 was approved by NRW Board in March 2023.
- In March, the Gender Pay Gap was approved by NRW Board and published on the .Gov website.
- We celebrated 20 events on our Equality, Diversity and Inclusion calendar and Yammer pages, celebrating LGBT+ History month in February.
- As part of our Neurodiversity week 13-19 March, we joined Neurodiversity in Business who support organisations in building better workplaces for Neurodivergent employees.

Topic owner: Sarah Stacey

### Business Plan dashboard measure/s for this topic:

- [Deliver against agreed actions for Year 1 of 'All Together' \(Diversity and Inclusion Strategy\)](#)
- [Ongoing development and delivery of combined training, resource and projects](#)

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

## Measure: Deliver against agreed actions for Year 1 of 'All Together' (Diversity and Inclusion Strategy)

This measure reflects delivery against the first year of ['All Together'- NRW's Diversity and Inclusion Strategy'](#).

### Latest position (to end of March 2023):

- Our final milestone for this measure is to deliver the first year of the 'All Together' strategy (with 100% of year 1 planned actions initiated).
- We have completed this milestone activity. We have 100% of year 1 planned actions initiated.
- Over the last year, we have progressed the delivery of the action plan to support the All Together Strategy (and re-prioritised delivery of some actions identified). To date, we have started to progress 26 of the 36 actions identified in the Action Plan.
- This measure is **Green** at year end.

### What we are doing next:

- We will now continue with progressing the action plan in initiating more actions over the next year.
- Implement a series of inclusive awareness sessions for all staff.
- Campaigns to increase awareness and work to remove any barriers, to colleagues self-declaring.
- Review our recruitment process to ensure it is inclusive to all.
- Develop an Equality Impact Assessment Screening Tool.
- This measure is not likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as we will be concentrating on initiating and completing actions identified for the Diversity and Inclusion Team more than the plan as a whole.

Measure owner: Sarah Stacey

Q1	to Q2	to Q3	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: Ongoing development and delivery of combined training, resource and projects

This measure reflects the ongoing development and delivery of NRW's combined health and educator training, resource and communication projects, including the delivery of Wales Outdoor Learning Week.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to complete a full programme of training, resources and communication projects, engaging and influencing a minimum of 500 individuals and organisations throughout the year.**
- We have completed this milestone activity. We have delivered 37 training courses to educators and trainee GP's, 18 face-to-face and 19 on-line, reaching a total of 1,022 individuals. We delivered Wales Outdoor Learning Week 2022 and Acorn Antics which engaged 25 settings across Wales.
- Over the last year, we have published five new webpages containing over 50 new resources, we issued 12 newsletters seeing subscribers' numbers double, we published 7 blogs, developed a new termly email to all education settings and responded to 14 consultations.
- This measure is **Green** at year end.

### What we are doing next:

- We will now continue to develop our ways of working focusing on the new Corporate Plan and in particular the 14-16 Curriculum Review, Wales Social Prescribing Framework and partnership work, continuing to ensure the nature and climate emergencies are addressed and understood within the education and health sectors.
- We will continue to deliver a full programme of training, resources, and communication projects throughout the year, learning lessons from 2022/23 delivery and improving reach and engagement where possible.
- This measure is very likely to continue to form part of our Business Plan dashboard reporting for 2023/24 linking directly to the three Corporate Plan objectives and the steps to take around connection to the natural environment.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	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: Creating a shared vision for the natural environment to 2050 - Nature and Us

### Topic summary progress:

- We have delivered NRW's first citizens' assembly to agree the Nature and Us vision for the natural environment. It was held during February and March 2023 over 4 sessions – two online and 2 in-person events for participants in North and South Wales. Participants were presented with Nature and Us findings and wider evidence on the climate and nature emergencies within the Welsh context. There was time for deliberation and reflection and an opportunity to bring in everyone's own personal experience. The facilitating organisation is now analysing all the discussions and recommendations to create a vision statement and report by end of May 2023.
- Phase 2 findings and audio works capturing the conversations have been published on our website [www.natureandus.wales](http://www.natureandus.wales). We have been working with Ways of Working and 9 individual artists to create further artistic interpretations of the themes coming out of the Nature and Us conversation to date.
- We have held a workshop with the Nature and Us Programme Board to understand their ambition for Nature and Us in the longer term, to help inform the programme evaluation and shape the next steps ahead of the vision launch and implementation (phase 3).

Topic owner: Sarah Williams

### Business Plan dashboard measure/s for this topic:

- [Progress of Nature and Us / Natur a Ni programme](#)

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

## Measure: Progress of Nature and Us / Natur a Ni programme

This measure reflects activity on the [Nature and Us](#) / [Natur a Ni](#) programme relating to preparing a shared vision for the natural environment in Wales to 2050.

### Latest position (to end of March 2023):

- Our **final milestone for this measure is to prepare a shared vision for the natural environment in Wales to 2050 (and prepare a shared vision and programme evaluation)**
- We have not completed this milestone activity. We have completed all engagement activities for the vision development including a citizens' assembly. Analysis of the assembly recommendations and findings is underway to agree a draft vision by end April and final vision by end May. We are planning for the publication of the vision with a suite of supporting products. We are also preparing the programme evaluation.
- Over the last year, we have held a national conversation including a large-scale, social media campaign and digital consultation, local roadshows and focus groups with minority groups across Wales and NRW's first citizens' assembly.
- This measure is **Amber** at year end – Programme Executive agreed a shift in timescale to ensure appropriate co-design of the citizens assembly and internal engagement with Programme Board before going out for evaluation. There are no other resource or process constraints.

### What we are doing next:

- We will move to Green in Q1 of 2023/24 as we finalise the vision using the findings from the assembly, with publication during Wales Nature Week, end of July 2023. We will procure external expertise to undertake an independent programme evaluation. A discussion is scheduled for May 2023 to determine the long-term ambition.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2023/24 as part of the integration of the Nature and Us vision into the implementation of the new Corporate Plan.

Measure owner: Sarah Williams

Q1	to Q2	to Q3	Year end
Green	Green	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 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 through the year, we reported both a current position to that quarter's end, and an expected year end position. At the end of each financial year, we also report the year end performance position within our Annual Report and Accounts, with that final reported position for each measure 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**.

Some measures have no pre-set green, amber or red categorisation, when the nature of a measure means a pre-set approach would not make sense. This is most often the case for new/emerging work areas. The status for these measures is therefore based on a common-sense reflection approach – i.e. the fair reflection of the position at that time.

### Responding to the climate emergency and the nature emergency...

Page	Measure	Type	Red is...	Amber is...	Green is...
6	Support delivery of recommendations and actions from Renewable Energy deep dive	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
7	Develop a low emission fleet and deliver a low emission and climate adapted built estate	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
9	Implement Flood Review recommendations / actions	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be	Activity reflected is effectively complete

				completed a month later than planned)	
10	Maintain flood risk assets in high risk locations at target condition	Numeric target	Figure / target not achieved.	Within 30% of figure / target	98% (with no integer rounding)
11	Properties with reduced level of risk or sustained protection through capital work	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
12	Produce Flood Risk Management Plans	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
14	Priority actions undertaken on protected sites across Wales to improve condition of features	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
15	Delivering targeted action for declining species or those on the edge of extinction	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
17	Management of programmes to address and restore habitats across Wales	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

18	Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
20	Develop the biodiversity and cultural value of the NNRs in our direct care	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
21	UKWAS progress	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
22	Area of new woodland created on the NRW Estate	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
23	Timber volume offered to market	Numeric target	Figure / target not achieved.	Within 30% of figure / target	85% (with integer rounding, i.e. $\geq 84.5\%$ would be green)
25	Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

27	Permits and licences issued within statutory timescales	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
28	Category 1 and category 2 compliance breaches are subjected to further assessment	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
29	Decision on an appropriate enforcement response within 3 months	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
31	Response to incidents initially categorised as 'High' within 4 hours	Numeric target	Figure / target not achieved.	Within 30% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)

### Using our expertise, alongside that of others...

Page	Measure	Type	Red is...	Amber is...	Green is...
34	Complete re-design of our freshwater quality monitoring network...	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
36	Response to environmental governance issues	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense

	and liaison with Interim Assessor		approach to red rating applies, focused on fair reflection of position	approach to amber rating applies, focused on fair reflection of position	approach to green rating applies, focused on fair reflection of position
37	Inform development of Welsh Government future land management policy & legislation	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
38	Develop and implement programme to examine a proposed new National Park	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
40	Work to set strategic direction for development and implementation of projects	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete



### Improve water quality through raising awareness...

Page	Measure	Type	Red is...	Amber is...	Green is...
43	Deliver programmes to review statutory water quality requirements	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
44	Deliver NRW input to the various Water Company Planning Programmes	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
46	NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
47	Progress of our work to reduce pollution from metal mines	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

### Involving a diverse range of stakeholders...

Page	Measure	Type	Red is...	Amber is...	Green is...
50	Deliver against agreed actions for Year 1 of 'All Together' (Diversity)	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

	and Inclusion Strategy)				
51	Ongoing development and delivery of combined training, resource and projects	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
53	Progress of Nature and Us / Natur a Ni programme	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

### Developing NRW into an excellent organisation...

See 'Internal performance report' (*next page*)

## Annex 2 - Internal Performance Report 2022/23

### **Priority: Developing NRW into an excellent organisation, with a workforce that drives a strong performance culture and delivers value for money and social and environmental value for the people of Wales**

We want to be the best organisation we can be for our customers, for nature and for the people of Wales. To do this, we aim to continue to improve the services we provide, innovating and using digital approaches, whilst building on changes in working practices as a result of the Covid-19 pandemic. Our Business as Usual work here includes all the services we provide to enable work to take place on the ground and to develop our evidence base – looking after our staff; stakeholders and customers; training and developing our staff to help them reach their full potential; paying our bills on time and buying in goods and services with sustainability in mind; developing commercial opportunities sustainably including harvesting timber; and making sure we have robust governance in place so that we are open, fair and act with propriety.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- Our Governance
- Our ICT
- Our finances and our commercial opportunities
- Our People
- Our Stakeholders and Customers

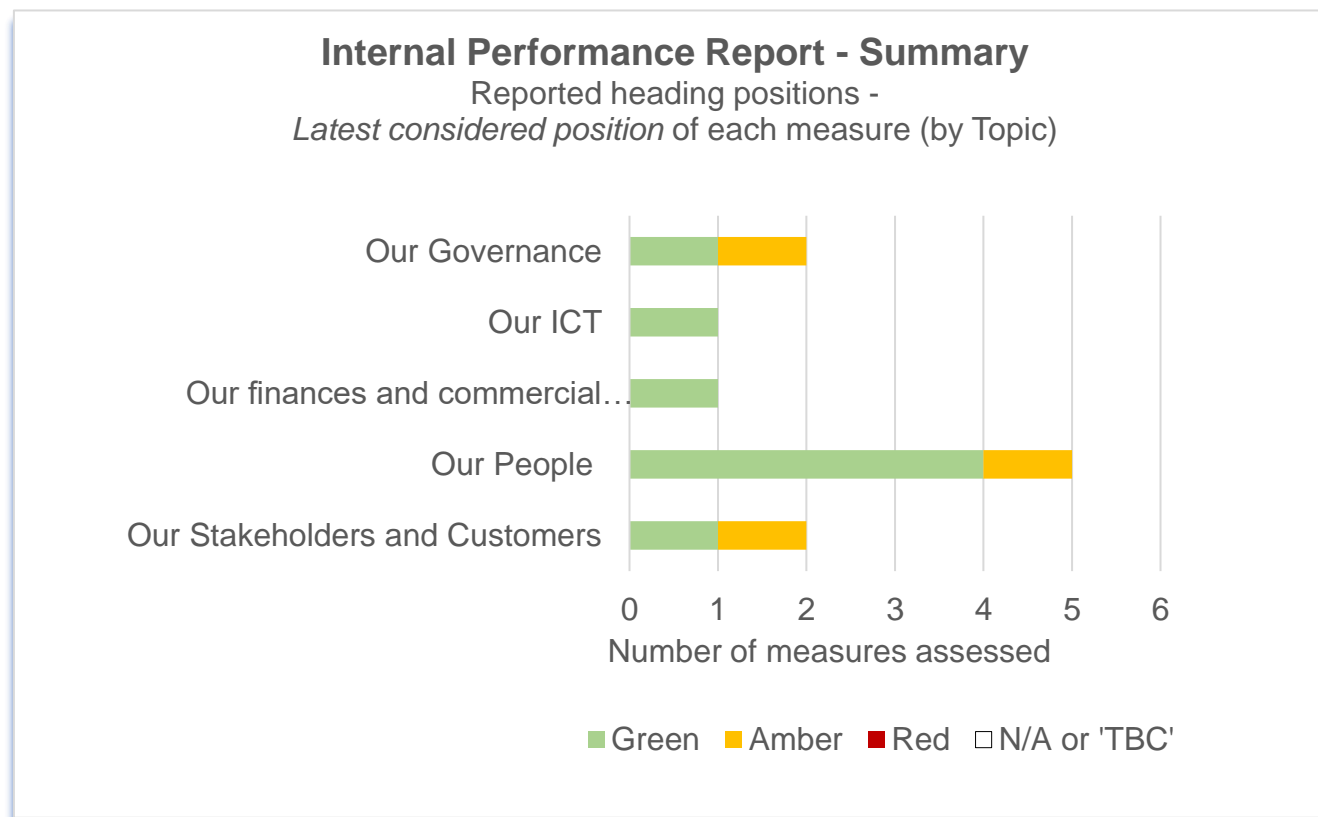
The following pages show recent progress for each of those topics, through reflecting a quarter end performance snapshot in relation to a number of key measures which our Leadership Team consider each month relating to the 'health' of our organisation.

## Summary

The performance position\* (at the end of the year, i. e. March 2023) for the measures covered by the topics listed is:

- eight green
- three amber
- none red

(see next page for detail)



\*Overall/performance key: The overall/performance status for each 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.

## Measures to note

*Updates below reflect all measures red or amber at the end of the year.*

### Our Governance:

- In relation to non-compliance (**enforcement response** within NRW) our response is Amber at the end of March, with four enforcement notices issued to NRW this year. Our ambition for Green is to have zero. Any response is reviewed internally and by our external auditors (e.g. for ISO14001 and UKWAS).

### Our Stakeholders and Customers:

- **Access to Information requests** ('ATIs') responded to within 20 days was Amber at the end of March with four responses outside of this timescale over the last quarter, and 92% of all such ATIs or EIR requests completed within 20 days during the year. At the start of the reporting year we received a high number of complex 'Subject Access Requests' (SAR), which were a significant burden on resources and impacted the capacity of the team to respond to FOI/EIR requests. However, the team attended formal SAR/FOI/EIR training, tightened up processes and raised organisational awareness.

### Our People:

- As anticipated in our last report, **absence** is Amber for the end of March, at 4.4% (3.5% or below is considered green for this). This reflected an improvement from the position reported at the end of December (Red, at 5.1%). Absence in relation to mental health remains the main reason for absence. An action plan has been established in relation to sickness absence. Changes are being made to systems to help identify reasons for sickness, in particular as a result of stress, and provide more targeted support where appropriate.

---

*\*Overall/performance key:* The overall/performance status for each 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 remaining measures, i.e. those not already highlighted as 'Measures to note' on the previous page, are reflected below.*

### Our Stakeholders and Customers:

- **Complaints** responded to within 20 days remained Green at the end of March, with no response made outside of this timescale over the last quarter, and 96% of all stage 1 complaints completed within 20 days during the year.

### Our finances and commercial opportunities:

- **Payments performance** to our suppliers is Green at the end of March (at 99%), up from 95% for the end of Q3 report (94.5% or higher is considered green for this). Over 3,000 invoices were processed in March, more than 50% up on the usual monthly volume. Yearly average of paying invoices increased to 94.1% this year.

### Our Governance:

- **Declarations of Interest** (where people working for us declare when their official and/or private interests may be perceived to conflict with NRW's work) is Green at 96% for the latest report, up from 95% (Green), with the relevant declaration in place for the vast majority of staff (at least 90% is considered green).

### Our ICT

- **Information Commissioner's Office (ICO)** reported incidents remains Green with no such investigations ongoing at the end of March, and no reportable data breaches during 2022/23.

### Our People:

- **Health & Safety Near Miss reporting** improved to Green to the end of March (Red in last report), with an increase in the number of near misses reported compared with the previous year. Overall, for 2022/23 there have been 250 near miss reports (up from 220 for 2021/22).
- **Health and Safety Active Monitoring** (i.e. regular inspection and checking to ensure that wellbeing, health and safety standards are being implemented) improved to Green at the end of March (Red in the last report). It was previously thought this would remain red for year end; Overall, we have seen a reduction in the reported active monitoring figures from 2021/22 to 2022/23 (to 843 down from 1,104).
- **Sgwrs** (priorities and development agreement) is now Green at the end of March, at 93% for the last report (Green is 90% or higher), and up again from the end of the previous quarter's report (91%).

- **'Mandatory E-Learning'** (online training items all NRW staff are required to complete) remains Green at the end of March at 97% (at least 89.5% is considered green).

*\*Overall/performance key:* The overall/performance status for each 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.

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Adroddiad Blynyddol yr Iaith Gymraeg 2022-2023
<b>Cyfeirnod y Papur:</b>	23-07-B11
<b>Noddir y papur gan:</b>	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
<b>Paratowyd y papur gan:</b>	Lyn Williams, Cyngorydd Arbenigol, y Gymraeg
<b>Cyflwynir y papur gan:</b>	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol, a Sarah Stacey, Pennaeth Datblygu Sefydliadol
<b>Diben y papur</b>	Mae llunio Adroddiad Blynyddol yr Iaith Gymraeg ar sut rydym wedi gweithredu ein polisi bob blwyddyn adrodd yn un o ofynion ein Safonau'r Gymraeg.
<b>Crynodeb</b>	Gofynnir i Fwrdd CNC gymeradwyo Adroddiad Blynyddol y Gymraeg ar gyfer 2022-23 yn unol â gofynion ein Safonau.

## Cefndir

- Sefydlodd Mesur y Gymraeg (Cymru) 2011 fframwaith cyfreithiol i osod Safonau'r Gymraeg ar rai sefydliadau cyhoeddus, ac mae dyletswydd ar Cyfoeth Naturiol Cymru i gydymffurfio. Daeth ein Safonau'r Gymraeg yn weithredol ar gyfer ein sefydliad ar 25 Ionawr 2017.
- Bydd ein gwaith o weithredu ein Safonau yn cefnogi ein gallu i gyflawni ein tri amcan Llesiant drwy:
  - feithrin gallu a chapasiti gweithlu Cymru i gefnogi gweithredu ar y newid yn yr hinsawdd drwy weithio gydag eraill i eirioli dros sgiliau a swyddi gwyrdd.
  - cefnogi Cymraeg 2050 Llywodraeth Cymru drwy ymrwymo yn ein Cynllun Corfforaethol i greu cyfleoedd a meithrin hyder yn y defnydd o'r Gymraeg ar draws y



sefydliad, gan gefnogi ymgysylltiad yn y Gymraeg rhwng cydweithwyr, yn ogystal â phartneriaid a chwsmeriaid.

- rhannu balchder wrth gefnogi'r Gymraeg, gan gydnabod sut mae'n ein diffinio ni fel pobl ac fel cenedl, ac yn ein cysylltu â'n hadnoddau naturiol a'n cymunedau.
3. Gofynnir i Fwrdd CNC gymeradwyo Adroddiad Blynyddol y Gymraeg ar gyfer 2022-23, y mae'n ddyletswydd arnom i'w lunio a'i gyhoeddi o dan ein polisi Safonau'r Gymraeg, a diweddarau'r Bwrdd ar y gwaith sydd wedi'i wneud dros y flwyddyn ariannol ddiwethaf i weithredu ein polisi a gwella ein gwasanaethau Cymraeg.

## Asesiad

### Adroddiad Blynyddol y Gymraeg 2022-2023 (Atodiad 1)

4. Derbyniwyd pedair cwyn gan aelodau'r cyhoedd yn ymwneud â'r Gymraeg dros y flwyddyn; mae hyn i lawr o ddeg y flwyddyn flaenorol. Mae tair cwyn wedi'u cyflwyno i ni yn uniongyrchol ac un drwy Swyddfa Comisiynydd y Gymraeg. Gwnaethom ymdrin yn uniongyrchol â'r achwynwyr i ddatrys materion a godwyd gyda ni.
5. Mae Comisiynydd y Gymraeg wedi penderfynu ymchwilio i ddiffyg cydymffurfiaeth â'n safonau mewn perthynas â'r un gŵyn a dderbyniodd. Mae'r mater hwn yn parhau, ac rydym yn ymateb i gais y Comisiynydd am wybodaeth yn unol â'u cylch gorchwyl wrth ymdrin ag ymchwiliadau. Mae'r Tîm dan sylw wedi derbyn cyflwyniad i'w hatgoffa o ofynion ein Safonau, ac mae dwy sesiwn Ymwybyddiaeth o'r Gymraeg wedi'u cynnal ar gyfer staff. Dros y flwyddyn i ddod, byddwn yn parhau i godi ymwybyddiaeth o'r Safonau i helpu staff i gael gwell dealltwriaeth o'n dyletswyddau. Mae mwy o wybodaeth am y cwynion a dderbyniwyd ar dudalen 19 yr adroddiad.
6. Mae 173 o'n staff wedi bod yn datblygu eu sgiliau yn wythnosol; mae hyn yn gynydd o 35 ers y llynedd. Mae'r rhan fwyaf o'n dysgwyr eleni wedi'u lleoli yng Ngheredigion a Phowys 27% (46), gyda 17% (29) yn siaradwyr Cymraeg rhugl neu'n agos at fod yn rhugl. Mae rhagor o wybodaeth am ein Rhaglen hyfforddi i'w gweld yn Atodiad 2 yr adroddiad.
7. Mae 24.3% (571) o'n staff yn siaradwyr Cymraeg rhugl sydd wedi bod yn cynyddu'n raddol dros y blynyddoedd diwethaf drwy ein gweithdrefnau recriwtio a'n staff sy'n datblygu eu sgiliau iaith drwy ein rhaglen hyfforddi. Mae gan y rhan fwyaf o'n timau o leiaf un siaradwr Cymraeg. Gall 93.7% (2199) o'n staff ddangos cwrteisi ieithyddol wrth gyfarfod ag eraill a'u cyfarch. Mae rhagor o wybodaeth am sgiliau iaith ein staff yn Atodiad 4 yr adroddiad.
8. Codi Ymwybyddiaeth:  
Dros y flwyddyn ddiwethaf, gofynnwyd i Reolwyr a'r Grŵp Pencampwyr godi ymwybyddiaeth o'n Safonau drwy sicrhau bod staff yn ymwybodol o'n canllawiau mewn perthynas â:
- Sicrhau bod staff yn ymwybodol o'n canllawiau mewn perthynas â gohebu ag eraill, ein canllawiau ffôn ac wrth greu negeseuon peiriant ateb a negeseuon allan o'r swyddfa dwyieithog.
  - Canllawiau recriwtio i reolwyr.

- Bod yn rhagweithiol wrth ddarparu dewis iaith i gwsmeriaid a phartneriaid a chofnodi'r dewis hwnnw i'w ddefnyddio yn y dyfodol.
- Hyrwyddo ein rhaglen Hyfforddiant Cymraeg a systemau TGCh mewnol sydd ar gael i staff eu defnyddio yn y Gymraeg.
- Yr angen i asesu a chofnodi sgiliau Cymraeg ym FyCNC.
- Sicrhau bod yr holl arwyddion parhaol a dros dro yn ddwyieithog.
- Ystyried gofynion cyfieithu dogfennau o'r dechrau, gan gynnwys yr amser sydd ei angen yn yr amserlen waith.
- Hyrwyddo diwrnodau diwylliant Cymraeg.
- Datblygwyd dau grŵp tudalen Yammer newydd – Grŵp Pencampwyr a Siop Siarad Cymraeg.

9. Gwella ein gwasanaethau Cymraeg:

- Mae Asiantaeth yr Amgylchedd yn gweinyddu'r gwasanaeth prynu trwyddedau pysgota ar ein rhan a, thros y blynyddoedd diwethaf, rydym wedi bod yn gweithio gyda nhw i ddatblygu gallu Cymraeg y gwasanaeth ar wefan .Gov. Gyda chyllid a chymorth cyfieithu gan CNC, diweddarwyd y tudalennau, a daeth y gwasanaeth yn fyw ar wefan Gov.uk ym mis Tachwedd 2022, gan ganiatáu i'r cyhoedd brynu eu trwydded yn y Gymraeg.
- Fel rhan o'r brand a adnewyddwyd yn ddiweddar a diweddariadau Microsoft Templates, ychwanegwyd ystyriaethau Cymraeg at y templedi. Fel rhan o'r gwaith hwn, mae ein templed llofnod e-bost dwyieithog corfforaethol bellach wedi'i fewnosod yn Outlook i staff ei ddefnyddio. Bydd hyn yn atgoffa pob cydweithiwr o'r angen i ystyried y Gymraeg fel rhan o'u gwaith o ddydd i ddydd.
- Mae Canllawiau Caffael newydd wedi'u drafftio i helpu staff a thrydydd partïon i ddeall yr ystyriaethau y mae angen eu rhoi i'r Gymraeg fel rhan o'r broses. Bydd y canllawiau hyn yn helpu i ystyried anghenion siaradwyr Cymraeg wrth roi gwasanaethau a nwyddau allan ar gontract.
- Mae'r tudalen Pecyn Cymorth i Reolwyr newydd ar ein mewnwrwyd i helpu rheolwyr i ddeall y tasgau y mae angen iddynt eu cwblhau fel rheolwr yn cynnwys canllawiau ar ein Safonau. Bydd hyn yn helpu i brif ffrydio'r Gymraeg yn fwy i'r ffyrdd o weithio o ddydd i ddydd, gan helpu rheolwyr i ddeall y gofyniad a chydymffurfiaeth eu tîm a lleihau nifer y cwynion a dderbynnir gan ein cwsmeriaid.

10. Uchafbwyntiau Allweddol ar gyfer Adroddiad 2021/22:

- Roedd y gwaith ar y Cynllun Corfforaethol yn cynnwys sesiynau ymgynghori helaeth gyda staff ar fersiwn Gymraeg y Cynllun, er mwyn sicrhau bod y weledigaeth, y gwerthoedd a'r amcanion llesiant yn cael eu mynegi mewn llais Cymraeg gwirioneddol a gwreiddiol gyda mewnbwn gan ein staff sy'n siarad Cymraeg.
- Mae'r Cynllun yn cynnwys ein hymrwymiad i greu cyfleoedd yn y defnydd o'r Gymraeg ar draws y sefydliad sy'n cefnogi'r defnydd mewnol ohoni, yn ogystal â chyda phartneriaid a chwsmeriaid. Mae'r balchder a'r hyder hwn wrth ddefnyddio'r Gymraeg yn ein gwaith wedi bod ar flaen ein meddyliau wrth i'r Cynllun Corfforaethol esblygu, gan sicrhau bod ein gweledigaeth, ein cenhadaeth a'n gwerthoedd yn cael eu hysgrifennu mewn ffordd sy'n taro tant yn y Gymraeg a'r Saesneg.
- Mae ein Tîm Cyfieithu yn manteisio ar gyfleoedd i greu testun Cymraeg gwreiddiol yn hytrach na chyfieithiad ar ddiwedd prosesau. Mae'r tîm yn ysgrifennu fel pâr neu driawd wrth greu cynnwys digidol. Ysgrifennwyd ein Cynllun Corfforaethol fel hyn,

gan sicrhau bod y Gymraeg yn greiddiol i'r broses. Roedd hyn yn cynnwys cynnal sesiynau ymgynghori Cymraeg gyda staff ar y Cynllun, er mwyn sicrhau bod y weledigaeth, y genhadaeth a'r gwerthoedd yn cael eu mynegi mewn llais Cymraeg gwirioneddol a gwreiddiol gyda mewnbwn gan ein cydweithwyr sy'n siarad Cymraeg i helpu i lunio ein gwerthoedd o safbwynt siaradwyr Cymraeg.

- Mae tystiolaeth yn dangos bod siaradwyr Cymraeg yn dewis peidio â defnyddio gwasanaethau Cymraeg wrth gysylltu â sefydliadau cyhoeddus, a chynhaliwyd prosiect gan is-grŵp Iaith Gymraeg Bwrdd Gwasanaethau Cyhoeddus Gogledd Cymru i geisio canfod beth yw'r rhwystrau. Cymerodd ein derbynfa yng Nghoed y Brenin ran yn y prosiect hwn ac mae'r hyn a ddysgwyd o arsylwi deg derbynfa fel rhan o'r ymarfer hwn yn dangos: -
    - Bod angen i ni sicrhau bod yr amgylchedd yn ddwyieithog ac yn groesawgar
    - Bod angen sicrhau bod popeth gweledol e.e. posteri ac arwyddion, yn ddwyieithog
    - Bod amgylchedd clywedol yn dylanwadu'n gryf ar ddewis iaith pobl
- Mae canllawiau wedi'u drafftio gydag awgrymiadau ac ymadroddion defnyddiol i staff sy'n gweithio mewn derbynfeydd i annog cwsmeriaid i ddefnyddio'r Gymraeg.
- Derbyniodd ein Tîm Addysg ac Iechyd ganmoliaeth gan Athrawon am y gwaith gwych y maent yn ei wneud o ran darparu hyfforddiant drwy gyfrwng y Gymraeg i safon mor uchel. Mae'r holl adnoddau ar ôl hyfforddiant yn cael eu darparu i Athrawon yn y Gymraeg.
  - Llwyddom i ennill gwobr Cyflogwr Cymraeg Gwaith y Flwyddyn ar gyfer 2022 am y cymorth rydym yn ei roi i'n haelodau staff i'w galluogi i ymrwymo i ddysgu Cymraeg. Dyfarnodd Coleg Gwent wobwr Dosbarth Gweithle'r Flwyddyn ar gyfer 2022 i'n cwrs Cymraeg Uwch oherwydd ein cyfraniad, ein brwdfrydedd a'n hymroddiad i ddysgu Cymraeg, yn enwedig yn ystod y cyfyngiadau symud a chydag argyfyngau ac ymrwymadau gwaith sy'n newid o hyd.
  - Mae ein Tîm Tirwedd, Cynllunio ac Ynni wedi gweithio ochr yn ochr â Chomisiynydd y Gymraeg a Chomisiwn Brenhinol Henebion Cymru i ddatblygu Nodyn Cyfarwyddyd Gweithredol (OGN) 124 Enwau Lleoedd Hanesyddol. Efallai mai dyma'r canllawiau penodol cyntaf ar gyfer cyrff cyhoeddus sy'n ymwneud ag enwau lleoedd hanesyddol yng Nghymru.

## Risgiau, parodrwydd i dderbyn risg a chyfleoedd

11. Byddai methu â llunio Adroddiad Monitro Blynnyddol ar gyfer yr Iaith Gymraeg yn torri ein dyletswydd gyfreithiol o fewn ein hysbysiad cydymffurfio.
12. Bydd methu â darparu gwasanaeth Cymraeg yn arwain at ddarparu gwasanaeth cwsmeriaid gwael i gyfran o boblogaeth Cymru, gan arwain at gŵynion i Gomisiynydd y Gymraeg a fydd yn cynnal ymchwiliadau i'n methiant i gydymffurfio â'n gofynion deddfwriaethol.
13. Mae risgiau peidio â chydymffurfio i'w gweld ar dudalen 20 o'r Adroddiad Blynnyddol. Rydym yn hyderus y bydd y mesur rydym wedi'i roi ar waith yn mynd i'r afael â'r materion dan sylw.

## Goblygiadau ehangach

14. **Amcanion Llesiant:** Bydd ein gwaith o ran gweithredu ein Safonau Cymraeg yn helpu i gyflawni tri Amcan Llesiant CNC drwy:
  - feithrin gallu a chapasiti gweithlu Cymru i gefnogi gweithredu ar y newid yn yr hinsawdd drwy weithio gydag eraill i eirioli dros sgiliau a swyddi gwyrdd
  - cefnogi Cymraeg 2050 Llywodraeth Cymru drwy ymrwmo yn ein Cynllun Corfforaethol i greu cyfleoedd a meithrin hyder yn y defnydd o'r Gymraeg ar draws y sefydliad, gan gefnogi ymgysylltiad yn y Gymraeg rhwng cydweithwyr, yn ogystal â chyda phartneriaid a chwsmeriaid.
  - rhannu balchder wrth gefnogi'r Gymraeg, gan gydnabod sut mae'n ein diffinio ni fel pobl ac fel cenedl, ac yn ein cysylltu â'n hadnoddau naturiol a'n cymunedau.
15. **Cyllid:** Bydd y broses o weithredu'r Safonau yn parhau o'r cyllidebau presennol; bydd costau o ran cyfieithu tudalennau glanio ar dudalennau gwe Prynu Trwyddedau Pysgota er mwyn sicrhau cydymffurfiaeth.
16. **Goblygiadau o ran adnoddau:** Ni ddisgwylir unrhyw oblygiadau o ran adnoddau.
17. **Cydraddoldeb:** Cynhaliwyd Asesiad o'r Effaith ar Gydraddoldeb ar gyfer Polisi Safonau'r Gymraeg cyn ei weithredu yn 2017. Mae'r polisi yn sicrhau cydraddoldeb rhwng ein gwasanaethau Cymraeg a Saesneg i'r cyhoedd yn unol â gofynion Mesur y Gymraeg (Cymru) 2011.
18. **Diogelu Data:** Nid oes angen cynnal Asesiad o'r Effaith ar Ddiogelu Data ar yr atodiadau gan nad ydym yn rhannu gwybodaeth bersonol ynddynt.

## Camau Nesaf

19. Rydym wedi cael gwahoddiad gan Gomisiynydd y Gymraeg i weithio gyda nhw ar brosiect i gynyddu'r defnydd o'r Gymraeg o fewn sefydliadau cyhoeddus.
20. Yn dilyn trafodaeth yn y Pwyllgor Pobl a Chwsmeriaid, mae trefniadau'n cael eu gwneud i gynnal sesiwn ymwybyddiaeth o'r Gymraeg a fydd yn cynnwys cadeirio cyfarfodydd dwyieithog a chyfarchion sylfaenol fel rhan o ddatblygiad y Bwrdd.
21. Unwaith y bydd yr Adroddiad wedi bod drwy broses gymeradwyo llywodraethu CNC, caiff ei gyhoeddi ar ein gwefan a'n mewnwyd, a'i hyrwyddo ar ein cyfrif cyfryngau cymdeithasol erbyn diwedd mis Medi 2023 sy'n un o ofynion ein Safonau Cymraeg.
22. Bydd Comisiynydd y Gymraeg yn defnyddio'r Adroddiad fel rhan o'i rôl fel rheoleiddiwr wrth fonitro ein cydymffurfiaeth â'r Safonau.

## Argymhelliad

23. Er nad oes unrhyw argymhellion yn y papur hwn y tu hwnt i gymeradwyo Adroddiad Blynyddol yr Iaith Gymraeg yn Atodiad 1, mae'r cynnwys yn agored i sylwadau.

## Mynegai i'r Atodiadau

Atodiad 1 – Adroddiad Blynyddol yr Iaith Gymraeg 2022/23

## Proses Gymeradwyo / Ymgynghori

<p><b>Proses gymeradwyo/ymgynghori</b></p> <p><b>Cyfrifol:</b> Pwy sydd wedi datblygu'r papur/proses a phwy sydd wedi cael mewnbwn?</p>	<p>Lyn Williams, Cyngorydd Polisi'r Gymraeg, sydd wedi drafftio'r adroddiad, casglwyd gwybodaeth gan y busnes ar ein cydymffurfiaeth a'n gweithrediad o Safonau'r Gymraeg.</p>
<p><b>Atebol:</b> Pwy sy'n atebol am y gymeradwyaeth yn y pen draw? Pwy fydd yn cymeradwyo?</p>	<p>Bwrdd CNC</p>
<p><b>Ymgynghorwyd:</b> Â phwy yr ymgynghorwyd hyd yma? Lle mae angen cymeradwyaeth, ac a yw hyn ar waith? A fydd angen ymgynghoriad pellach?</p>	
<p><b>Hysbyswyd:</b> Pwy sydd wedi cael gwybod neu pwy sydd angen mwy o wybodaeth am y gwaith?</p>	<p>Cymeradwywyd yr adroddiad gan y Tîm Gweithredol ar 23 Mai a'r Pwyllgor Pobl a Chwsmeriaid ar 7 Mehefin.</p>



# Welsh Language Annual Report

## 2022 – 2023

This report is available in both Welsh and English on our website at [Natural Resources Wales Welsh Language Standards](#)

If you require a hard copy of the report or a copy in a different format for example large print, audio version please contact: Email address:

[iaithgymraeg@naturalresourceswales.co.uk](mailto:iaithgymraeg@naturalresourceswales.co.uk)

## Contents

Executive Summary .....	3
Introduction .....	4
Welsh Language Standards.....	4
Governance and Monitoring our Standards .....	4
Implementing and Improving our Service Standards .....	5
Implementing our Policy Making Standards.....	11
Implementing our Operational Standards .....	12
Promoting Welsh culture and language .....	15
Record Keeping Standards.....	16
Risk of non-compliance.....	20
How we support Cymraeg 2050.....	21
How we support Anti-racist Wales Action Plan .....	21
Action Plan 2022 – 23.....	21
Action Plan 2023-24 .....	22
Conclusion .....	22
Appendix 1 – Education and Health Team.....	23
Appendix 2 - Flood Warning and Informing Statistics .....	24
Appendix 3 – Welsh Language Training.....	25
Appendix 4 – Welsh Language Skills of Staff.....	27

## Executive Summary

Croeso to our Welsh Language Annual Report for 2022-2023. This report focuses on how we have implemented our Welsh Language Standards policy and the work we have done to improve our Welsh language services during this reporting period.

On 1 April 2023 we celebrated a decade of serving the people of Wales and launched our Corporate Plan 2023-2030. The work on the Corporate Plan included extensive consultation sessions with staff on the Welsh version of the plan, to ensure that the vision, values and well-being objectives were expressed in a true and original Welsh voice with input from our Welsh speaking staff. The Welsh version of the plan was written using the pair writing translation method, which enables everyone involved to share ideas, ask questions, and improve the content in both languages.

The plan includes our commitment in creating opportunities in the use of Welsh across the organisation supporting the use internally as well as with partners and customers. This pride and confidence in using Welsh in our work has been at the forefront of our minds as the corporate plan evolved, ensuring our vision, mission and values were written in a way that resonate in the Welsh and English languages.

Language is an important part of a person's identity and the Welsh language skills of our workforce play a major part in our ability to communicate effectively with our Welsh speaking customers. Not all staff can speak Welsh but, being able to say a few words in Welsh can go a long way and make a big difference when dealing with customers and partners. 24.3% (571) of our staff are fluent Welsh speakers with numbers steadily increasing over the last few years through our recruitment procedures and staff who are developing their language skills through our training programme. Most of our teams have at least one Welsh speaker. 93.7% (2198) of our staff can show linguistic courtesy when meeting and greeting others.

During the Pandemic the number of staff developing their language skills decreased. We are pleased that over this reporting period, 173 of our staff have been developing their skills weekly, this is an increase of 35 from last year. Most of our learners are based in Ceredigion and Powys 27% (46), with 17% (29) are or near being fluent Welsh speakers. We won the Work Welsh Employer of the Year for 2022 due to the support we provide staff to learn Welsh. Coleg Gwent also awarded our Advanced Welsh course with Workplace Class of the Year due to their commitment and perseverance over several years in continuing to develop their language skills.

In November 2022 we were pleased to announce and promote that fishing licences can now be purchased in Welsh on .Gov website. This service has been developed working in partnership with the Environment Agency who administer the fishing licence purchase service on our behalf. We will continue to work with the Environment Agency over the next year to ensure that all the pages are available in Welsh.

Our website statistics show that over the year there were 53,013 (2.19%) page views on our Welsh pages, this is an increase of 4,994 views from last year. We have a statutory duty to consult and add to the List of Historic Place Names and very pleased to work alongside the Welsh Language Commissioner and the Royal Commission



on the Ancient and Historical monuments of Wales to develop a guidance and training event for our staff.

We still receive complaints and welcome members of the public drawing our attention to matters when they have not received the service in Welsh, they expected too from us. This helps us in understanding the needs of our customers better and where interventions are needed to improve our services for the future.

## Introduction

The Welsh Language Standards came into force for NRW on 25<sup>th</sup> January 2017, under the Welsh Language (Wales) Measure 2011 and regulated by the Welsh Language Commissioner under Welsh Language Standards (No. 2) Regulations 2016.

Aim of the Standards are:

- Provide a better and more consistent Welsh language service to Welsh speakers.
- Make it clear to Welsh speakers' what services they can expect in Welsh.
- Make it clear to public organisations what their duties are in relation to the Welsh language.
- Ensure that the Welsh language is treated no less favourably than the English language.

This report demonstrates how we have implemented the standards and the work we have done to improve our Welsh language services during the reporting year 2022/23.

## Welsh Language Standards

The standards we are required to comply with are in four categories:

**Service Standards** - the Welsh language services we provide to the public.

**Policy Standards** - ensuring that Welsh language forms part of the decision-making process by carrying out Equality Impact Assessments ensuring that the decision has no adverse effect, but positive or increased effects on the opportunities to use the Welsh language.

**Operational Standards** - promoting and facilitating the Welsh language in our internal administration processes.

**Record Keeping Standards** - keeping records for compliance with the requirements of the standards in areas such as staff Welsh language skills, training, complaints, and recruitment.

## Governance and Monitoring our Standards

Monitoring compliance of Standards is carried out by Welsh Language Policy Advisor, any risks highlighted to our Executive Team for discussion with Managers and explained at Grŵp Pencampwyr meetings.

Grŵp Pencampwyr members will raise any issues of non-compliance with the Welsh Language Policy Advisor and at each meeting.

How we promote, facilitate and oversee compliance with our Standards is published on our website [How we comply with our Standards](#)

## Implementing and Improving our Welsh Language Standards

### Service Standards

#### Purchase of Fishing Licences on .Gov

The Environment Agency administer the fishing licence purchase service on our behalf, and over the last few years we have been working with them to develop the Welsh language capability of the service on the .Gov website. With funding and translation support from NRW the pages were updated, and the service became live on Gov.uk website in November 2022 allowing the public to purchase their licence in Welsh. A direct link is provided from our website to this service.

New webpages were created to promote fishing and this new service in readiness for the new 2023 season, encouraging Welsh speakers and learners to apply for their licence in Welsh, along with a press release.

This new service was also promoted on our and The Angling Trust social media accounts under the heading “*Fishing in Wales*”. The service was promoted again at the beginning of the fishing season in March and April, reminding the public of the need to renew their licences which we hope will prompt users to use the service.

Further work is required to ensure the landing pages on .Gov are available in Welsh, which will take place in a subsequent release of the service. Updating the pages will be dependent on Environment Agency engagement with .Gov, their processes, and their timelines. In the meantime, a message will be published on the landing page to inform users that they are able to purchase a Fishing Licence in Welsh. Once this work has been carried out the whole of the Fishing Licence Purchase service will be available in Welsh and compliant with our Standards.

**This is a requirement of Standards 48, 51 and 52.**

#### Translation Team

Since March 2022 the team is near full capacity in terms of staff, which has allowed more translation work to be carried out internally. This helps in supporting the organisation with our Welsh language needs and allows considerable collaboration on projects, thereby helping to make the Welsh language an important part of our work.

By working with colleagues across the organisation, the team takes advantage of any opportunities to create original Welsh text rather than simply providing translations at the end of the process. For example, the team worked on a project for new Welsh Coast Path T-shirts, which now have original poetic Welsh lines on them created by a team member rather than a translation.

The team also advises colleagues on possibilities and alternatives to direct translations, and how best to proceed by including the Welsh language as an integral part of projects –

the team always strives to be innovative in doing this. This has resulted in countless bilingual videos and podcasts, and, for example, monolingual Welsh videos with English subtitles rather than producing a video twice.

The team is also keen to take advantage of opportunities for a translator to be involved in the content creation process, and often contribute by writing as a pair or as a trio when creating digital content. Creating content in this way enables everyone involved to share ideas, ask questions, and improve the content in both languages. We also had the opportunity to present this work at one of the Digital Public Service Centre sessions.

Our Corporate Plan was written in a similar way, ensuring the Welsh language was a core part of the preparation of what is an important document for the immediate future of the organisation. The text went back and forth between languages – allowing the languages to influence each other, and for improvements to be made to the text in each language. If a section or passage was particularly successful in Welsh, the English could be amended in a similar way, and vice versa.

The work on the Corporate Plan also included extensive consultation sessions with staff on the Welsh version of the plan, to ensure that the vision and objectives were expressed in a true and original Welsh voice with input from our Welsh speaking staff.

The Translation Team will continue to seek opportunities to work in innovative ways, and to work closely with colleagues across the organisation, to ensure that the Welsh language is at the heart of everything we do as an organisation.

## Updating our Bilingual Microsoft Templates

Recently we refreshed our brand, and as part of this work our Microsoft Templates were updated. Welsh language considerations have been added to the templates, this will act as a reminder to all colleagues of the need to consider the Welsh language as part of their day-to-day work.

The templates which include Welsh language considerations are: -

- Letterhead template reminds staff to ask a customer's language preference for both corresponding and telephoning calls and includes the by-line welcoming correspondence in Welsh.
- General document, evidence report, general report and procedure templates remind colleagues to consider translation requirements. A direct link to our Translation Assessment Guidance is provided.
- Agenda template reminds staff of the need to consider translation requirements for public meetings and consider simultaneous translation needs.
- Policy template reminds of the need to translate policies prior to publishing and the need for an Equality Impact Assessment which includes language considerations.

As part of this work, our email signature template is now embedded into outlook email for staff to use which includes the by-line welcoming correspondence in Welsh. Having the by-line embedded in the signature will make it easier for staff to use and be compliant with our Standards.

To help ensure a more consistent approach in colleagues using our most updated templates, our Brand Manager will be issuing guidance, promoting the guidance, and

raising awareness in our brand module as part of the induction process for new colleagues.

**The above are requirements of Standards 2, 7, 9, 36, 43, 101-107.**

## Telephone Guidance

The telephone guidance has been refreshed to reflect the move to using Microsoft Teams Telephones. The guidance includes some Welsh phrases colleagues could use to show linguistic courtesy when using the telephone. This will help in complying with our Standards when answering the telephone, making telephone calls and being proactively in offering a language choice to the caller as well as setting up a bilingual answer phone message as part of our day to day work. The guidance has been promoted on the intranet.

**This is a requirement of Standards 8 – 22.**

## Procurement Guidance – May 2023

A new Procurement Guidance has recently been drafted to help staff in understanding what considerations need to be given to the Welsh language and included as part of the tender process when contracting out services and goods.

The guidance will also help third parties in understanding what services and how we will require them to deliver in Welsh when providing services on our behalf, helping to deliver a service which is compliant with the requirements of our Standards.

This guidance will help in considering the needs of Welsh speakers when contracting out services and goods in line with requirements of our Service Delivery Standards and will be promoted during the next year.

**This is a requirement of our Service Delivery Standards 1 – 83.**

## Website

Our statistics show that over the year there were 53,013 (2.19%) page views on our Welsh pages, this is an increase of 4,994 views from last year. There were 2,363,972 (97.64%) on English pages.

The most accessed page in Welsh was our job vacancy pages with 1,633 page views.

The Digital Services Team continued to work to work closely with partners to develop, share and learn from best practice to design and build services that promote and ease the use of Welsh.

This includes:

- Being an active contributor to the Designing Bilingual Services community, and contributing to [new guidance to support the service standards](#).
- Working with colleagues ICT, Translation and Fisheries in NRW to support the development of the get a fishing licence service on gov.uk in Welsh.

## Customer Hub

The Customer Hub deals with all incoming calls for our organisation. During this reporting year the Hub dealt with a total of 18,773 calls, 4.68% (879) of the calls were Welsh

medium calls. The calls handled in Welsh are slightly down by 0.55% (185) from last year as were the total number of incoming calls which were also down by 7.61% (1,547). This decrease could also be due to the increase in people using our website to access our services in Welsh.

Despite a proactive language offer, a number of Welsh speakers still initially choose our English service, but the call will often change to a Welsh language call when it is understood that the call handler is a Welsh speaker. However, because the customer initially selected the English service these calls are registered as English medium calls on our system despite ultimately being dealt with in Welsh.

**This is a requirement of Standards 8, 9, 10, 13 and 16.**

## North West Wales Public Service Board

Evidence in place shows that Welsh speakers choose not to use Welsh language services when contacting public organisations and a project was undertaken by the North Wales Public Service Board Welsh Language sub-group to try and establish what the barriers are. Coed y Brenin was one of the ten reception settings where the interaction between staff and customers was observed as part of this project work.

The findings from the observations and speaking to staff and customers found:

- A language choice was in place, but not always obvious enough or a proactive Welsh/bilingual greeting offered to the customer to encourage the use of Welsh.
- Where an “active offer” was initiated by staff, this made a difference in the language spoken. There is a limited opportunity for staff to make a difference in the language choice of customers – hence the importance of the proactive bilingual greeting being given first by staff.
- Service users needed to hear Welsh spoken to be sure that they could speak to staff in Welsh.
- Regular customers or those who had visited before knew that they could use the Welsh language being familiar with staff.
- Some Welsh learners felt confident to practice their language skills.
- parents wanting to show an example and encourage their children to speak and use Welsh.

Learnings from this exercise: -

- We need to make sure that the environment is bilingual and welcoming.
- Ensure everything visual e.g., posters and signs are bilingual.
- Auditory environment heavily influences people’s language choice.

Guidance have been drafted which will be shared with reception staff which contains top tips, a checklist and examples of words and useful phrases in meeting and greeting customers at reception following this project.

**This work will help ensure our compliance with Standards 60, 63 and 64.**

## Education and Health Training Events

During the year our Education and Health Team ran 36 courses in total.

- 16 face to face, 6 were through the medium of Welsh only.
- 18 bilingual webinars, 6 were through the medium of Welsh only.

- 2 GP training courses (these can be run in Welsh).
- The Team also delivered Welsh language workshops at Welsh Government's 1<sup>st</sup> ever Wales Youth COP. One Welsh workshop, one bilingual workshop and bilingual representation on the display stand.

Participants on webinars and face to face courses receive bilingual course material with links to both Welsh and English versions of the resources shared.

The concept of 'cynefin' runs through the Curriculum for Wales – every training course, either face to face or online, includes information on how the landscape and geography of Wales has influenced Welsh culture, history, and the economy. Opportunities to promote the Welsh language are grasped e.g., suggesting to educators that they investigate the history of placenames and meaning of Welsh songs that relate to the landscape.

We continue to advise Welsh Government, supporting them to realise the Curriculum for Wales and the role of the Welsh natural environment within that.

**We are required to offer any education courses in Welsh, which is a requirement of Standard 80.**

More information can be found in **Appendix 1** of this report on the resources the team have produced for educators and teachers, their partnership work with others and national campaigns and events over this reporting period.

## Flood Warning and Informing Services

The flood warning service issues Flood Alerts, Flood Warnings and Severe Flood Warnings to the public and professional partners. Messages are sent by phone, SMS or email in Welsh or English, as requested by the recipient. These warning messages are complemented by the following services:

- NRW Website Services - *5 Day Flood Risk for Wales* webpage - where we provide a summary of potential flood risk across Wales for the next 5 days [weblink](#)
- *Flood Warnings & Alerts* webpage - we provide details of all warnings in force along with live flood information [weblink](#)

Each of these services are available in Welsh or English.

## Floodline

Floodline is a UK wide service on [0345 988 1188](tel:03459881188) – a local rate call service where callers can listen to live flood information, listen to pre-recorded advice, and speak to a trained call agent to report flooding or register to the flood warning service

In July 2019, we improved the Floodline call plan to make it easier for callers to access our Welsh language service by including a Welsh language call agent service during weekday daytime hours. Outside these hours, or if a Welsh speaking call agent is unavailable, callers are given the option of leaving a message requesting a call back in Welsh, or to be diverted to an English-speaking call agent instead.

Although the proactive offer of a Welsh language service is still in place, Welsh speakers are often put through to English call handlers as the service cannot guarantee a dedicated Welsh speaker to deal with Welsh medium calls. Welsh medium callers can also choose to

terminate the call and receive a call back from a Welsh language agent when one becomes available.

To address this issue a project has been commissioned in NRW D&I to improve this service which will be available 24/7 by diverting Welsh language calls from Floodline to our Incident Communication Centre. This will mean that Welsh speakers calling Floodline would be provided with a seamless Welsh language service via NRW ICC. This would be equal to that of the English language service and NRW would have control over the Welsh language service as well as being able to promote the service more widely here in Wales. The project is currently due for delivery in Autumn 2023.

**Providing a Welsh language service on helplines is a requirement of Standards 9 and 10.**

## NRW Website – Flood Warnings, Alerts and Flood Risk Services

In October 2020, we refreshed our website design to make it easier and quicker to use, ensuring that the design was fully compatible with the Welsh language.

Visitors to our website are asked to choose their preferred language. Compared with the last financial year we have seen an increase in visitors to the Welsh language page for 5 day flood risk, but a decrease in visits to the Welsh language Warnings and Alerts page.

### Flood Warning Message Content

A key element of our service is to provide real-time information to help people understand their immediate flood risk. This requires the ability to accurately translate information in Welsh. We are planning to explore options for developing this translation capability so that we can provide richer, more helpful information – noting there is little room for translation error in a potentially life-saving service. On completion of the Floodline improvement we plan to carry out activities to promote our Welsh language offering.

Information on our Flood services and statistics can be found in **Appendix 2** of this report.

### Raising Awareness of our Standards

Each month managers receive corporate information to share with their team. Over the last year we have continued to raise awareness of the Welsh language policy and managers have been asked to remind their teams to:

- Send out correspondence bilingually to customers/partners, ask and record their language preference unless language preference is already known
- Reply in Welsh to correspondence received in Welsh.
- Answer the telephone bilingually and set up a bilingual answerphone message.
- Meet and greet customers bilingually.
- Know who the Welsh speakers are in each team to help deal with Welsh enquiries.
- Ensure out of office messages are bilingual.
- Self-assess and record Welsh language skills in MyNRW.
- Ensure all power point presentations are bilingual.
- All forms should be bilingual or available in both languages.
- All signage, permanent and temporary should be bilingual with the Welsh text to appear to the left or above the English text.
- Use the Translation Checklist to assess whether a document needs translating.

- Updated Telephone communication guidance.

## Grŵp Pencampwyr

The Grŵp Pencampwyr (Champions Group) have met four times over the last year with representatives from across the Directorates. This includes a Welsh learner who has joined to hear the language spoken naturally in a work environment. Over the year the Pencampwyr have: -

- Promoted our Welsh language training programme.
- Raised awareness of the new recruitment guidance for managers.
- Promote ICT systems we have available for staff to use through the medium of Welsh.
- Promote Welsh language culture days.
- Re-branding our 'Cynllun Mentora' which was launched in April 2023 as "Clwb Clonc".
- Created Grŵp Pencampwyr Yammer page– to share ideas and events happening within their Directorate.
- Created Siop Siarad Cymraeg Yammer Group – where all staff can discuss matters in Welsh.

## Managers Toolkit Guidance

A Manager's Toolkit page has been created on our intranet to help Managers in understanding the tasks they need to complete as a manager. It brings together all the transactional activities that are required as a manager.

Guidance on the Welsh Language Standards have been added to the page. This will help mainstream the Welsh language more into day-to-day ways of working, helping Managers monitoring their team's compliance with the Standards as part of their role. This will help in reducing complaints received from our customers.

To understand how well the Managers Toolkit Welsh language guidance has been implemented we will develop a monitoring form and carry out an exercise for Team Leaders to complete on their Teams compliance with the Standards.

## Implementing our Policy Making Standards

During this reporting year a decision by The Welsh Government Tribunal confirmed the definition of the term "policy decision" referred to in Standards 88 - 89 "*any decision made by a body about the exercise of its functions or about the conduct of its business or other undertaking*". We must seek views as part of the consultation process on the effects that the decision may have on the opportunities to use the language, increase its use, any positive effects, or negative effects.

In monitoring our consultations, it was found that these questions were not always asked and needed closer monitoring. Following advice from the Welsh Language Commissioner and best practice, our guidance Consultation and Citizen Space guidance was updated and require questions in relation to the language be asked in all consultations regardless of their nature, this ensures consultees can provide us with that information and for the feedback considered as part of our decision-making processes.

Over the next year we will monitor the responses received to help ensure that the feedback provided forms part of our decision-making processes.

**This is a requirement of Standards 84-89.**



# Implementing our Operational Standards

## ICT

In September our new ICT internal Service Management Service was launched, this new service which all staff will use is more interactive and efficient to give a better ICT service and is available to be used in Welsh. This service allows all our staff to raise a ticket for help, support, advice, or new services from ICT without needing to phone or email and stay updated on progress and resolution times. This new service was promoted to all staff on the intranet and by email.

**The system has been developed following our internal ICT guidance for systems where all or a large group of staff will use to develop or procure in Welsh if possible.**

## Information to new staff

To ensure new staff are aware of our requirement to work bilingually and be aware of our Welsh Language Standards we take the following steps: -

- Each new member of staff receives an email from our Welsh Language Training Co-Ordinator welcoming them to the organisation and providing information on our Welsh Language Scheme, Welsh Language Training programme, the need to self-assess and record language skills in MyNRW and inviting them to attend a Welsh Language Awareness course.
- A checklist is in place for managers to go through with each new member of staff, included in the checklist is the need to explain our Welsh Language Standards and to self-assess their language skills in MyNRW. This checklist is signed by staff member and line manager and is kept on file by our Recruitment Team.

**This is a requirement of Standard 129.**

## Induction course

When the Covid restrictions were introduced our Induction course moved from face to face to on-line. Due to the success of the course and the smooth transition, we intend to continue with this format and continue in developing this course further.

Following the introduction of the simultaneous translation facility on Microsoft Teams at the end of 2022, we will now be able to facilitate this online course bilingually. We are in the process of reviewing all the course content, and with the support of our Translation Team most of the revised course content will be ready by the next cohort which is due to take place in May 2023. The reviewed course includes a presentation on the Welsh Language Standards and how we implement them and what support is available to enable all our staff to work bilingually.

Whilst most of the on-screen presentations are bilingual, all accompanying documentation is provided in both Welsh and English, not all presentations are made in Welsh. This will be dependent on the individual presenting and the expertise required to explain the subject matter. We will continue to develop the course in a blended way, with some of the content being presented in Welsh only and using simultaneous translation to facilitate these sessions. This will provide non-Welsh speaking staff with the experience of hearing the language spoken naturally in a work environment and seeing it written in the presentations. We will continue in developing a Welsh medium course over the next year.

**This is a requirement of Standard 129.**

## Welsh Language Awareness Training

We have started trialling a few different providers to deliver this training, 60 members of staff have attended awareness sessions during this reporting period.

On St David's Day 2023, we held a 'Cymraeg a Chi' awareness to all NRW staff. This session was a first of three designed to discuss how everyone's language journey is different and that we are all continue to learn even if we consider ourselves fluent Welsh speakers. This session was met with great feedback and was a great way to celebrate St David's Day.

**This is a requirement of Standard 128.**

## Welsh Language Training Programme

Over this reporting period, 173 members of staff are attending Welsh language training at various levels. This is an increase of 35 from last year:

- Most of our learners this year are based in Ceredigion and Powys 27% (46) and North West 24% (41).
- 17% (29) of our learners are or near being fluent Welsh speakers.
- If the 10% (18) who are currently learning at Intermediate level continue learning, they will become fluent Welsh speakers within the next 3 to 4 years.

Welsh language skills of our workforce play a major part in our ability to communicate effectively with Welsh speakers. Whilst most of our learners are in the Welsh speaking heartlands of Ceredigion, North Powys and North West, we need to encourage more of our staff to develop their language skills in South West Wales where the language is also spoken widely. 11 members of staff are currently developing their language skills in this area, and this will help us in building trusting relationships and in being able to provide an "active offer" helping to ensure people's needs are understood and met.

**This is a requirement of Standard 126, 127 and 128.**

More information on our Training programme can be found in **Appendix 3** of this report.

## Awards

In 2022, NRW won the Work Welsh Employer of the Year for 2022. This was awarded for the support we provide to our staff members to enable them to commit to learning Welsh. This was a great achievement for NRW, and we have celebrated this accolade internally and on our social media pages. Support includes our mentoring scheme, allocating time during the working week for staff to study, covering the cost of Welsh courses and course books and allowing for study leave during working hours. Our staff were also praised for the determination and perseverance during the disturbance caused by Covid-19.

Coleg Gwent also awarded our NRW Advanced Welsh course with Workplace Class of the Year for 2022. The group's tutor nominated the class for this award due to their continuous contribution, enthusiasm, and dedication to learning Welsh, particularly during lockdown and with their ever-changing work commitments and emergencies. The award-winning Welsh learners have been learning Welsh since 2013.

The learners shared their top tips to successful learning:

- “Dal ati” (keep going) to lessons
- Join additional sessions if able to e.g., “Sadwrn Siarad” helping to achieve and use Welsh skills outside the classroom
- Listening to “Say Something in Welsh” every day, when going for a walk
- Use Welsh language skills whenever possible to practice speaking, with friends, family at meetings in work or even to the cashier at the shop

Wales aim to have 1 million Welsh speakers by 2050 and as an organisation we embrace this challenge by encouraging and supporting our staff to take up an opportunity to learn Welsh.

The Welsh Government has published the [Anti-racist Wales Action Plan \(ARWAP\)](#), with a vision of ‘A Wales which is Anti-racist by 2030’. ARWAP sets out to tackle institutional and structural racial inequalities in Wales in order to make ‘meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism’ and achieve ‘**a Wales that is anti-racist by 2030**’.

1. Education and Welsh Language: More is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities.

- NRW have a Welsh Language Training programme in place to. This support colleagues develop their Welsh language skills, though not specifically targeting ethnic minority people, the courses are available to help all staff develop their language skills in work time across Wales.

- NRW won 'Work Welsh Employer of the Year', and one of our Advanced Welsh courses has been awarded 'Workplace Class of the Year' with Coleg Gwent for 2022. Three of the Welsh learners happened to be from ethnically diverse backgrounds, respectively, including ‘other white’.

## Coed y Brenin – supporting learners

Coed y Brenin Visitor Centre is in one of the Welsh speaking heartlands of Wales. A few of the staff are learning Welsh and each Wednesday a “paned a sgwrs” (cuppa and a chat) session takes place to practice their spoken Welsh informally with colleagues.

In March an “Am Dro a Sgwrs” (Walk and Chat) session led by Eryri National Park staff took place from the Centre. This provided learners the opportunity to practice their Welsh skills. It is important that visitors experience that “sense of place” when visiting Coed y Brenin in being greeted bilingually by our staff. Hearing the language spoken, seeing it written on our signage and pamphlets as well as being able to use the language however little with our staff, helps to create a unique experience for those visiting the centre.

## Launch of Recruitment Guidance

Following the trial of a new process for assessing the language level of each new or vacant post prior to advertising, where Managers follow the guidance and complete a Microsoft Teams form to capture the assessment. The guidance was launched in September 2022, is available on the intranet and promoted in Managers Monthly. The Recruitment Team have access to the assessments and will check that the process has been completed for each vacancy prior to advertising. The form is monitored to ensure the

guidance is followed and to ensure there are Welsh speakers in all our teams who deal with the public regularly.

**This is a requirement of Standards 132 and 132a.**

## Promoting Welsh culture and language

Over the last year, we have celebrated several events virtually and one event face to face. to promote Welsh language and culture both internally and externally. The events we have celebrated this year are: -

- Calan Mai– 1 May – article on our internal intranet page explaining the history of the event.
- Canmlwyddiant Urdd Centenary – 11 May – shared the message of peace and God will on our Social Media platforms
- 25<sup>th</sup> Birthday of the Wales Coast Path
- #TeamNRW day – 15 June – had a Welsh language training stand offering ‘Cymraeg Gwaith’ lanyards and ‘Dwi’n Dysgu Cymraeg’ badges. This also allowed learners to meet in a face-to-face setting.
- Diwrnod Shwmae Day – 15 October – article on our internal intranet and sharing posters produced by Learn Welsh and Mentrau Iaith on Yammer
- Welsh Language Rights Day – 7 December – NRW staff created a video explaining the importance of Welsh to them. This video also included some of our learners who explained how important learning Welsh is to them.
- Welsh Learners Blog – week commencing 12 December – this was to celebrate winning ‘Workplace Class of the Year for 2022’
- Diwrnod Santes Dwynwen Day – 25 January – article on the intranet and sharing photos on Yammer
- Dydd Miwsig Cymraeg/ Welsh Music Day– February – started a chat on Yammer about Welsh music and bands
- Dydd Gwyl Dewi/ St David’s Day – 1 March – arranged “Cymraeg a Chi” Welsh Language Awareness course. Côr Cyfoeth also recorded Calon Lân especially in celebration of the day which was posted on the intranet and on social media.
- Diwrnod y llyfr/ World Book Day– 2 March – started a conversation on Yammer about different Welsh books available.

## Recreation Team

Following the decision taken by the National Park Authority regarding the use of Welsh names Eryri and Yr Wyddfa only moving forward, in direct response our Recreation Team have updated our website to reflect this change. As several of our recreation sites are in the National Park and promoted on our Days Out pages on the website, it was decided to put Eryri (Snowdonia) in the titles and in the first mention section of the text, then use Eryri in the rest. All mention of the National Park has been updated to Eryri National Park and the same approach has been taken for Yr Wyddfa.

This was felt to be the best approach initially and will be re-visited at some point in the future when the use of Eryri and Yr Wyddfa is more well known. Using Welsh names gives those visiting the area the opportunity to engage with the Welsh language and culture.

## Historic Place Names

As an organisation we have a statutory duty to consult and add to the List of Historic Place Names which contains hundreds of thousands of place names collected from historical

maps and other sources. It provides an insight into the land-use, archaeology, and history of Wales. Historic place names link us with the past, our history and culture. Study of the place names (toponymy) of an area can strengthen a sense of belonging and continuity with previous generations and with our heritage.

Our Landscape, Planning and Energy Team have worked alongside the Welsh Language Commissioner and the Royal Commission on the Ancient and Historical Monuments of Wales (RCAHMW) developed and published Operational Guidance Note (OGN) 124 Historic Place Names. The guidance is aimed at all staff who are involved in any naming activities or staff who may come across historic names which may not yet be listed e.g., in the purchase of new land where historic field names are shared. We understand this may be the first public body specific guidance relating to Historic Placenames in Wales.

In March 2023 a bilingual training event was held using the simultaneous translation facility in Microsoft Teams. Presentations were delivered from NRW, the RCAHMW and the Welsh Language Commissioner's Office and covered the List of Historic Placenames and Statutory Guidance, the importance of standardising Welsh place names, OGN124 and examples of NRW place name activity. The event was attended by 65 members of staff and recorded for those who could not make the live event.

We now plan to look at ways of connecting areas across the organisation involved in place name activity, to collate and report this information in one place enabling us to report that NRW are meeting our statutory duties regarding the List of Historic Place Names.

## Team NRW Day

In June our annual #Team NRW Day was held in Aberystwyth. This is an event which all staff are invited to attend in person or online. The Welsh language formed part of planning process from the start and several the main presenters on the day did so bilingually, all display material was bilingual, with a mixture of Welsh and English videos produced for the day.

By ensuring sufficient time in planning and consideration given to the language, the event ran smoothly and naturally bilingually without the use of simultaneous translators on the day.

## Record Keeping Standards

Our Standards require that we keep records as follows:

**The number of employees who have Welsh language skills at the end of the year in question on the basis of the records kept in accordance with standard 145**

Over the last year our headcount has gone up by 87 and we have seen a steady increase in the language skills of our staff at most levels, with the highest percentage of our Welsh speakers fluent in both written and spoken Welsh at Level 5 (14.8%). Most of our fluent Welsh speakers (331) are in our Operations Directorate. Overall, 750 (32%) of our staff can discuss matters in Welsh with others at Levels, 3, 4 and 5, with 93.7% of our staff are able to show linguistic courtesy when meeting and greeting others.

The number of fluent Welsh speakers have increased by 16 through our recruitment process. The percentage increase from last year does not reflect this due to the increase in our overall staff numbers.

Staff are asked to self assess their language skills and record in MyNRW. The Welsh language skills of our staff in March 2022 can be found below:

- Level 5 = 348 (14.8%)
- Level 4 = 223 (9.5%)
- Level 3 = 179 (7.6%)
- Level 2 = 469 (20%)
- Level 1 = 980 (41.8%)
- No skills = 98 (4.2%)
- 49 (2.1%) are yet to self-assess their language skills.

Analysis of our fluent Welsh speakers show that:

- The majority are aged between 30-39 (159)
- 124 are aged between 50-59
- 50 are aged 60+
- 317 are male and 254 females
- 83 work part-time
- The highest numbers are in Grades 5 and 6 (272) with the lowest numbers (24) at our more senior Grades of 9 and above.
- 57 new starters are fluent Welsh speakers
- 28 fluent Welsh speakers have left during this reporting year

More information on the Welsh language skills of staff can be found in **Appendix 4** of this report.

**The number of staff who attended training courses offered in Welsh during the year on the basis of the records kept in accordance with standard 146. If a Welsh version of a course was offered during the year, the percentage of the total number of staff attending the course who attended the Welsh version on the basis of the records kept in accordance with standard 124.**

During this reporting period none of the courses listed below were offered in Welsh as required in accordance with Standard 146:

- recruitment and interviewing – online using Microsoft Teams
- performance management – online using Microsoft Teams
- complaints and disciplinary procedures – no courses taken place
- induction – online using Microsoft Teams
- dealing with the public – no courses taken place
- health and safety – some face-to-face technical training

Most of our courses have continued online during this period apart from some health and safety technical courses.

The Recruitment Team will over the next year be developing and aiming to deliver the in-house recruitment and interviewing course in Welsh.

We are liaising with a company to deliver the courses mentioned below in Welsh in the future:

- Interviewing skills for interviewees
- Interviewing skills for interviewers

**The number of new and vacant posts advertised during the year which were categorised as requiring Welsh language skills as essential, desirable, needed to be learnt when appointed to the post, or not necessary on the basis of the records kept in accordance with standard 148.**

Some vacancies are advertised both internally and externally simultaneously. 456 were appointed from internal candidates, 290 from external candidates and 6 secondees from other public bodies, 752 in total.

All posts are advertised requiring Level 1 as the minimum language, training is given to staff who need to attain this level of understanding to show linguistic courtesy.

Number of posts advertised during this reporting period were as follows:

Language Level	Essential	Desirable	Welsh to be learnt
Level 5 – fluency in spoken and written Welsh	5	0	0
Level 4 – fluency in spoken Welsh	48	0	0
Level 3 - The ability to communicate in Welsh with confidence in some work situations	36	30	7
Level 1 – The ability to pronounce basic Welsh names, phrases, and greetings	622	0	0

Analysis of the above stats and language abilities of staff who secured roles through our recruitment process, both internally and externally during this reporting period are as follows:

- 118 are Welsh speakers at Level 5
- 69 are Welsh speakers at Level 4
- 79 are Welsh speakers at Level 3
- 134 are Welsh speakers at Level 2
- 305 are Welsh speakers at Level 1
- 43 have no Welsh language skills

The 43 who do not meet the Level 1 minimum language level required are expected to complete the 10-hour online course provided by the National Centre for Learning Welsh. This course will need to be completed within the probationary period to help achieve this level.

**The number of complaints received during the year which related to compliance with standards numbers 152, 156, 162 and 164 with which we are under a duty to comply with.**

During this reporting period we received 4 complaints, this is a decrease from 10 received last year. Three complaints have come directly to us and one via the Welsh Language Commissioner's Office.

Three complaints have been resolved and one is currently part of an investigation being carried out by the Welsh Language Commissioner on our non-compliance with our Welsh Language Standards.

Complaints received were as follows:

Issue	Outcome
In May 2022 a complaint was received having found inconsistencies on the spellings of Cwm Carn found on signage at the site.	A response was sent to the customer explaining that we had received several enquiries about this. As part of the response, we set out the history and background to the spelling we use, and a link was provided for more information on 'Standard Place Names' from the Welsh Language Commissioner's website.
In September 2022 the Welsh Language Commissioner received a call from a member of the public who had received an English only fishing licence.	<p>The Environment Agency administer this service on our behalf and apologised to the customer explaining that a recent new digital service had been launched and was not currently available in Welsh. A Welsh language card license with associated letter was available. The customer was happy to receive the Welsh version of the license.</p> <p>The letter also explained the developments taking place on the website in relation to a Welsh language service which was launched in November 2022.</p>
In December 2022 we received a complaint from a customer who received an English only letter. This complaint is currently being investigated by the Welsh Language Commissioner.	In a telephone call the customer was apologised to by the staff member for the error, the Team Leader also spoke to the complainant and sent the customer an email in Welsh. The customer made a complaint to the Welsh Language Commissioner who has decided to carry out an investigation into our non-compliance with our Welsh Language Standards policy. This matter is ongoing.
In January 2023 a complaint was received from a customer who had	A response was sent to the complainant apologising and explained that the letter



received correspondence from us in Welsh but the address on the letter was in English.	had been sent from an automated system. The team concerned investigated improving and correcting the system. A revised letter with the Welsh address was sent to the customer.
--	--

We receive complaints from our own staff on the lack of compliance with our internal language policy and Operational Standards. Due to the pandemic and working online along with the lack of simultaneous translation facilities in Microsoft Teams we are aware that at times it has been difficult to work bilingually internally. With the re-introduction of the simultaneous facility on Microsoft Teams at the end of 2022, we are now working to improve opportunities to use this facility more internally by running bilingual courses.

## Commendations

The Education and Health Team were very pleased to receive commendation from Teachers for the great work they are doing in delivering training through the medium of Welsh to such a high standard. We appreciate the Teachers who took the time to acknowledge their appreciation of the team's work.

## Risk of non-compliance

### Fishing Licence Service on .Gov

Further work is required to ensure the landing pages on .Gov are available in Welsh, which will take place in a subsequent release of the service. Updating the pages will be dependent on engagement between Environment Agency, .Gov, their processes, and their timelines. In the meantime, a message will be published on the landing page to inform users that they are able to purchase a Fishing Licence in Welsh.

Once the above work has been carried out the whole of the Fishing Licence Purchase service will be available in Welsh and compliant with our Standards.

### Floodline UK

A proactive offer of a Welsh language service is still in place, Welsh speakers are often put through to English call handlers as the service cannot guarantee a dedicated Welsh speaker to deal with Welsh medium calls. Welsh medium callers can also choose to terminate the call and receive a call back from a Welsh language agent when one becomes available.

To address this issue a project has been commissioned in NRW D&I to improve this service which will be available 24/7 by diverting Welsh language calls from Floodline UK to our Incident Communication Centre. This will mean that Welsh speakers calling Floodline UK would be provided with a seamless Welsh language service via NRW ICC. This would be equal to that of the English language service and NRW would have control over the Welsh language service as well as being able to promote the service more widely here in Wales. The project is currently due for delivery in Autumn 2023. **Once this service is operational, we will be compliant with Standards 9 and 10.**

### Training

The current contract for our safety online courses has been in place since 2013 and only available in English. We are in the process of procuring a new Learning Management

System to be in place by July 2024. The system is expected to be able to host bilingual content which will enable staff to complete online courses in Welsh. **Once this capability is in place, we will be compliant with Standards 124.**

We will continue in developing a Welsh medium induction course over the next year. **Once this work is complete, we will be compliant with Standard 129.**

## How we support Cymraeg 2050

Through our work in implementing and improving our Welsh language services, over the last year we have contributed to Welsh Government's Cymraeg 2050 Strategy Action Plan for 2022/23 by:

- Supporting staff to develop their language skills for work purposes.
- Encouraging staff to use the Welsh language as part of their work.
- NRW Education Team promoting the Welsh language in all training events.
- NRW Education Team advise Welsh Government, supporting them to realise the Curriculum for Wales and the role of the Welsh natural environment within that.
- Assessing language skills for each new or vacant post, ensuring that we have staff with the Welsh language skills in the right roles and locations providing opportunities for people to use the language as part of their role and in dealing with our communities.
- Being proactive and promoting our Welsh language services.
- Operating bilingual social media accounts, promoting Welsh language culture and events to a wide audience, raising awareness that Welsh is a living language.
- Developing our digital services bilingually from the start.
- Consult and add to the List of Historic Place Names as part of our work.

## How we support Anti-racist Wales Action Plan

The Welsh Government has published the [Anti-racist Wales Action Plan \(ARWAP\)](#), with a vision of 'A Wales which is Anti-racist by 2030'. ARWAP sets out to tackle institutional and structural racial inequalities in Wales in order to make 'meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism' and achieve '**a Wales that is anti-racist by 2030**'.

Education and Welsh Language: More is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities. We support this action in the plan by:

- Supporting colleagues to develop their Welsh language skills, though not specifically targeting ethnic minority people, the courses are available to help all staff develop their language skills in work time across Wales.
- Our Advanced Welsh courses has been awarded 'Workplace Class of the Year' with Coleg Gwent for 2022. Three of the Welsh learners happened to be from ethnically diverse backgrounds, respectively, including 'other white'.

## Action Plan 2022 – 23

The action plan for 2022-23 was comprehensive with 53 actions in total, out of the actions 23 were completed, 16 in progress and 6 ongoing, 8 not started. Some of the ongoing and not been completed actions are due to other work priorities. The ongoing and not started actions will form part of the action plan for 2023–24.

## Action Plan 2023-24

The priorities in our action plan for 2023- 24 will be:

- Continue to work with Environment Agency to ensure the landing pages on .Gov are available in Welsh.
- Develop the Floodline UK flood information service to be compliant with our Welsh language standards.
- Procure a new Learning Management System which will allow us to run online courses in Welsh.
- Continue to develop our Welsh medium Induction Training programme.
- Develop better ways of self-monitoring our compliance with the Standards.
- Develop our own Welsh Language Awareness training.

## Conclusion

We are pleased with the progress we are making in implementing our Welsh language standards, with the number of our Welsh speaking staff increasing as well as the increase in the number of our staff who are developing their language skills for work purposes.

There are still some areas Standards we are not fully compliant with, and we are working to address these areas. Over the coming year we plan to look at ways of being more proactive in self-monitoring our compliance, this will help in mitigating some non-compliance areas.

We welcome feedback from customers on our services as this helps us in understanding their needs better and in developing future services better. As an organisation we are doing all we can to provide an active offer of a Welsh language service and in prompting customers to use our services in Welsh, with the aim of increasing their use. This work contributes towards the aim of Welsh Government's Cymraeg 2050 Strategy and The Wellbeing Future Generations Act.

Hybrid working can at times prove to be more challenging in relation to the Welsh language, with some staff not having the same awareness in hearing the language spoken or seeing it on signage as in an office environment. With the number of our Welsh speaking staff increasing, as well as those developing their language skills, it is important we provide more opportunities for staff to work through the medium of Welsh across the organisation and a timely commitment in our Corporate Plan. How we work internally reflects our work externally and this will help in building those trusted relationships and sharing important messages with our Welsh speaking partners and customers.

Our Translation Team now has the capacity to be more creative in how they work and able to do so collaboratively helps to ensure the Welsh language is an important part of the work we do, rather than a translation at the end of a process. We want people to use our services and this way of working will hopefully encourage more use our services in Welsh as we have seen with the increase in the use of our Welsh language online services.

## Appendix 1

### Education and Health Team

#### Resources for educators and teachers

All education resources are available in Welsh on our webpage and on Hwb. New resources uploaded this financial year have included:

- [Green Energy](#)
- [Wales Coast Path](#)
- [Sand dunes](#)
- [Teaching safe campfire and tool skills](#)

Feedback on our resources: 'Mae wastad yn ddefnyddiol i gael adnoddau parod yn y Gymraeg - mae nhw o safon uchel.' (It is always useful to have resources ready in Welsh – they are of a high standard).

#### Working with others

Members from the team have worked in partnership with the following to promote the Welsh language and:

- Staywise Cymru to produce a bilingual Wales specific version of Staywise UK Blue Light website for emergency workers, education professionals, families, and learners to access personal safety learning resources.
- The Gwent Living Levels project – helping to develop bilingual learning resources for Guides, Brownies, and Rainbows Alien Invaders badge.
- Flood Awareness Wales to review our existing bi-lingual suite of resources.
- Sands of Life project team to produce a new suite of bi-lingual resources.

#### National campaigns and events

Both national campaigns in 2022/23 – Acorn Antics and Wales Outdoor Learning Week which we organise in partnership with the Wales Council for Outdoor Learning were run bilingually. Dedicated Welsh #'s for groups to engage through the medium of Welsh if they wish.

- #MiriMes
- #WythnosDysguAwyrAgored

## Appendix 2

## Flood Warning & Informing Services Statistics

### Floodline

The table below shows overall there are still small percentages of Welsh Language customers.

	2019-2020*		2020-2021		2021-2022		2022-2023	
	Cym	Eng	Cym	Eng	Cym	Eng	Cym	Eng
Floodline callers – language choice	307 (3.1%)	9,652	244 (4.1%)	5,713	176 (3.2%)	5,334	114 (4.4%)	2,473
Floodline callers – pre-recorded live warning information	95 (1.3%)	7,456	94 (2.4%)	3,789	59 (1.6%)	3,567	46 (2.9%)	1,533
Floodline callers – calls to Agents	25 (2%)	1,256	61 (5.3%)	1,067	58 (7.4%)	729	25 (5.3%)	443

Table 1: Callers to Floodline. \*2019-2020 data is from July 2019 only.

### Flood Warnings, Alerts and Flood Risk Services

	2019-2020		2020-2021		2021-2022		2022-2023	
	Cym	Eng	Cym	Eng	Cym	Eng	Cym	Eng
Flood Warnings & Alerts webpage views	10,257 (0.95%)	1,067,767	6,771 (0.8%)	856,914	4,843 (0.5%)	1,024,469	2,971 (0.3%)	901,042
5 Day Flood Risk for Wales webpage views	489 (0.73%)	66,570	570 (0.3%)	174,150	346 (0.1%)	336,933	655 (0.2%)	335,049

Table 2: NRW Webpage Views

## Appendix 3

### Welsh Language Training

This year, we have 173 members of staff currently enrolled in Welsh Language training at various levels. This figure is up by 35 from last year.

Course	Learners 2022/23	Percentage
Entry	80	47%
Foundation	44	25%
Intermediate	18	10%
Advanced	29	17%
Proficiency	1	1%
<b>Total</b>	<b>173</b>	<b>100%</b>

Region	Learners 2022/23	Percentage
Cardiff	9	5%
Carmarthenshire	8	5%
Ceredigion/Powys	46	27%
Glamorgan	0	0%
Gwent	32	18%
North East	18	10%
North West	41	24%
Pembrokeshire	3	2%
Swansea Bay	13	7%
The Vale	0	0%
Cymraeg Gwaith (Self-taught option)	3	2%
<b>Total</b>	<b>173</b>	<b>100%</b>

### Nant Gwrtheyrn

Six NRW staff members have attended intensive courses provided virtually and residentially by Nant Gwrtheyrn this year. These have not been included in the above as they are not currently enrolled on a course.

Nant Gwrtheyrn offer intensive courses for all abilities and some of these are free of charge through Work Welsh scheme.

Once funding has been confirmed by the Welsh Government for 2023/24 for Work Welsh courses, we have a few members of staff hoping to run NRW specific courses directly with Nant Gwrtheyrn due to the positive experience they had during their previous courses.

## Learn Welsh

Over the last year, some of the Learn Welsh providers have offered face to face courses to its learners and some NRW staff members have returned to the classroom for their learning. However, majority of our staff have remained learning virtually, as it is easier to access and, environmentally friendly, which is important to NRW staff.

This year, we have also been able to offer a self-taught option to some of our staff. This is provided by Learn Welsh – Work Welsh. We particularly offered this to members of staff who knew they wouldn't be able to commit to weekly courses on regular basis (due to work commitments, illness etc). This has proven to be successful method for these individuals.

## Say Something in Welsh

Say Something in Welsh (SSiW) is a subscription we have now rolled out and offer to all our staff, whether they are on permanent or on short terms contacts. It is also a learning method encouraged by Learn Welsh. We also offer this as a stop gap for staff that are waiting to register for a Learn Welsh course.

Due to this, SSiW figures have not been included in the above stats as some learners that have registered for Mynediad/Entry courses have also registered for SSiW.

We currently have 26 learners enrolled on Say Something in Welsh.

## Personal skills

For 2023/24, several personal skills sessions have been booked. These will be delivered bilingually. These will be advertised internally and open to all staff to attend. The sessions booked so far are

- Resilience and Wellbeing
- Having Honest Conversations

## Yammer

Over the last year, we have been updating our Welsh language Yammer pages regularly. This is updated by the Welsh language training co-ordinator regularly with hints, tips, training recommendations and courses for NRW staff. This is a great way to communicate informally with NRW staff, and they are very responsive on there too.

- Dysgu Cymraeg
- Hyfforddiant Cymraeg



## Appendix 4

### Staff self assessment of Welsh Language Skills at March 2023

Date	No return completed	No language skills	Able to pronounce basic phrases and greetings	Able to construct basic sentences	Able to discuss some work matters confidently	Fluent Welsh speaker	Fluent in both spoken and written Welsh
<b>March 2023</b>	49 (2.1%)	98 (4.2%)	980 (41.8%)	469 (20%)	179 (7.6%)	223 (9.5%)	348(14.8%)
<b>March 2022</b>	43 (2%)	88 (3.9%)	942 (41.7%)	456 (20%)	175 (7.8%)	221 (9.8%)	334 (14.8%)
<b>February 2021</b>	109 (4.9%)	87(3.9%)	915(40.9%)	438 (19.6%)	153 (6.8%)	225 (10%)	310 (13.9%)
<b>March 2020</b>	134 (6.5%)	63 (3.1%)	820 (40.0%)	412 (20.1%)	136 (6.6%)	211 (10.3%)	275 (13.4%)

Headcount March 2023 = 2346 – Number and percentage of Welsh speakers in March 2023 = 571 (24.3%)

Headcount March 2022 = 2259 – Number and percentage of Welsh speakers in March 2022 = 555 (24.6%)

Headcount February 2021 = 2237 - Number and percentage of Welsh speakers in February 2021 = 535 (24%)

Headcount March 2020 = 2051 - Number and percentage of Welsh speakers in March 2020 = 486 (23.7%)



## Welsh language skills by Directorate – March 2023

Directorate	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
CCC	4	4	29	20	10	11	41	<b>119</b>
CSD	4	2	40	34	5	12	23	<b>120</b>
EPP	7	27	278	139	56	48	66	<b>621</b>
FCS	3	14	83	36	15	16	23	<b>190</b>
OPS	31	51	550	240	93	136	195	<b>1296</b>
<b>TOTAL</b>	<b>49</b>	<b>98</b>	<b>980</b>	<b>469</b>	<b>179</b>	<b>223</b>	<b>348</b>	<b>2346</b>

## Welsh language skills by Age profile March 2023

Age	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
<20	1	0	1	0	1	1	0	<b>4</b>
<b>22 - 29</b>	9	17	89	32	13	19	66	<b>245</b>
<b>30 - 39</b>	9	21	206	113	41	54	105	<b>549</b>
<b>40 - 49</b>	12	26	314	164	60	75	77	<b>728</b>
<b>50 - 59</b>	13	27	299	124	51	55	69	<b>638</b>
<b>60 +</b>	5	7	71	36	13	19	31	<b>182</b>

<b>Grand Total</b>	<b>49</b>	<b>98</b>	<b>980</b>	<b>469</b>	<b>179</b>	<b>223</b>	<b>348</b>	<b>2346</b>
--------------------	-----------	-----------	------------	------------	------------	------------	------------	-------------

### Welsh language skills by sex – Full-Time/Part-Time Employees March 2023

Sex Full-Time Part-Time	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
<b>Female</b>	<b>23</b>	<b>48</b>	<b>432</b>	<b>246</b>	<b>95</b>	<b>95</b>	<b>159</b>	<b>1098</b>
FT	15	42	334	182	68	68	127	836
PT	8	6	98	64	27	27	32	262
<b>Male</b>	<b>26</b>	<b>50</b>	<b>548</b>	<b>223</b>	<b>84</b>	<b>128</b>	<b>189</b>	<b>1248</b>
FT	26	48	517	209	79	114	179	1172
PT		2	31	14	5	14	10	76
<b>Total</b>	<b>49</b>	<b>98</b>	<b>980</b>	<b>469</b>	<b>179</b>	<b>223</b>	<b>348</b>	<b>2346</b>

### Welsh language skills by each grade March 2023

Grade	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
<b>G1</b>								
<b>G2</b>	8	8	27	13	6	10	13	85
<b>G3</b>	3	7	47	11	2	18	28	116
<b>G4</b>	12	14	140	53	17	41	65	342

<b>G5</b>	10	30	258	106	53	58	91	606
<b>G6</b>	7	18	252	150	50	50	73	600
<b>G7</b>	4	11	134	85	30	30	39	333
<b>G8</b>	2	2	78	33	13	9	22	159
<b>G9</b>	2	2	33	13	5	6	10	71
<b>G10</b>		1	1	1			1	4
<b>G11</b>	1	4	9	3	1	1	5	24
<b>EXEC</b>		1	1	2	1		1	6
<b>Total</b>	<b>49</b>	<b>98</b>	<b>980</b>	<b>469</b>	<b>179</b>	<b>223</b>	<b>348</b>	<b>2346</b>

### Welsh language skills of new starters and leavers March 2023

	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
<b>Starters</b>	36	24	111	37	23	39	18	288
<b>Leavers</b>	8	11	55	17	11	19	9	130

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Cynllun Busnes Drafft 23-24
<b>Cyfeirnod y Papur:</b>	23-07-B12
<b>Noddir y papur gan:</b>	Clare Pillman, Prif Weithredwr
<b>Paratowyd y papur gan:</b>	Kirsten Hughes, Ymgynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad
<b>Cyflwynir y papur gan:</b>	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
<b>Diben y papur</b>	Cymeradwyo Cynllun Busnes drafft 23-24
<b>Crynodeb</b>	Rydym yn croesawu gwaith craffu Bwrdd CNC ynghylch cynllun busnes drafft 23-24 a'r mesurau perfformiad arfaethedig

## Cefndir

1. Yn ein cynllun corfforaethol, rydym yn cydnabod bod angen i ni ganolbwyntio ar fesur ein perfformiad a'n heffaith ein hunain wrth gyflawni ein hamcanion llesiant a chamau i'w cymryd, fel y gallwn gael ein dwyn i gyfrif gan Weinidogion a phobl Cymru.
2. Mae'r cynllun corfforaethol yn nodi ein hymrwymiad i ddatblygu ein hymagwedd at berfformiad a datblygu dangosyddion newydd integredig sy'n canolbwyntio ar ganlyniadau ac sy'n cyd-fynd â'r amcanion llesiant a chamau i'w cymryd.
3. Tra byddwn ni'n bwrw ymlaen â'r gwaith datblygu hwn, mae'r cynllun busnes ar gyfer 2023/24 yn cyflwyno'r mesurau o gynllun busnes 2022/23 gan eu bod yn cyd-fynd â'r amcanion llesiant.
4. Mae'r cynllun busnes hwn yn nodi'r hyn y byddwn yn ei gyflawni ym mlwyddyn gyntaf y cynllun corfforaethol hwnnw yn 2023/24, a'r adnoddau (staff ac ariannol) y byddwn yn eu defnyddio i wneud hyn.

5. Y cynllun busnes a'r mesurau perfformiad yw un o brif ffyrdd Bwrdd CNC o graffu ar gyflawniad ac fe'i datblygwyd drwy weithio'n agos gydag arweinwyr mesur y Tîm Arwain, y Tîm Gweithredol a noddwyr Amcan Llesiant y Tîm Gweithredol.

## Risgiau, parodrwydd i dderbyn risg a chyfleoedd

6. Os nad yw mesurau perfformiad blynyddol y cynllun busnes yn cyflawni ein huchelgais i gyflawni'r cynllun corfforaethol newydd, bydd gweithrediad ac enw da CNC fel y corff amgylcheddol blaenllaw yng Nghymru yn cael ei danseilio.
7. Os bydd y broses o gytuno ar y mesurau perfformiad yn cael ei gohirio, ni fydd llawer o amser i baratoi ar gyfer adrodd.

## Goblygiadau ehangach

- (a) **Cyllid:** Mae cost i adrodd am ein perfformiad - po fwyaf o fesurau sydd gennym, po fwyaf o amser sydd ei angen i adrodd arnynt a, chyda hynny, mae costau staff yn cynyddu. Mae'n bwysig ein bod yn profi bod angen pob mesur a'u bod yn darparu gwybodaeth mewn ffordd sy'n angenrheidiol ar gyfer y cyhoedd a Bwrdd CNC. Mae angen i faint yr adroddiad a lefel y manylion fod yn gymesur. Mae'r Pennaeth Cyllid wedi gwirio'r goblygiadau ariannol ac wedi cadarnhau'r adran Adnoddau.
- (b) **Cydraddoldeb:** Paratowyd Asesiad o'r Effaith ar Gydraddoldeb drwy ddatblygu'r cynllun corfforaethol a fydd yn cael ei ddiweddarau i gwmpasu'r cynlluniau busnes blynyddol.

## Camau Nesaf

8. Yn dilyn cymeradwyaeth Bwrdd CNC, bydd y cynllun busnes yn cael ei rannu gydag Is-adran Noddi Llywodraeth Cymru i'r Gweinidog ei nodi.

## Argymhelliad

9. Gofynnwn i Fwrdd CNC gymeradwyo cynllun busnes 2023-24.

## Mynegai i'r Atodiadau

Atodiad 1 – Cynllun Busnes Drafft 23-24

## Proses Gymeradwyo / Ymgynghori

<p><b>Proses gymeradwyo/ymgynghori</b></p> <p><b>Cyfrifol:</b> Pwy sydd wedi datblygu'r papur/proses a phwy sydd wedi cael mewnbwn?</p>	<p>Kirsten Hughes, Ymgynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad</p> <p>Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni</p> <p>Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol</p>
<p><b>Atebol:</b> Pwy sy'n atebol am y gymeradwyaeth yn y pen draw? Pwy fydd yn cymeradwyo?</p>	<p>Bwrdd CNC</p>
<p><b>Ymgynghorwyd:</b> Â phwy yr ymgynghorwyd hyd yma? Pan fo angen cymeradwyaeth, ac a yw hyn ar waith? A fydd angen ymgynghoriad pellach?</p>	<p>Y Tîm Arwain (Perchnogion y Mesur)</p> <p>Y Tîm Gweithredol (Noddwyr Amcan Llesiant)</p> <p>Y Pwyllgor Cyllid</p>
<p><b>Hysbyswyd:</b> Pwy sydd wedi cael gwybod neu pwy sydd angen mwy o wybodaeth am y gwaith?</p>	<p>Y Tîm Arwain</p> <p>Y Grŵp Cynllunio ac Adnoddau</p> <p>Y Tîm Gweithredol</p> <p>Bwrdd CNC</p>

## Annex 1 – Draft NRW Business Plan 2023/24

---

### Introduction

- We have just published our new corporate plan up to 2030 - 'Nature and People Thriving Together', which sets out our vision, mission and well-being objectives to 2030.
- In our corporate plan we identify the importance of measuring our own performance and impact in delivering our well-being objectives and steps to take, so that we can be held to account by Ministers and the people of Wales.
- We set out our commitment to strengthening our performance framework with the development of integrated, outcome focussed indicators aligned to the well-being objectives and steps to take.
- While we take forward this development work, the NRW Board has agreed that the business plan for 2023/24 rolls forward those measures from the 2022/23 business plan that align to the well-being objectives.
- This business plan sets out what we will deliver in the first year of that corporate plan in 2023/24, and the resources (staff and financial) we will use to do this.

### Nature and People Thriving together – our new corporate plan to 2030

- Our new [corporate plan](#) is centred around our three Well-being Objectives, which will help us achieve our vision of **Nature and People thriving together**. Although the corporate plan takes us to 2030, we are viewing this as a stepping stone on the way to 2050.
- Our Well-being Objectives are:
  - **Nature is recovering**
  - **Communities are resilient to climate change**
  - **Pollution is minimised**

### What we will deliver in 2023/24

The tables below show those work areas where we will be tracking performance in 2023/24:

<b>Well-being Objective 1: Nature is recovering</b>			
<b>Nature's recovery will be secure in 2030</b>		<b>Steps to Take</b>	<b>Measures</b>
	Nature being protected	Improving the condition of features at protected terrestrial, marine and freshwater sites through using our advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness	Priority actions undertaken on protected sites across Wales to improve condition of features
		Protecting species at the greatest risk of extinction through using our advisory and regulatory tools, working in partnership and monitoring to evaluate effectiveness	Delivering targeted action for declining species or those on the edge of extinction
	Nature being restored	Accelerating improvements to the condition of the Marine Protected Area Network through robust monitoring and investigations, evidence, advice and working with others on project delivery	Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan
		Building the resilience of terrestrial, freshwater and marine protected sites transforming them into bigger, better and more effectively connected networks through using our advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness	Management of and input to programmes to address and restore habitats across Wales
		Accelerating action for nature's recovery at a landscape scale through sharing our evidence and expertise with National Parks, Areas of Outstanding Natural Beauty and other partners	Evaluation of the case for a new National Park in North East Wales
	Nature being respected and valued in decision making	Meeting the needs of specific audiences to stimulate action for nature through collecting, managing, synthesizing, evaluating and communicating ours and others evidence	Complete our freshwater quality monitoring network
	Nature, people and communities being re-connected	Ensuring a diverse range of people are taking action for nature through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement	Sharing the vision for the natural environment to 2050 - Nature and Us



<b>Well-being Objective 2: Communities are resilient to climate change</b>			
		<b>Steps to Take</b>	<b>Measures</b>
<b>Communities resilience to climate change will be secure in 2030</b>	Nature-based solutions being widely adopted	Restoring peatland through the National Peatland Action Programme (NPAP) working with delivery partners, including on the land in our care using a range of advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness	Action undertaken to restore Welsh peatlands including peatland on the land in our care
		Creating new woodlands and restoring ancient woodlands on the land in our care through only acquiring land for woodland creation to compensate for woodland permanently converted to other land-uses and gradually changing the trees on planted ancient woodland sites to species that better reflect their nature conservation and cultural value	Area of new woodland created on the land in our care
	The risks of climate change being managed and adapted	Reducing the risk to life from flooding through managing our flood assets and infrastructure for current and future flood risk and planning for change through maintaining and adapting the flood assets and infrastructure we are accountable for	Maintain flood risk assets in high-risk systems at target condition
			Produce Flood Risk Management Plans
		Reducing the risk to life from flooding to people and communities from main rivers, reservoirs and the sea, through the delivery of flood alleviation schemes	Properties with reduced level of risk or sustained protection through capital work
		Building the resilience of communities, Local Authorities and businesses to current and future flood risk through improving and sharing our evidence to stimulate action	Implement Flood Review recommendations/ actions
	Climate emissions being reduced	Securing the timber producing potential of the Welsh Government Woodland Estate through providing harvestable timber meeting global standards of sustainable forest management	Timber volume offered to market
	Sustained action on climate change being taken by people, communities and businesses	Ensuring a diverse range of people are taking action for climate through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement	Sharing the vision for the natural environment to 2050 - Nature and Us
NRW being an exemplar organisation for a carbon positive public sector	Reducing vehicle emissions through the use of ultra-low emission vehicles wherever possible, using biodiesel and fuel efficiency measures in the interim	Develop a low emission fleet and deliver a low emission and climate adapted built estate	

<b>Well-being Objective 3: Pollution is minimised</b>				
<b>Nature and people will be protected from the impacts of pollution in 2030</b>		<b>Steps to Take</b>	<b>Measures</b>	
	Effective use of regulatory tools and approaches		Ensuring the sectors we regulate, including illegal non-permitted activities, take effective action to control and reduce pollution and increase resource efficiency through the provision of advice and guidance that effectively sets out the standards required to ensure compliance	Category 1 and category 2 compliance breaches are subjected to further compliance effort (action or review)
			Minimising pollution of land and water through collaborative working to stimulate positive action and build effective solutions	NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project
			Protecting the environment and improving environmental performance of water companies through effective challenge of their investment programmes to secure action to improve	Deliver NRW input to the various Water Company Planning Programmes
			Minimising pollution in highly protected and designated waters through identifying the actions required of a range of sectors	Deliver programmes to review statutory water quality requirements
			Restoring water quality in catchments affected by the legacy of abandoned metal mines through using our evidence and working collaboratively to identify priorities for action	Progress of our work to reduce pollution from metal mines
	Incident response being risk based		Minimising harm from environmental pollution incidents through preparing for and responding to priority incidents as a Category 1 responder	Response to incidents initially categorised as 'High' within 4 hours
			Minimising the harm from serious environmental crime through investigating incidents and taking strong and decisive action	Decision on an appropriate enforcement response within 3 months
	Sustained action to minimise pollution being taken by people, communities and businesses		Ensuring a diverse range of people are taking action to minimise pollution through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement	Sharing the vision for the natural environment to 2050 - Nature and Us

### **Service Level Agreements (SLAs)**

- During 2022/23 we developed and agreed levels of service across key areas of our work with Welsh Government. These SLAs cover the following work areas:
  - Flood risk management
  - NRW Estate (including Woodland Estate)

- Pollution Incident Management
- Enforcement
- Water Quality
- Enabling tree planting
- Freshwater Monitoring
- Terrestrial monitoring
- Control of Agricultural Pollution Regulations
- Marine monitoring

Each SLA identifies the resources required (£ and FTE) to deliver different levels of service. Not all areas of our work are covered by SLAs. We will be developing these over the next 12-18 months to provide complete coverage cover all areas of the business.

## Resources

- Our funding comes from several sources, with the majority as Grant in Aid from Welsh Government – both revenue and capital, with a proportion ringfenced for our flood and coastal erosion risk management work. Our other funding sources are from our commercial activities (including timber sales), charging, Welsh Government grants and other grants (such as from the Lottery and formerly, EU grants).
- Our expenditure is split between staff costs, non-staff costs and capital and revenue projects.
- We employ approximately 2,400 staff directly throughout Wales and work with a wide range of partners, including providing grant funding ourselves, or on behalf of the Welsh Government.
- The following tables show our financial and staff position for 2023/24:

### 2023-24 EXPENDITURE BUDGET

Directorate	Staff £000	Non-Staff £000	Revenue Projects £000	Capital Projects £000	Total £000
Communications, Customer & Commercial	6,116	15,634	0	0	<b>21,750</b>
Corporate Strategy & Development	8,512	1,894	160	0	<b>10,566</b>
Evidence, Policy & Permitting	31,045	29,295	4,010	5,241	<b>69,591</b>
Finance & Corporate Services	7,691	19,409	1,400	10,426	<b>38,926</b>
Operations	56,919	22,972	7,083	38,470	<b>125,444</b>
<b>Total Expenditure Budget</b>	<b>110,284</b>	<b>89,204</b>	<b>12,653</b>	<b>54,137</b>	<b>266,278</b>

## Our Performance Framework

- With the publication of our corporate plan in April 2023 we are at the start of a new business planning cycle. If we are to follow through on the ambition in our corporate plan we need to strengthen and improve our organisational business planning and performance framework to ensure we prioritise delivery of those things that matter most.
- We need to move to a well-defined and robust process that will enable prioritisation, enhance scrutiny, empower and facilitate decision making to ensure we effectively deliver our corporate plan vision. The framework will need to capture and represent the broader multiple benefits that are realised through our work for people, nature, climate and to minimise pollution. This wider, integrated perspective must inform our choices about where we allocate our resources, in line with the sustainable development principle.
- We are developing strategic indicators aligned to the well-being objectives against which we will measure progress over the period 2023-2030. Supporting this will be operational performance metrics and milestones aligned to the annual business plan. We will seek feedback on the proposed strategic indicators in September 2023 with a view to using them from 1 April 2024.
- Performance will be scrutinised by our Executive Team and members of our Board on a regular basis throughout the year, helping to ensure resources are directed to where they can provide the most benefit.

We hope you find our business plan interesting and useful. If you have any queries or comments, please get in touch at [corporate.planning@cyfoethnaturiolcymru.gov.uk](mailto:corporate.planning@cyfoethnaturiolcymru.gov.uk)

## Papur Bwrdd CNC

<b>Dyddiad y cyfarfod:</b>	19 Gorffennaf 2023
<b>Teitl y Papur:</b>	Myfyrdodau cryno ar gynllunio llesiant lleol yng Nghymru
<b>Cyfeirnod y Papur:</b>	23-07-B13
<b>Noddir y papur gan:</b>	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu; Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
<b>Paratowyd y papur gan:</b>	Fen Turner - Arweinydd y Tîm Strategaeth a Pholisi Adnoddau Naturiol a Llesiant
<b>Cyflwynir y papur gan:</b>	Fen Turner - Arweinydd y Tîm Strategaeth a Pholisi Adnoddau Naturiol a Llesiant
<b>Diben y papur</b>	Trafodaeth
<b>Crynodeb</b>	<p>Mae'r papur "<i>myfyrdodau cryno ar gynllunio llesiant lleol yng Nghymru</i>" (Atodiad 1) yn myfyrio ar brofiad CNC wrth gyfrannu at yr ail gylch statudol hwn o greu, cymeradwyo a chyhoeddi'r 13 Cynllun Llesiant Lleol ledled Cymru.</p> <p>Mae'r papur yn rhoi cyfle defnyddiol i Fwrdd CNC (ac eraill yn CNC) fyfyrto ar ffactorau sy'n ymwneud â llesiant cymunedau lleol sy'n gyffredin ledled Cymru a sut y gallai CNC fel sefydliad cyfan ymateb iddynt.</p> <p>Mae'r drafodaeth yn gyfle i Fwrdd CNC ystyried:</p> <ul style="list-style-type: none"> <li>Sut a ble y gallai anghenion llesiant a chyfleoedd cymunedau a nodwyd yn y gwaith hwn lywio dulliau CNC o gyflawni ein Cynllun Corfforaethol</li> <li>Sut y gallai CNC geisio sicrhau 'newid trawsnewidiol' ar gyfer natur a'r hinsawdd yng nghanol argyfwng costau byw; sut rydym yn arwain ac yn ymgysylltu â'r newid hwn; sut rydym yn cynnwys eraill yn y newid hwn</li> <li>Lle mae cyfleoedd i addasu meysydd gwaith ar draws CNC i gefnogi ein Byrddau Gwasanaethau Cyhoeddus a phartneriaethau ehangach yn well</li> </ul>

wrth gyflawni canlyniadau llesiant i gymunedau lleol

- Sut yr hoffai Bwrdd CNC sicrhau bod y gwaith hwn yn cyfrannu at helpu Cymru i Reoli Adnoddau Naturiol yn Gynaliadwy

## Cefndir

1. Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yn gosod cyfrifoldeb allweddol ar Fyrddau Gwasanaethau Cyhoeddus yng Nghymru i ddatblygu a gweithredu Cynlluniau Llesiant sy'n cyd-fynd ag amcanion y Ddeddf ac yn hyrwyddo llesiant cenedlaethau'r dyfodol.
2. Rhaid i bob Bwrdd Gwasanaethau Cyhoeddus baratoi a chyhoeddi Cynllun Llesiant lleol bob pum mlynedd. Dylai'r cynlluniau hyn nodi sut mae'r Bwrdd yn bwriadu gwella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol ei ardal drwy osod amcanion lleol a chamau i'w cymryd i gyflawni'r amcanion hynny a fydd yn cynyddu'r cyfraniad a wneir gan y Bwrdd at gyflawni'r nodau llesiant.
3. Mae'r cylch cynllunio llesiant diweddaraf (2022-2023) bellach wedi dod i ben, gyda 13 o Gynlluniau Llesiant yn cael eu cymeradwyo a'u cyhoeddi ledled Cymru, gyda'r gyfres olaf o Gynlluniau Llesiant yn cael eu cymeradwyo gan Fwrdd CNC mewn Cyfarfod Bwrdd Eithriadol ar 14/06/23.
4. Cafodd naw o'n Cynlluniau Llesiant BGC 'gymeradwyaeth lawn' gan Fwrdd CNC, gyda phedwar o'r Cynlluniau yn cael 'cymeradwyaeth gyda sylwadau ychwanegol' (amodau)<sup>1</sup>.
5. Mae CNC yn aelod statudol o bob un o'r 13 Bwrdd Gwasanaethau Cyhoeddus ledled Cymru. Bydd y partneriaethau hyn nawr yn symud i gyflawni'r Cynlluniau Llesiant dros y pum mlynedd nesaf.
6. Yng nghyfarfod Bwrdd CNC ym mis Ionawr 2023, gofynnodd Cadeirydd Bwrdd CNC am i ddadansoddiad cenedlaethol o'n heriau a'n cyfleoedd allweddol yn y bartneriaeth BGC gael ei gynnal yn dilyn cymeradwyaeth yr holl Gynlluniau Llesiant lleol. Mae'r papur hwn yn 'cau'r ddolen' ar yr ymarfer hwnnw ac yn cynnig/gwahodd dull newydd o helpu i gyflawni amcanion y Cynlluniau Llesiant sydd newydd eu cymeradwyo ledled Cymru.
7. Mae'r papur "Myfyrdodau cryno ar gynllunio llesiant lleol yng Nghymru" ("Myfyrdodau Cryno") wedi'i gynnwys yn Atodiad 1 y papur hwn, a dylid ei ddarllen ar y cyd ag ef.

<sup>1</sup> Derbyniodd Byrddau Gwasanaethau Cyhoeddus Abertawe, Gwent, Castell-nedd Port Talbot, Gwynedd ac Ynys Môn lythyr cymeradwyaeth a oedd yn cynnwys sylwadau ychwanegol gan Fwrdd CNC mewn perthynas â phwyntiau o ddiddordeb neu bryder a allai fod angen mwy o ffocws yn y dyfodol.

8. Mae'r papur "Myfyrdodau Cryno" yn myfyrio ar ein profiad fel sefydliad wrth gyfrannu at y cylch cynllunio llesiant diweddaraf hwn a chymeradwyaeth gan Fwrdd CNC a grwpiau Arweinyddiaeth, Goruchwyliaeth ac Ymarferwyr cysylltiedig a gyfrannodd at y broses gymeradwyo. Mae'n fan cychwyn defnyddiol ar gyfer archwilio sut y gallai CNC fynd ati fel sefydliad cyfan i ymateb i anghenion llesiant cymunedau lleol mewn ffordd fwy strategol ac integredig gyda phartneriaid cenedlaethol allweddol.
9. Dylai'r papur "Myfyrdodau Cryno" roi cyfle defnyddiol i Fwrdd CNC (ac eraill) fyfyrio ar y canlynol:
  - a. **Anghenion llesiant cyffredin ein cymunedau yng Nghymru (y galw am lesiant)** - Mae'n rhoi trosolwg cenedlaethol o ffactorau allweddol sy'n gysylltiedig â llesiant sy'n gyffredin ledled Cymru.
  - b. **Y cyfraniad y gallwn ni fel sefydliad cyfan ei wneud at y gwaith hwn** - Mae'r papur yn darparu enghreifftiau o ddulliau strategol penodol a allai alluogi cyflawni canlyniadau sy'n gysylltiedig â llesiant yn well ar draws nifer o'n partneriaethau Byrddau Gwasanaethau Cyhoeddus.
10. Mae'r dadansoddiad sefyllfaol (rhan un) a ddarperir yn y papur "Myfyrdodau Cryno" yn nodi'r ffactorau canlynol sy'n gysylltiedig â llesiant sy'n gyffredin ar draws nifer o Gynlluniau Llesiant lleol:
  - Mae deuddeg o'r tri ar ddeg o Gynlluniau Llesiant wedi datblygu amcanion sy'n cyfeirio'n benodol at yr amgylchedd mewn rhyw ffordd, gyda phedwar o'n Byrddau Gwasanaethau Cyhoeddus yn cyfeirio'n uniongyrchol at yr Argyfyngau Natur neu Hinsawdd.
  - Mae ein Hamcanion Llesiant Byrddau Gwasanaethau Cyhoeddus, Amcanion Llesiant y Cynllun Corfforaethol a blaenoriaethau Datganiadau Ardal lleol yn cyd-fynd yn agos.
  - Bu cynnydd mewn amcanion sy'n ymwneud â llesiant amgylcheddol yn y cylch cynllunio llesiant hwn.
  - Er bod uchelgais ac ymrwymiad clir i'n Byrddau Gwasanaethau Cyhoeddus fod yn gweithio gyda'i gilydd i fynd i'r afael â'r Argyfyngau Hinsawdd a Natur mewn partneriaeth, ein barn ni yw nad ydym yn gweithredu yn y 'gofod Trawsnewidiol' ar hyn o bryd o ran mynd i'r afael â'r Argyfyngau Hinsawdd a Natur (fel yr eiriolwyd gan yr Adroddiad ar Sefyllfa Adnoddau Naturiol – SoNaRR) gyda'r partneriaethau hyn.<sup>2</sup>
  - Mae'r Argyfwng Hinsawdd yn aml yn fwy amlwg na'r Argyfwng Natur ar draws Cynlluniau Llesiant lleol.

---

<sup>2</sup> Adlewyrchwyd neges debyg yn dilyn y cylch cynllunio llesiant lleol diweddaraf gan gyn-Aelod o Fwrdd CNC, Howard Davies. Gellir dod o hyd i'r myfyrdodau hynny yn Atodiad 2 y ddogfen hon

- Mae pob un o'n Byrddau Gwasanaethau Cyhoeddus yn cydnabod yr angen i weithredu ar risg ac addasu i'r newid yn yr hinsawdd ond nid oes gan lawer ohonynt y gallu na'r capasiti i wneud y gwaith hwn.
  - Mae tlodi, anghydraddoldeb a'r argyfwng costau byw yn bwysau cyson a sylweddol ar gymunedau a gwasanaethau cyhoeddus, ac mae hyn yn cael ei gydnabod ar draws pob Cynllun.
  - Mae bylchau sylweddol mewn polisi, tystiolaeth a dulliau strategol integredig i gefnogi'r gwaith hwn yn CNC.
11. Mae'r dadansoddiad ymateb (rhan dau) a ddarperir yn y papur yn archwilio'r hyn y gallai CNC ei olygu wrth "drawsnewid" ar gyfer natur a hinsawdd yn lleoliad y Bwrdd Gwasanaethau Cyhoeddus. Mae hefyd yn archwilio'r cyfleoedd ar gyfer defnyddio dulliau strategol i gyflawni canlyniadau trawsnewidiol o'r fath.
12. Mae'r papur hwn yn canolbwyntio ar yr hyn y *gallai* CNC ei wneud fel partner statudol a lluniwr newid posibl yn y partneriaethau statudol allweddol hyn. Fodd bynnag, nid yw'n archwilio "sut" y gellid cychwyn a galluogi dulliau strategol o'r fath ar draws CNC, pa feganweithiau ac ysgogiadau y byddem yn eu defnyddio na pha ddulliau o gynnwys ein partneriaid a'n rhanddeiliaid mewn trafodaeth o'r fath fyddai fwyaf effeithiol. Hwn fyddai'r cam rhesymegol nesaf tuag at weithredu fframwaith polisi a thystiolaeth fwy integredig i alluogi newid trawsnewidiol ymhellach, ac mae'n un a fyddai'n gofyn am archwiliad llawnach o risg a chyfle cysylltiedig gyda'n partneriaid Byrddau Gwasanaethau Cyhoeddus.

## Risgiau, parodrwydd i dderbyn risg a chyfleoedd

13. Mae ein diben cyffredinol, i *helpu Cymru i Reoli Adnoddau Naturiol yn Gynaliadwy*, yn gofyn i ni edrych y tu hwnt i'n mecanweithiau rheoleiddio traddodiadol ac edrych yn ehangach ar atebion mwy systemig.
14. Mae ein partneriaethau Byrddau Gwasanaethau Cyhoeddus a'r Cynlluniau Llesiant lleol sy'n sail iddynt yn gyfle sylweddol i CNC sbarduno rhai o'r newidiadau 'trawsnewidiol' y mae'n rhaid i Gymru eu gwireddu er mwyn cyflawni pedwar nod Rheoli Adnoddau Naturiol yn Gynaliadwy (SMNR) ac, wrth wneud hynny, gynyddu cyfraniad Natur at bob un o'r saith Nod Llesiant.
15. Mae fforymau strategol eraill sy'n gwneud penderfyniadau, gan gynnwys y rhai sy'n rheoli'r rhan fwyaf o ffrydiau cyllido, yn gweithredu ledled Cymru; os nad yw'r rhain yn cyd-fynd ag amcanion y Cynlluniau Llesiant, mae risg y bydd effeithiolrwydd / effaith Cynlluniau Llesiant a CNC yn y maes gwaith hwn yn gyfyngedig.
16. Mae'r gwaith hwn wedi'i gysylltu'n uniongyrchol ag Amcanion Llesiant CNC ei hun. Mae synergedd uniongyrchol rhwng y Cynlluniau Llesiant lleol sy'n cael eu datblygu gyda phartneriaid a'n Cynllun Corfforaethol ein hunain hyd at 2030 sy'n eirioli dros gamau gweithredu i fynd i'r afael â'r Argyfyngau Hinsawdd a Natur.



17. Hwylusir y rhan fwyaf o'r adnoddau ar gyfer y gwaith hwn drwy benderfyniadau cynllunio'r gweithlu yn seiliedig ar leoedd y Pennaeth Gweithrediadau ar gyfer pob ardal leol (Cynlluniau Lleoedd). Fodd bynnag, mae natur y gwaith yn gofyn am 'ddull mwy trawsnewidiol' o ran cyflawni na all Penaethiaid Gweithrediadau ei weithredu ar eu pennau eu hunain heb gefnogaeth sefydliadol lawn CNC.
18. Mae'n bwysig ein bod yn achub ar y cyfle i adolygu a sicrhau ein bod yn gweithio'n effeithiol ar draws CNC ar sicrhau newid trawsnewidiol drwy'r rôl cynllunio statudol hon. Byddem yn pryderu pe baem yn ailddyrrannu adnoddau ar gyfer y gwaith hwn mewn mannau eraill ac yn methu ag ymgymryd â'n rôl Bwrdd Gwasanaethau Cyhoeddus. Byddai risgiau hefyd i'n henw da fel aelod gwerthfawr o'r Byrddau Gwasanaethau Cyhoeddus.
19. Mae risg hefyd y byddai camu'n ôl o'r gwaith hwn yn golygu y byddai'n rhaid i CNC ddibynnu ar ysgogiadau anstatudol eraill ar gyfer newid a allai fod yn anoddach cael gwared arnynt os nad ydym yn camu i fyny at ein cyfrifoldebau statudol gyda'n partneriaid Byrddau Gwasanaethau Cyhoeddus.
20. Mewn arolwg o Ymarferwyr Byrddau Gwasanaethau Cyhoeddus CNC, cytunodd 100% o'r ymatebwyr nad ydym eto yn y 'gofod trawsnewidiol' o ran cychwyn cyfleoedd clir ar gyfer ymyriadau cydweithredol gyda'n partneriaid Byrddau Gwasanaethau Cyhoeddus i fynd i'r afael ag achosion sylfaenol materion (yn ymwneud â'r Argyfyngau Hinsawdd a Natur). Roedd 93% o'r ymatebwyr yn cytuno bod ein partneriaid Byrddau Gwasanaethau Cyhoeddus yn disgwyl i CNC ddarparu arweinyddiaeth a chyfleoedd ar gyfer cydweithio yn y maes hwn. Gofynnwyd i ymarferwyr ddweud pa mor hyderus ydyn nhw i allu darparu'r lefel ofynnol o gymorth i'r Byrddau ar bynciau penodol (y gallu i wrthsefyll y newid yn yr hinsawdd, adfer natur, trawsnewid systemau, economi llesiant, pontio teg, defnyddio atebion ar sail natur, penderfynyddion iechyd ehangach, a mynd i'r afael ag anghydraddoldebau). Dywedodd y rhan fwyaf o'r ymatebwyr (66.7%) eu bod yn 'brin o hyder' neu 'ddim yn hyderus o gwbl' o gymharu â dim ond 14.4% o'r ymatebwyr a nododd eu bod yn 'weddol hyderus'. Gellir gweld crynodeb o'r ymatebion i'r arolwg yn Atodiad 3.
21. Mae'r gwaith hwn yn cysylltu'n uniongyrchol â Risg Strategol 05 (SR05): Hyrwyddo SMNR.
22. Os nad yw CNC yn ymateb i anghenion llesiant ein cymunedau lleol yn effeithiol, mae risg y byddwn yn methu yn ein diben fel y'i nodir yn Neddf yr Amgylchedd (Cymru) i helpu Cymru i Reoli Adnoddau Naturiol yn Gynaliadwy.
23. Fel y corff amgylcheddol arweiniol ar yr holl Fyrddau Gwasanaethau Cyhoeddus, mae CNC yn aml yn cael ei ystyried gan bartneriaid ar y Bwrdd i ddarparu arweinyddiaeth, cyfeiriad, tystiolaeth, cymorth a chyfleoedd ar gyfer gweithgareddau cydweithredol a fydd yn mynd i'r afael â'r Argyfyngau Hinsawdd a Natur.
24. Os yw CNC yn parhau i eirioli dros newid 'trawsnewidiol' ar gyfer natur a hinsawdd heb naratif cydlynol wedi'i wreiddio mewn llesiant a bod yn ymatebol i anghenion llesiant

cymunedau lleol, mae risg y byddwn yn niweidio ein henw da fel sefydliad a fydd yn gweithio yn erbyn ein huchelgeisiau fel y'u nodir yn y Cynllun Corfforaethol.

25. Mae cyfle i naratif llesiant cydlynol lywio nifer o naratifau strategol eraill, gan gynnwys Memoranda Cyd-ddealltwriaeth ar lefel genedlaethol gyda Chymdeithas Llywodraeth Leol Cymru (CLILC) ac Iechyd Cyhoeddus Cymru (ICC), yn ogystal â'r dull "eirioli" ar gyfer uwch arweinwyr fel y nodir yn y Cynllun Corfforaethol.
26. Mae gan ein Byrddau Gwasanaethau Cyhoeddus y potensial i gymryd rôl arwain wrth hwyluso cyfranogiad y trydydd sector a'r sector preifat wrth fynd i'r afael â'r Argyfyngau Hinsawdd a Natur fel y soniodd Comisiynydd Cenedlaethau'r Dyfodol yn ei anerchiad yn y Senedd yn ystod lansiad Cynllun Corfforaethol CNC ar 6 Gorffennaf.
27. Ar hyn o bryd, nid oes naratif cydlynol, fframwaith integredig na set o lwybrau ar gyfer rheoli adnoddau naturiol yn gynaliadwy ar y raddfa genedlaethol, er bod nifer o ysgogiadau a mecanweithiau statudol ac anstatudol offerynnol a allai elwa ar ddull o'r fath. Yn ogystal â'n partneriaethau Byrddau Gwasanaethau Cyhoeddus, mae enghreifftiau'n cynnwys: SoNaRR, Datganiadau Ardal, pwerau arbrofol, gwaith eiriolaeth, cynllunio busnes, rheoli asedau, Cynllunio Gwlad a Thref, Cynllun Ffermio Cynaliadwy ac ati.
28. Mae defnyddio "dull mwy strategol" o reoli adnoddau naturiol yn gynaliadwy a chyflawni llesiant yn cynnwys nifer o fanteision ychwanegol, gan gynnwys y cyfle i gefnogi ein rhanddeiliaid cenedlaethol (Sefydliadau Anllywodraethol Amgylcheddol – cyrff anllywodraethol) i gymryd rôl fwy gweithredol wrth hwyluso rheoli adnoddau naturiol yn gynaliadwy yng Nghymru ac i weithio gyda nhw i nodi llwybrau at Reoli Cynaliadwy y gallwn gydweithio arnynt gyda'n gilydd.
29. Gallai dod â thargedau sy'n ymwneud â'r maes hwn at ei gilydd (archwiliad dwfn bioamrywiaeth, targedau newid hinsawdd a materion sy'n ymwneud â chyfiawnder cymdeithasol ac anghydraddoldebau, er enghraifft) helpu i lywio gweithgarwch cydweithredol, yn ogystal â darparu ffocws a chymhelliant clir ar gyfer sbarduno'r mathau o 'newid trawsnewidiol' ar gyfer natur mae CNC am eu gweld.
30. Gan mai ein partneriaethau Byrddau Gwasanaethau Cyhoeddus yw'r man lle rydym yn dadansoddi anghenion llesiant cymunedau lleol, yn aml mae gan y partneriaethau hyn ddyfnder dealltwriaeth o lesiant ar draws pob dimensiwn. Maent o bosibl mewn sefyllfa dda i ddwyn partneriaethau eraill i gyfrif (Byrddau Partneriaeth Rhanbarthol, Cyd-bwyllgorau Corfforaethol, Panel Strategaeth Hinsawdd) ac i ddefnyddio, lle y bo'n briodol, ein dylanwad cyfunol i gyflawni pethau gwahanol a gwell i gymunedau.
31. Mae ein partneriaethau Byrddau Gwasanaethau Cyhoeddus hefyd mewn sefyllfa dda i gydnabod bylchau yn y gwaith rhwng partneriaethau.

## Goblygiadau ehangach

- (a) **Amcanion Llesiant:** Mae'r gwaith hwn wedi'i gysylltu'n uniongyrchol â'n Hamcanion Llesiant fel sefydliad, ein hy3mrwymiad i Gyfiawnder Cymdeithasol fel y nodwyd yn y

Cynllun Corfforaethol hyd at 2030, a'n diben cyffredinol fel y nodwyd yn [Neddf yr Amgylchedd \(Cymru\) 2016 \(legislation.gov.uk\)](#) [Deddfau Cynulliad Cenedlaethol Cymru 2016 \(ANAW\)3 RHAN 1 Dyletswyddau cyffredinol...](#) Adran 5.

- (b) Mae'r papur "Myfyrdodau Cryno" yn nodi angen llesiant cryf a chyffredin sy'n ymwneud ag anghydraddoldebau, tlodi a'r argyfwng costau byw. Mae'r papur yn nodi ymrwymïadau CNC i gyfiawnder cymdeithasol fel y nodir yng Nghynllun Corfforaethol CNC. Efallai y bydd Bwrdd CNC yn dymuno ystyried mabwysiadu dull sy'n rhoi mynd i'r afael ag anghydraddoldeb wrth wraidd ein penderfyniadau drwy gytuno i groesawu'r [Ddyletswydd Economaidd-gymdeithasol a ddaeth i rym yng Nghymru ar 31 Mawrth 2021](#)<sup>3</sup>. Nid yw CNC yn cael ei ystyried yn awdurdod perthnasol ar hyn o bryd, sy'n ofynnol i ystyried y ddyletswydd hon, tra bod ein partneriaid sector cyhoeddus yn cael eu hystyried felly.
- (c) **Cyllid:** Ar hyn o bryd, nid oes cyllid wedi'i ddyrannu i'r gwaith hwn y tu allan i gytundebau cyllido craidd. Mae'r holl weithgareddau sy'n gysylltiedig â'r papur hwn yn dod o dan ein diben cyffredinol, ond byddai'r awgrym y bydd CNC yn dod yn gorff cyhoeddus sy'n ymrwymo i'r ddyletswydd economaidd-gymdeithasol ar gyrrff cyhoeddus yn ychwanegol at y broses bresennol ac, ar hyn o bryd, mae'n ystyriaeth heb ei chostio. Fodd bynnag, mae canlyniad ymrwymïad o'r fath yn cyd-fynd â'n hymrwymïadau deddfwriaethol presennol o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol a'r Cynllun Corfforaethol.
- (d) **Goblygiadau o ran adnoddau:** Ar hyn o bryd, mae'r rhan fwyaf o'r adnoddau sy'n cyd-fynd â'r gwaith hwn yn perthyn i'r elfen Lle a gefnogir gan y gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu (EPP); amcangyfrifir mai'r cyfanswm yw tua 30 swydd cyfwerth ag amser llawn (FTEs).

Pe bai CNC yn ystyried cychwyn dull mwy trawsnewidiol o gefnogi cyflawni'r gwaith hwn, byddai'n angen ailystyried sut mae adnoddau'n cael eu dyrannu ar hyn o bryd ac a fyddai modd gwneud buddsoddiad ychwanegol. Os dymunir buddsoddi ymhellach yn y gwaith hwn, bydd dadansoddiad bwlch o adnoddau yn cael ei gynnal a ffynonellau cyllid newydd yn cael eu harchwilio i feithrin capasiti ac adnoddau. Er mwyn i ni fod yn effeithiol, byddai angen i'r dadansoddiad hwn ystyried pob aelod o'r Byrddau Gwasanaethau Cyhoeddus.

## Camau Nesaf

32. Rydym yn rhannu'r papur "Myfyrdodau Cryno" gyda thimau cenedlaethol eraill (a rhanddeiliaid cenedlaethol lle bo hynny'n briodol), gan wahodd cyfraniadau i gefnogi'r cyflawniad lle mae cyfle i wneud hynny.

---

<sup>3</sup> Mae 'Rheoliadau Deddf Cydraddoldeb (Awdurdodau sy'n ddarostyngedig i'r Ddyletswydd Anghydraddoldeb Economaidd-gymdeithasol) (Cymru) 2021' yn nodi bod y cyrrff cyhoeddus canlynol yng Nghymru yn ddarostyngedig i'r Ddyletswydd, gan eu bod yn dod o fewn y diffiniad o 'awdurdod perthnasol' yn adran 2(6) o'r Ddeddf. Nid yw CNC wedi'i restru ar hyn o bryd.

33. Rydym yn gweithio gyda'r tîm Cynllunio Corfforaethol i sefydlu mesur Cynllun Corfforaethol ar gyfer ein gwaith cynllunio llesiant Byrddau Gwasanaethau Cyhoeddus sy'n ceisio cyflawni'r newid trawsnewidiol.
34. Yn dilyn trafodaeth gan Fwrdd CNC, rydym yn trafod opsiynau ar gyfer rheoli adnoddau naturiol yn gynaliadwy a fyddai'n dod â llinynnau gwaith sydd ar wahân ar hyn o bryd at ei gilydd, yn gwireddu effeithlonrwydd ac yn ein galluogi i gyflawni ein huchelgeisiau yn y Cynllun Corfforaethol yn well.

## Argymhelliad

35. Gwahoddir y Bwrdd i ystyried:

- Sut a ble y gallai anghenion llesiant a chyfleoedd cymunedau a nodwyd yn y gwaith hwn lywio dulliau CNC o gyflawni ein Cynllun Corfforaethol.
- Sut y gallai CNC geisio sicrhau 'newid trawsnewidiol' ar gyfer natur a'r hinsawdd yng nghanol argyfwng costau byw; sut rydym yn arwain ac yn ymgysylltu â'r newid hwn; sut rydym yn cynnwys eraill yn y newid hwn.
- Lle mae cyfleoedd i addasu meysydd gwaith ar draws CNC i gefnogi ein BGC a phartneriaethau ehangach yn well wrth gyflawni canlyniadau llesiant i gymunedau lleol.
- Sut hoffai Bwrdd CNC sicrhau bod y gwaith hwn yn cyfrannu at helpu Cymru i reoli adnoddau naturiol yn gynaliadwy.

## Mynegai i'r Atodiadau

Atodiad 1 – Myfyrdodau cryno ar gynllunio llesiant lleol yng Nghymru (2022-2023).docx

Atodiad 2 – Myfyrdodau ar gynllunio llesiant lleol 2018

Atodiad 3 – Crynodeb o'r ymatebion i arolwg o Ymarferwyr Byrddau Gwasanaethau Cyhoeddus CNC

## Proses Gymeradwyo / Ymgynghori

<b>Proses gymeradwyo/ymgynghori</b>	
<b>Cyfrifol:</b>	Y Tîm Strategaeth a Pholisi Adnoddau Naturiol a Llesiant
<b>Atebol:</b>	Bwrdd CNC

<b>Ymgynghorwyd:</b>	Tîm Gweithredol, Grŵp Busnes Rheoli Adnoddau Naturiol, Is-grŵp Integreiddio Adnoddau Naturiol a Llesiant, Rhwydwaith Ymarferwyr Byrddau Gwasanaethau Cyhoeddus, Arweinwyr Tîm Pobl a Lleoedd, Tîm Hinsawdd a Datgarboneiddio, Swyddfa Comisiynydd Cenedlaethau'r Dyfodol, Llywodraeth Cymru, Calvin Jones (Aelod o Fwrdd CNC). Yn dibynnu ar yr opsiwn a nodwyd a gwaith llywio'r Tîm Gweithredol, bydd angen cynnal trafodaethau pellach ynghylch sut y bydd angen cyflawni'r gwaith hwn a gwaith ehangach posibl.
<b>Hysbyswyd:</b>	Tîm Arweinyddiaeth Gweithrediadau, Grŵp Technegol Arweinyddiaeth Gweithrediadau, Rhaglen Rheoli Arfordirol Integredig, Swyddfa Comisiynydd Cenedlaethau'r Dyfodol, Llywodraeth Cymru, Iechyd Cyhoeddus Cymru, Cymdeithas Llywodraeth Leol Cymru

# Summary reflections on local well-being planning in Wales (2022-23)

## Table of Contents

### Contents

Table of Contents .....	1
Introduction .....	1
Part 1: Summary of findings.....	2
Common challenges and opportunities .....	2
Factors relating to Environmental Well-being .....	3
Factors relating to Economic Well-being .....	5
Factors relating to Social Well-being .....	6
Factors relating to Cultural Well-being.....	6
Factors relating to Ways of Working .....	7
Part 2: Response Analysis.....	8
The Opportunity .....	8
Why take a strategic approach? .....	9
What does “transformation” mean in the PSB partnership setting? .....	9
Appendices .....	10

## Introduction

The Well-being of Future Generations (Wales) Act 2015 places a key responsibility on Public Services Boards (PSBs) in Wales to develop and implement Well-being Plans that align with the Act's objectives and promote the well-being of future generations.

Each PSB must prepare and publish a Local Well-being Plan every five years. These plans should set out how the board intends to improve the economic, social, environmental and cultural well-being of its area by setting local objectives and steps to take to meet those objectives which will maximise the contribution made by the Board to achieving the well-being goals.

The most recent round of well-being planning (2022-2023) has now concluded with 13 Well-being Plans being published across Wales.

NRW is a statutory member of all 13 PSBs across Wales.

This paper reflects on our experience as an organisation in contributing to this most recent round of Well-being Planning and Approval. It provides a national overview of key well-being related factors which are common across the piece and provides a useful starting point for exploring how NRW as a whole organisation may like to respond to this work area in a more strategic and integrated way with key national partners.

# Part 1: Summary of findings

## Well-being Objectives

Key Social Environmental Economic Cultural Cross-cutting

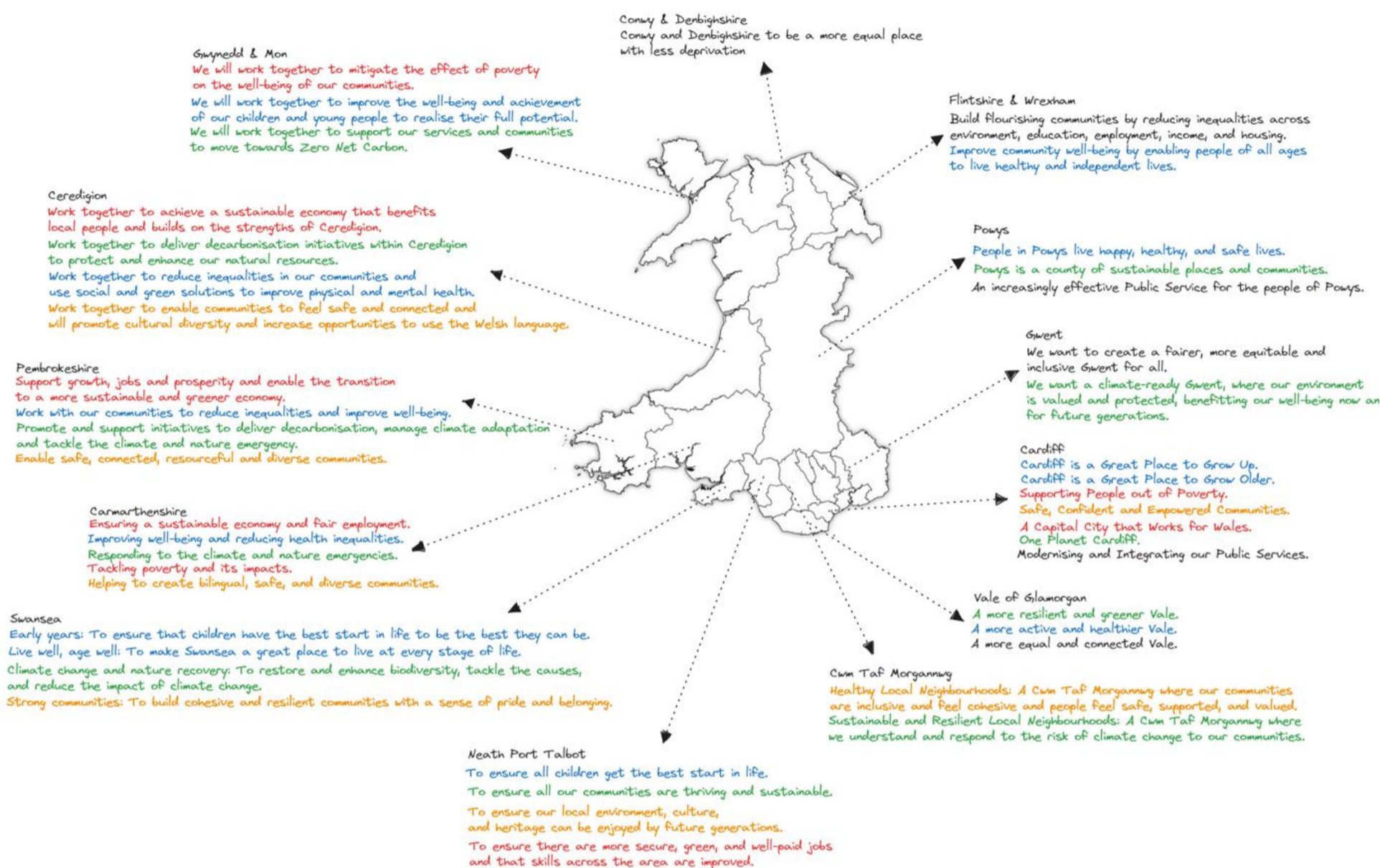


Fig 1: Distribution of Well-being Objectives across Wales



Fig 2: Data demonstrating the Increase in Environment related WBO since last round of Well-being Planning

## Common challenges and opportunities

- Whilst there is clearly an ambition for our PSBs to be working together to address the Climate and Nature emergencies in partnership (Fig 1) none of them PSB are currently operating in the “Transformative Space” when it comes to addressing the Climate and Nature emergencies (as advocated by SoNaRR)
- There has been an increase in objectives relating to environmental well-being this time around (Fig 2) and a direct synergy to both our corporate plan well-being objectives and local Area Statements
- The Climate Emergency is frequently more prominent than the Nature Emergency
- All our PSBs recognise the need to act on climate risk and adaptation but many lack the capability to undertake this work

- Poverty, inequality and the cost-of-living crisis are a consistent and significant pressure on communities and public services
- There are significant gaps in policy, evidence and strategic approaches to support this work in NRW

## Factors relating to Environmental Well-being

### Nature Emergency

*"We are likely to lose over half the species of life on Earth over the next eight decades. The last time we had an extinction event of this magnitude was 65 million years ago."*

- Jeremy Rifkin Economist / Environmentalist

Common Opportunities	Common Challenges
<ul style="list-style-type: none"> <li>• Most plans include ambitions to 'improve biodiversity', 'protect nature' or 'improve ecosystem resilience'.</li> <li>• There is an opportunity to place more emphasis on <b>people</b> and nature to deliver multiple benefits, such as nature-based solutions for climate adaptation, connection to nature for health benefits etc. While some of our PSBs are doing this well, this is not consistent to all.</li> <li>• Some of our PSBs have committed to develop a 'Nature Charter', like the Active Travel Charter developed by PHW. This could set out actions for our PSBs to sign up to. NRW would be well placed to connect with the 'Team Wales' network to make this happen</li> <li>• There is an opportunity for our PSBs to be part of 'Team Wales' as outlined by the Minister for Climate Change, in the Biodiversity Deep Dive: Recommendations published in October 2022.</li> </ul>	<ul style="list-style-type: none"> <li>• Across our PSB local well-being plans, the Climate Emergency has been given greater weight than the Nature Emergency, with fewer relevant objectives and steps to take for biodiversity. In some plans, nature is considered in isolation, rather than recognising that the environment is one of the 4 integrated components of wellbeing, supporting social, cultural, and economic wellbeing objectives.</li> <li>• The intrinsic connection between the Climate and Nature Emergencies is not well recognised and there is a lack of understanding within our PSBs that there will be trade-offs, conflicts, and difficulties, such as land use conflicts while addressing these emergencies.</li> <li>• In PSB localities which have core ecological features such as National Parks, AONBs, SSSIs, NNRs etc, we are missing opportunities for multiple benefits to be optimised.</li> <li>• The plans identify incremental rather than transformational approaches, meaning that the actual causes of biodiversity loss are often not addressed and targeting nature is in a recovering state by 2030 is largely absent.</li> <li>• Equal access to nature is not always being considered.</li> </ul>

#### Example Strategic Approaches which could support delivery in this area:

*Common methodology:* Development of a Nature Charter for Public Sector bodies to adopt with key targets for biodiversity positive actions which also incorporate deep dive recommendations. There is an opportunity to adopt a strategy created based on PhD research, called 'Wild Pathways' to enhance network partners' capacity to collaborate. By: Combining the key strategies (principles they use to design projects) of multiple partner organisations, motivating mutual accountability, creating mutual benefits, and building community assets.

*Evidence:* Improve access to integrated spatial evidence for nature-based solutions linked to well-being needs of communities

*Governance and Policy:* Future SFS to better enable delivery of nature-based solutions based on well-being demand

*Partnership:* Work with NGOs to improve access to habitat management advice and guidance for partners acting outside of the designated sites area

### Climate Risk

*"Climate change is no longer a distant threat; it is here, it is happening now, and it is affecting every region on Earth."*

- António Guterres, Secretary-General of the United Nations

Common Opportunities	Common Challenges
----------------------	-------------------



<ul style="list-style-type: none"> <li>• Most of our PSBs recognise the importance of responding to climate change in their WB plans.</li> <li>• Some of our PSBs are committing to, or already have a Climate charter, which NRW would be well placed to coordinate.</li> <li>• All of our PSBs have committed to completing a Local Climate Change Risk Assessment (CCRA).</li> <li>• Our PSBs provide an integrated governance and accountability framework through which aspects of local adaptation activity could be co-ordinated, monitored and delivered.</li> <li>• Our PSBs are a diverse public sector partnership which would be well-placed to consider and monitor the interdependencies between sector activity and the cumulative and integrated risk to current and future well-being of communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Many of our fellow PSB practitioners and organisations feel they do not have the resource or expertise in place to complete the CCRA action.</li> <li>• Our PSBs look to NRW as the lead environment body in the partnership to provide leadership in this area</li> <li>• Our PSBs are at varying stages of the CCRA process, many are yet to begin</li> <li>• While nature-based solutions are considered in some plans, in many the opportunity to support the Nature Crisis through climate adaptation is missed.</li> <li>• Inequality of exposure to climate risk is not well understood, and links to poverty/ equality (which may sit in separate objectives) are often not picked up on in the plans.</li> </ul>
---	--

**Example Strategic Approaches which could support delivery in this area:**

*Policy / methodology:* Devise collectively a standard format for summarising local information in relation to each climate risk. Devise collectively a standard format for the recording, monitoring and reporting of identified risks for our PSBs

*Evidence:* Continue to develop evidence and insights on interactions between climate risks and wider social, economic, and natural systems, providing tools for partners to use which identify where natura based solutions may be effective.

*Partnership:* Work with partners to develop mechanisms which bring ‘lived experience’ of extreme weather events into decision making arenas. Collaborate with different organisations at the all-Wales policy level to co-create the provision of advice that will support our PSBs to understand their role in the adaptation space and how it might add value to existing activity (Sectoral / Team Wales).

**Just Transition**

*"Addressing climate change without addressing inequality is not only morally wrong but also ineffective. We need inclusive solutions that tackle both challenges simultaneously."*

- Winnie Byanyima, Executive Director of Oxfam International

Common Opportunities	Common Challenges
<ul style="list-style-type: none"> <li>• As key public sector strategic partnerships, our PSBs are well placed to play a critical role in advancing the just transition by fostering collaboration, shared responsibility, and collective action</li> <li>• Most of our PSBs recognise the importance of responding to climate change in their WB plans</li> <li>• Some of our PSBs are committing to, or already have a Climate charter, which NRW would be well placed to coordinate</li> <li>• Just Transition is a key element of Net Zero Wales WG developing a Just Transition Framework to help steer this work</li> </ul>	<ul style="list-style-type: none"> <li>• While many plans include decarbonisation actions, such as the move to EVs, and ambitions to meet net zero targets, these are incremental rather than transformational</li> <li>• Wales has committed to a Net Zero 2050 target, and to a public sector Net Zero by 2030 target, which is fast approaching. There is a shared ambition amongst our PSBs to meet these targets, however, that ambition is not always met with the required level of action in the wellbeing plans.</li> <li>• While many plans have objectives and/or steps to take around inequality, inequality around the transition to net zero has in some cases not been recognised. Some of our PSBs refer to a ‘just transition’ but may not have specified how this will be delivered. No common understanding of what a Just Transition is.</li> </ul>

**Pollution**

*"Humans used to be a species just like any other on earth, but we've now become so populous and so destructive that we are the single most influential creature on earth."*

- Dr Niall McCann Biologist / conservationist	
Common Opportunities	Common Challenges
<ul style="list-style-type: none"> <li>Air pollution and the link to emissions are identified across many plans, which use levels of nitrous oxide and particulate matter (PM10, PM2.5) in the air as an indicator. This is attributed to the transport and energy sectors, and in one case ammonia emissions causing harm to nitrogen sensitive habitat in rural areas. Actions include promotion of active travel, and 'eliminating waste and pollution through the circular economy'</li> <li>Common responses to water quality related problems include for example developing local integrated food systems and local food strategies, although other plans are more focused on reducing the cost of food, due to the cost-of-living crisis.</li> </ul>	<ul style="list-style-type: none"> <li>Wellbeing plans are very mixed in their inclusion of pollution as an environmental challenge, some have no mention at all pollution of any kind, while others have specific actions related to air and water pollution.</li> <li>No reference to land pollution found across any of the wellbeing plans.</li> <li>Some plans refer generally to water quality challenges related to pollution from nitrates and phosphates, and others specifically identify the role of intensification of agriculture in creating environmental pressures such as nutrient and sediment pollution (e.g. elevated phosphate in SAC rivers), or an increasing number of water pollution incidents.</li> </ul>

## Factors relating to Economic Well-being

Well-being economy	
<i>"Climate change is an economic issue, affecting productivity, growth, and financial stability. Ignoring it could be catastrophic for the global economy."</i>	
- Christine Lagarde, Former Managing Director of the IMF	
Common Opportunities	Common Challenges
<ul style="list-style-type: none"> <li>There is a significant focus on the cost-of-living crisis, which has exacerbated existing inequalities across our PSB localities</li> <li>There is an opportunity for NRW to help brief partners on the Wellbeing Economy concept and give some steer on what this means for our PSBs, and what can they influence</li> <li>A number of our PSB local well-being plans include objectives and steps around; fair employment and job creation, regenerative economy, green economy, low carbon economy, circular economy and improving the resilience of the local economy</li> <li>Common actions include for example, championing the living wage, poverty prevention and poverty strategy development to alleviate financial hardship.</li> <li>Many plans include ambitions for the creation of high value green jobs, and green skills and training for a just transition from fossil fuels</li> <li>In addressing the cost-of-living crisis, some new partnerships have formed, for example Food Cardiff, which looks to make fundamental changes to sourcing and production of food to keep costs down</li> </ul>	<ul style="list-style-type: none"> <li>Some plans refer to slow progress on poverty reduction, with reducing unemployment felt unevenly across populations</li> <li>An increase in homelessness has noted by many of our PSBs</li> <li>The term 'Wellbeing economy' is not found in any of our PSB wellbeing plans, even though Wales is helping to pioneer this approach and is a member of the international Wellbeing Economy Alliance.</li> <li>Whilst many well-being plans refer to a "sustainable and greener economy" or "sustainable local economy" there still a distinct focus on growth.</li> <li>Only a few well-being plans recognise the connection between biodiversity and nature and economy.</li> </ul>
<p><b>Example Strategic Approaches which could support delivery in this area:</b></p> <p>Our PSBs may need more support unlocking mechanisms which would better enable</p> <ul style="list-style-type: none"> <li>- More localised Food production and consumption</li> <li>- Common definition of sustainable food and associated indicators</li> <li>- Localised procurement opportunities</li> </ul>	

- Localised green skills development
- Sourcing of energy from waste
- Incentivising reduced use of packaging
- Incentivisation of active travel networks

## Factors relating to Social Well-being

Wider determinants of health	
Common Opportunities	Common Challenges
<ul style="list-style-type: none"> <li>• The majority of our PSB wellbeing plans acknowledge the importance of the wider determinants of health for healthy communities. This covers areas such as housing, income, employment, social connection and community engagement in sports and cultural activities</li> <li>• Actions focus around enabling a healthy lifestyle, such as providing opportunities for active travel and aim to address inequality through equitable action</li> <li>• Some PBSs have signed up to a healthy travel charter</li> <li>• Many support the 'healthy weight, healthy Wales programme', and have a focus on early years</li> <li>• In some of our PSBs there is a move to a social model for health and wellbeing, many have an emphasis on preventative action</li> <li>• There are interconnections with addressing the climate and nature crisis, such as employment through the green economy.</li> </ul>	<ul style="list-style-type: none"> <li>• While the role of health in the nature crisis is only partially understood, some, but not all of our PSBs recognise climate related health risks, such as from air pollution, heatwaves, floods etc</li> </ul>
<p><b>Example Strategic Approaches which could support delivery in this area:</b></p> <p>Our PSBs may need support unlocking mechanisms which would better enable;</p> <ul style="list-style-type: none"> <li>- More energy efficient homes</li> <li>- Use of Green Infrastructure in Urban Planning</li> <li>- Green prescribing</li> <li>- Incentivising Active Travel</li> </ul>	

## Factors relating to Cultural Well-being

<i>"I think calling it climate change is rather limiting. I would rather call it the everything change."</i>	
- Margaret Atwood	
Common Opportunities	Common Challenges
<ul style="list-style-type: none"> <li>• Diversity is celebrated in wellbeing plans</li> <li>• there is a strong emphasis throughout all plans on supporting a thriving Welsh language</li> <li>• Most WB plans recognise natural landscape features as part of the unique culture of that area</li> </ul>	<ul style="list-style-type: none"> <li>• Challenges are highlighted in the plans around balancing the importance of the tourism sector with the health of designated sites (including world heritage sites).</li> <li>• The importance of access to cultural actives for health is recognised in some plans, and it is noted that this has historically been underfunded, this includes art events, access to heritage sites and activities etc</li> </ul>

<ul style="list-style-type: none"> <li>• Several plans refer to the importance of historical buildings and include actions to provide opportunities to use these to promote engagement with the arts</li> <li>• Some plans include actions around providing intergenerational opportunities across life stages to build a cohesive culture</li> <li>• The importance of sport, and access to sports activities is given cultural significance, particularly for the capital.</li> </ul>	
<p><b>Example Strategic Approaches which could support delivery in this area:</b></p> <p>Our PSBs may need support unlocking mechanisms which would better enable</p> <ul style="list-style-type: none"> <li>- Use and access of greenspace</li> <li>- Sustainable tourism</li> <li>- Place making and use of green infrastructure</li> </ul>	

## Factors relating to Ways of Working

A number of our PSBs in this round of planning have committed the first year of their delivery to further developing the steps to take for the activity identified in their Well-being Plans. In terms of resource, other than the minimal funding which each our PSBs receive from WG to undertake admin related activity, no PSB has a central budget of any kind. There are also barriers to sharing resource between PSB organisations. Research (Mercer, 2022) found that cross organisational roles are beneficial for wellbeing plan delivery for multiple benefit, however implementation in place is very challenging. Internal processes and funding structures make this way of working very difficult.

### Collaboration

The effectiveness of these key strategic partnerships is mixed across the piece with some partnerships having a more “mature” and well-developed sense of partnership and collaboration. NRW PSB Practitioners recently (July 2022) self-assessed the perceived “effectiveness” of our partnership working qualitatively at a recent PSB Practitioners session. Using a scale which rated from individual effort (like an individual sprint race), co-ordinated effort (like a rowing boat with a number of rowers), synchronised effort (relay race) to disseminated effort (like an ecosystem). Using this approach our PSBs were assessed to be on the developing side of the scale, with only some synchronised but none truly disseminated.

Several common challenges have been identified, including regional working, resource for the partnership and barriers to collaborative working. Several of our PSBs have recently merged into regional PSBs. PSB practitioners have found that this can lead to duplication of effort and dilution of NRW input at a bigger board table.

Recent research in Wales (Woodcock, 2022) identified multiple constraints on the capacity of network partners to act collaboratively on joint plans; limited knowledge-sharing across specialist organisations, restrictive hierarchical management practices, a lack of managers’ time to work with other partners, and a lack of skills to work with the local community. This research has shown that our PSBs risk not taking collaborative action on their well-being plans due to a culture of hierarchy, specialisation and managerial accountability. The research demonstrated that Action Research (a participatory form of learning through joint action) can help our PSBs to build the capacity to negotiate joint well-being objectives and motivate immediate action. Our PSBs could use action research practices to: enhance dialogue (open discussion and mutual understanding), create ‘heterarchy’ (horizontal decision-making and shared power) and improve stakeholder inclusion (diverse involvement in well-being plans and action). There is an opportunity to adopt a strategy based on this research, called ‘Wild Pathways’ to enhance network partners’ capacity to collaborate. By: Combining the key strategies (principles they use to design projects) of multiple partner organisations, motivating mutual accountability, creating mutual benefits, and building community assets.

### Integration

There is often a lack of clarity among our PSBs on what their purpose is, and how they fit in the complexity of existing partnerships (PSB, RPB, CJC, CSP). As our PSB partnerships are the place where we analyse the well-being needs of local communities these partnerships often have a depth of understanding of well-being across all dimensions. They are potentially well-placed to hold other partnerships to account and using where appropriate our collective influence to deliver different and better things for communities. Our PSB partnerships are also well placed to recognise gaps in the work between partnerships.

Systems approaches, as recommended in SoNaRR require systems thinking from leadership. While there are pockets of this taking place, we are not seeing the scale of ambition required, or appetite for transformative change in current wellbeing plans. Our PSBs are beginning to recognise the importance of systems thinking, but not necessarily working in this way. PHW do this well, for example in their wider determinants of health work, there is an opportunity to share best practice here.

### Long term

During the Wellbeing Planning Process, NRW made an offer to all our PSBs to support long-term thinking through the delivery of a 3 Horizons workshop. Every PSB was offered this. 5 of our PSBs took up this offer, including VoG, CTM, Swansea and Neath Port Talbot. Areas of focus included the future of the cost of living and creating safe and resilient communities. Conwy and Denbighshire also took up this offer of futures support, and as they were at a later stage of the planning process, this workshop was delivered using a ‘pre-mortem’ method to focus on delivery and actions. NRW’s Integrated Evidence Group provided this support and continue to advise on futures thinking in our PSBs when required.

## Part 2: Response Analysis

### The Opportunity

*“Everything around us is collapsing, this is the planet that we’re handing over to future generations and the worst part, I’ll tell you the worst part to me is that they are going to turn around and be like why did you not do something when you had the chance?”*

Dr. Asha de Vos Marine biologist / Conservationist

[SoNaRR2020](#) concluded that Wales is not yet achieving the four long-term aims of Sustainable Management. Unsurprisingly, local assessments of Environmental Well-being draw similar conclusions. Locally and nationally our iconic species are predicted to become extinct in the next couple of decades, the resilience of our ecosystems is in decline. Globally, one million species are threatened with extinction, communities are exposed to environmental hazards and economic activity takes place at the expense of the environment.

In order to live within environmental limits, profound changes are needed (EEA, 2019a<sup>1</sup>). For Welsh public, private and third sectors to leverage change to tackle the nature and climate emergencies, we will need to focus on the systems that support everyday life. The Well-being of Future Generations Act provides the framework to deliver integrated change across society, economy and the environment. To look at how this can be done we have looked at delivering environmental change through the social, economic and ecosystem spheres.<sup>2</sup>

“Transformation” for our PSB partnerships described as a fundamental, sustained change of a system that disrupts established high carbon nature negative practices and contributes to a zero-carbon nature positive society in line with Net Zero Wales, Prosperity for All, the Biodiversity Deep Dive recommendations, and the Welsh Well-being Goals.

Our statutory position on all Public Services Boards, as well as the permissions granted through the WFG Act represent a strategic opportunity for NRW to focus on interventions in the social, economic and cultural spheres which may leverage change in society that enables more Sustainable Management options to be realised. Achieving Sustainable Management is not something which NRW or the Welsh Government can do alone, it is a challenge for the whole of society. It is only by working across the public, private and third sectors that the wider determinants of SMNR can be used to leverage the change needed to address the nature and climate emergencies.

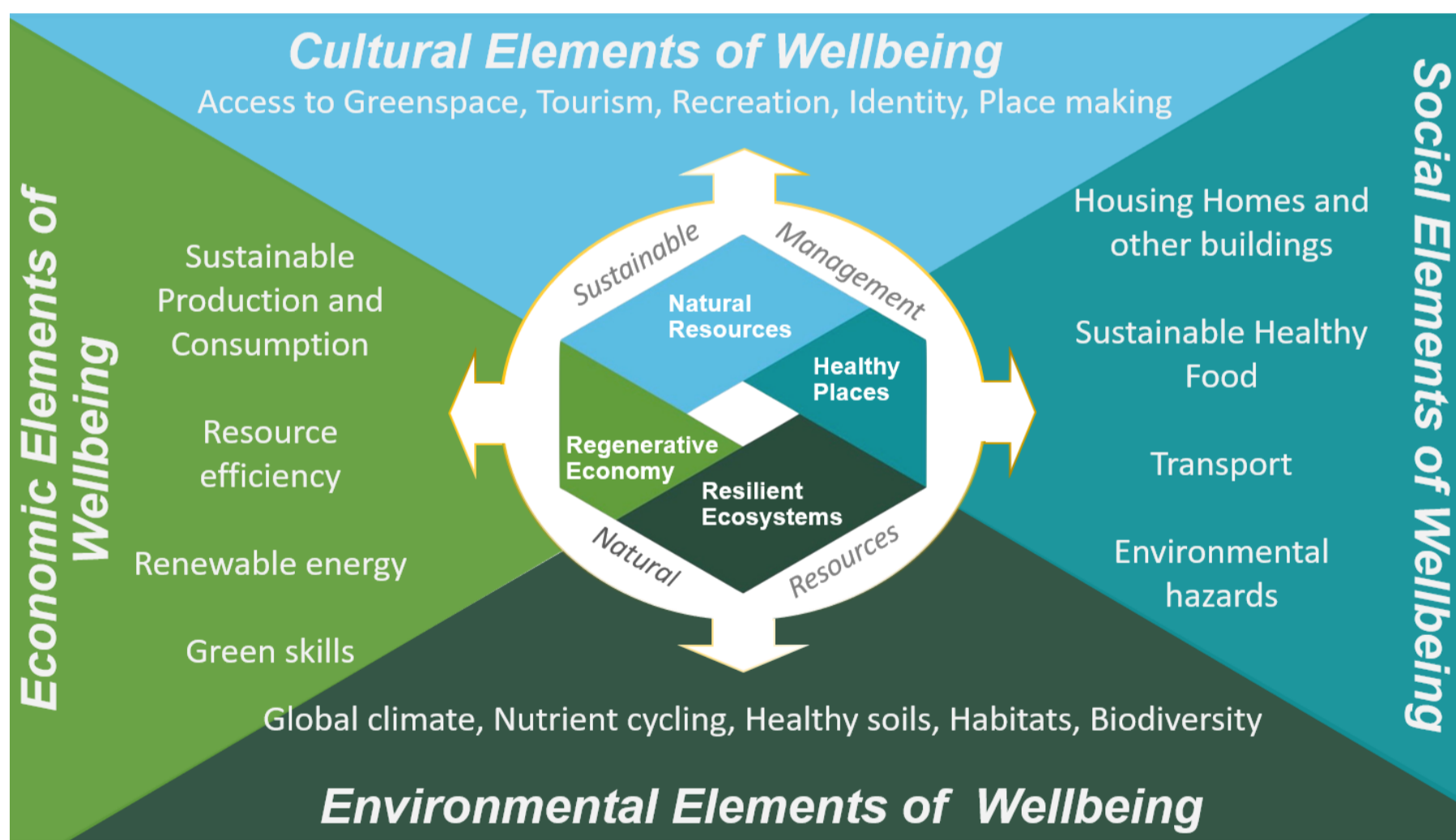


Fig 3: SMNR and the wider determinants of environmental well-being

Addressing the wider determinants of Sustainable Management (Fig 3) will require a comprehensive approach that involves multiple sectors, including food, energy, transport, public services and public policy. Public Services Boards provide a statutory platform through which we can explore new ways of working in step with our key strategic partners.

More details on the links between Well-being and Sustainable Management can be found in appendix 16.

<sup>1</sup> European Environmental Agency (EEA). 2019a. The European environment – state and outlook 2020. Copenhagen: European Environment Agency. Available from: <https://www.eea.europa.eu/publications/soer-2020> [Accessed December 2020]

<sup>2</sup> [SoNaRR2020 Executive Summary \(cyfoethnaturiol.cymru\)](#)

## Why take a strategic approach?

To tackle the nature and climate emergencies, the UN say we need to rapidly transform technical, political, social, cultural and economic elements of systems as diverse as food, energy, construction and industry. Humanity has not attempted such a radical change before. The scale and pace that the UN say is needed, combined with the local, regional, national and global connections and dependencies within the systems we need to transform, makes it clear a strategic approach is needed. Such an approach can build on the best international and national research on identifying the best leverage points to engage transformative change. It can then combine this knowledge with local stakeholders' views on where best to act locally. Only a combination of national and local perspectives will give a full view of where action will make most difference. This will avoid wasted effort resulting from a lack of knowledge of the national and global drivers which can push against local efforts if not taken onboard.

## What does “transformation” mean in the for our PSBs?

How is NRW going to help Wales achieve the sustainable management of natural resources? How are we going to help Wales build a regenerative model of development to replace the degenerative system generating the triple global crises? The Well-being of Future Generations and Environment Acts provide us with the building blocks to make a strategic response. Our general purpose, to help Wales achieve the sustainable management of natural resources, requires us to look beyond our traditional discreet regulatory mechanisms and take a broader look at more systemic solutions. Our statutory role on all Public Service Boards across Wales provides, permission and opportunity to explore different interventions with partners. We know that the social, cultural and economic dimensions of well-being are having the biggest negative impact on our natural resources. Our PSB partnerships are the key collaborative institutions through which NRW could pursue joint enterprises with key partners which will address the climate and nature emergencies.

The following table identifies key areas where NRW as a whole organisation may like to promote and work towards supporting transformation in the partnership setting and maps opportunities against the Well-being Objectives set out in NRW's Corporate Plan.

Resilience to Climate Change				
3	Nature's Recovery	Mitigation		Minimising Pollution
			Adaptation	
<b>Necessary but insufficient to deliver systems change</b>	Conservation and restoration programmes to protect and enhance local ecosystems. This can include reforestation efforts, preserving wetlands, creating wildlife corridors, and protecting endangered species.	Facilitating the installation of renewable energy systems both in public facilities and in the community. Promoting public transport and encouraging the use of electric vehicles.	Responding to and preparing for the impacts of Climate Change sector by sector	The existing regulatory and legislative framework for the management of chemicals must be comprehensively implemented
<b>Incremental measures which can help in building transformative change</b>	Expanding protected area networks, interconnected and better managed to conserve biodiversity. Education and awareness campaigns about the importance of biodiversity and conservation. These measures will build towards but not deliver transformation	Reducing energy consumption and implementing energy efficiency measures and the development of active travel options.	Adaptation that maintains the essence and integrity of a system or process at a given scale. e.g. <ul style="list-style-type: none"> <li>Improved Infrastructure e.g. improved agricultural irrigations systems to cope with drought</li> <li>Flood protection and safeguarding of fresh water supply</li> </ul>	Innovative Science-based approaches to the sound management of chemicals. Multi-stakeholder partnerships helping to protect human health and the environment from the adverse effects of chemicals and waste.
<b>Transformative measures which deliver systems change</b>	To address the drivers of biodiversity loss, transformative actions must necessarily occur mostly outside of protected areas e.g.:	A rapid transition to low-carbon systems in both the production and use of energy, including redesigned transport systems - requiring strategically planned changes to urban energy	Deep systemic change that requires reconfiguration of social and ecological systems e.g.	Innovation and new business models helping to reduce global and local chemical pollution and waste and the shift to a circular economy

<sup>3</sup> Measures adapted from literature including UN Making Peace with Nature and European Environment Agency The European State and Outlook 2020

	<ul style="list-style-type: none"> <li>• Regional planning to mainstream biodiversity, and ecological restoration,</li> <li>• Land use planning to prioritise green infrastructure</li> <li>• Incorporating nature-based solutions into urban design e.g. promoting green roofs &amp; walls &amp; integrating green spaces &amp; SUDS into urban areas.</li> </ul> <p>Sustainable Procurement: sourcing products and services that minimize harm to the environment and promote sustainable practices.</p>	and transport infrastructure, eg reducing energy use and the need to travel	<ul style="list-style-type: none"> <li>• Alternative lifestyles and employment</li> <li>• Changes to farming such as diversifying crops, strengthening links to market</li> <li>• New types of planning that safeguards people and infrastructure</li> </ul>	
--	--	---	--	--

## Appendices

Appendix 1: [Well-being Planning Framework for Approval \(Well-being Assessments\)](#)

Appendix 2: [Well-being Planning Framework for Approval \(Well-being Plans\)](#)

Appendix 3: [The story of well-being planning Cardiff](#)

Appendix 4: [The story of well-being planning Carmarthenshire](#)

Appendix 5: [The story of well-being planning Ceredigion](#)

Appendix 6: [The story of well-being planning Conwy & Denbighshire](#)

Appendix 7: [The story of well-being planning Cwm Taf Morgannwg](#)

Appendix 8: [The story of well-being planning Flintshire & Wrexham](#)

Appendix 9: [The story of well-being planning Gwent](#)

Appendix 10: [The story of well-being planning Gwynedd & Mon](#)

Appendix 11: [The story of well-being planning Neath Port Talbot](#)

Appendix 12: [The story of well-being planning Pembrokeshire](#)

Appendix 13: [The story of well-being planning Powys](#)

Appendix 14: [The story of well-being planning Swansea](#)

Appendix 15: [The story of well-being planning Vale of Glamorgan](#)

Appendix 16: [SMNR and Well-being .docx](#)

## Headline messages

The wellbeing plans should articulate the collective ambition of the PSBs with regards rising to the challenges faced by a 21<sup>st</sup> century Wales. These plans **should set the bar** with regards ambition, innovation, creativity, inquiry, and effective delivery.

There is a current gap between board aspiration and ambition and what seems to be possible at the PSB level, despite the good work of NRW staff and other PSB members involved. Managing this tension effectively and not distancing the Board from the reality of PSB operation is paramount

Whilst, on the whole, the link between the well-being assessments and the wellbeing objectives are being made, the emerging objectives are pedestrian as responses to the assessment. PSBs could respond to the issues in a more integrated way, with many shoe-horning old thinking into a new process.

Accepting that we are in an imperfect place in this round of planning, our focus has to be on ensuring shorter term measures do not compromise longer term ambition, and shifting mindsets such that the work of PSBs becomes the model for **the way we do business rather than just the platform for plan creation.**

We must commit to

- a) developing NRW staff as change agents such that their deployment as PSB members can effect meaningful change through real collaboration
- b) supporting all PSB members to operate in a more co-productive, collaborative way
- c) Defining aspirations on the basis of best examples worldwide, not personal beliefs and values
- d) Working with the Commissioner to overcome the challenges

This round of plans are not going to be adequate to resolve the problems we face. They need to be considered as a step in the right direction – a learning experience that takes us forward. My current feeling is that those we have seen can only be signed off in this context, and **with the caveat** that we commit to supporting our staff through the development that is required to really make the changes that are needed, and take a lead on raising the bar with regards organisational cultural maturity such that collaboration can become really effective.

Howard Davies



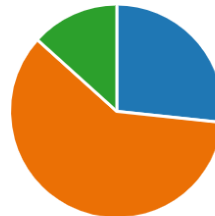
Summary of responses to survey of NRW PSB Practitioners

## PSB Well-being Plan Delivery

15 Responses 08:33 Average time to complete Active Status

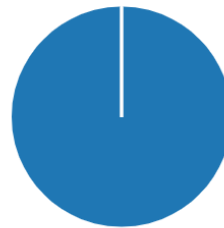
## 1. What best describes your role?

● PSB Lead rep	4
● PSB Practitioner (place)	9
● PSB Practitioner (national)	2



2. The paper "Summary reflections on local well-being planning" has identified that whilst our PSBs are open to addressing the climate and nature emergencies through partnership working, we are not yet in the "transformational space" when it comes to initiating clear opportunities for collaborative interventions with our partners which will address the root cause of issues. Do you agree with this finding?

● Yes	15
● No	0



3. As the lead environmental body for Wales and the partner advocating for systems approaches to addressing the climate and nature emergencies, is it fair to say that our partners around the PSB table expect us to provide leadership and opportunity for collaborative work in this area?

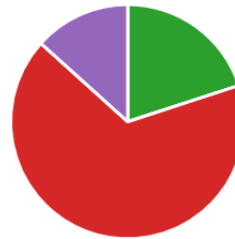
● Yes	14
● No	1



Summary of responses to survey of NRW PSB Practitioners

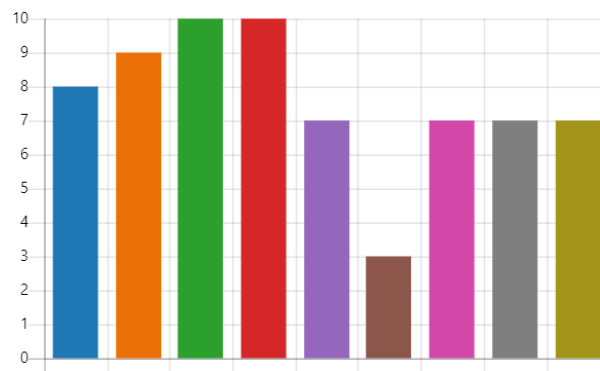
4. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on **climate resilience** within your PSB?

● Extremely confident	0
● Fairly confident	0
● Neutral	3
● Lacking confidence	10
● Not at all confident	2



5. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

● Lack of evidence to use and s...	8
● Lack of policy integration	9
● Lack of guidance available fro...	10
● Lack of funding	10
● Lack of staff time	7
● Lack of engagement with stak...	3
● Lack of skills or capability in th...	7
● Lack of leadership and coordi...	7
● Lack of mechanisms for delivery	7



6. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on **nature recovery** within your PSB?

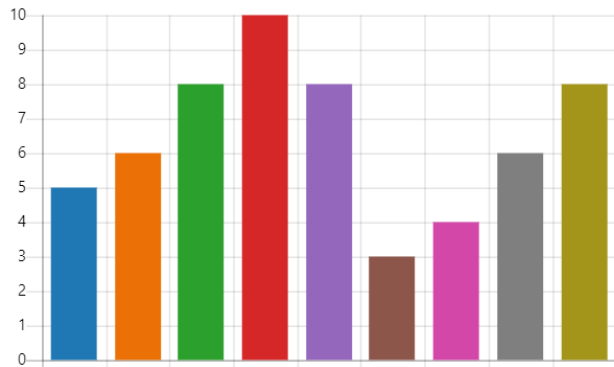
● Extremely confident	1
● Fairly confident	0
● Neutral	2
● Lacking confidence	11
● Not at all confident	1



Summary of responses to survey of NRW PSB Practitioners

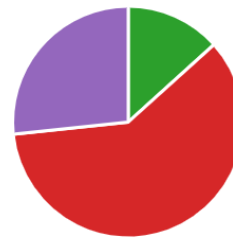
7. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

- Lack of evidence to use and s... 5
- Lack of policy integration 6
- Lack of guidance available fro... 8
- Lack of funding 10
- Lack of staff time 8
- Lack of engagement with stak... 3
- Lack of skills or capability in th... 4
- Lack of leadership and coordi... 6
- Lack of mechanisms for delivery 8



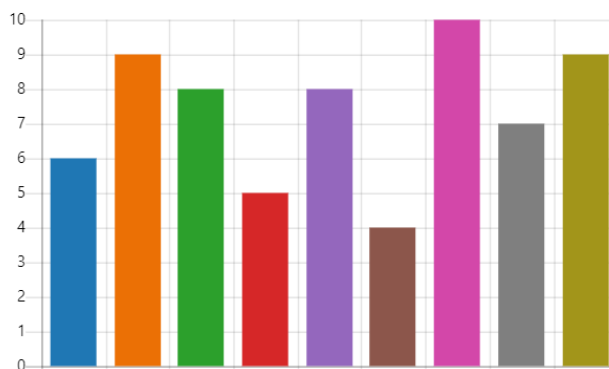
8. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on **systems transformation** within your PSB?

- Extremely confident 0
- Fairly confident 0
- Neutral 2
- Lacking confidence 9
- Not at all confident 4



9. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

- Lack of evidence to use and s... 6
- Lack of policy integration 9
- Lack of guidance available fro... 8
- Lack of funding 5
- Lack of staff time 8
- Lack of engagement with stak... 4
- Lack of skills or capability in th... 10
- Lack of leadership and coordi... 7
- Lack of mechanisms for delivery 9



Summary of responses to survey of NRW PSB Practitioners

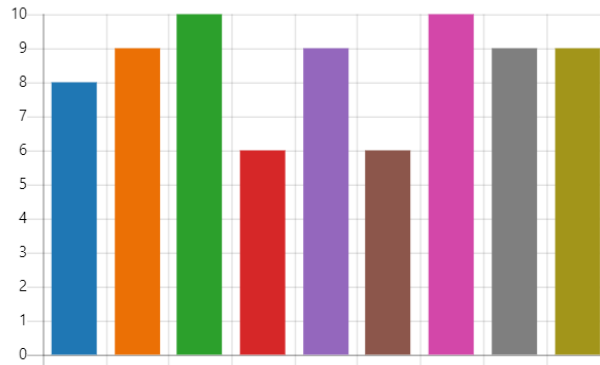
10. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on the **well-being economy** within your PSB?

● Extremely confident	0
● Fairly confident	1
● Neutral	1
● Lacking confidence	10
● Not at all confident	3



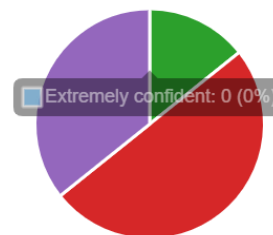
11. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

● Lack of evidence to use and s...	8
● Lack of policy integration	9
● Lack of guidance available fro...	10
● Lack of funding	6
● Lack of staff time	9
● Lack of engagement with stak...	6
● Lack of skills or capability in th...	10
● Lack of leadership and coordi...	9
● Lack of mechanisms for delivery	9



12. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on a **just transition** within your PSB?

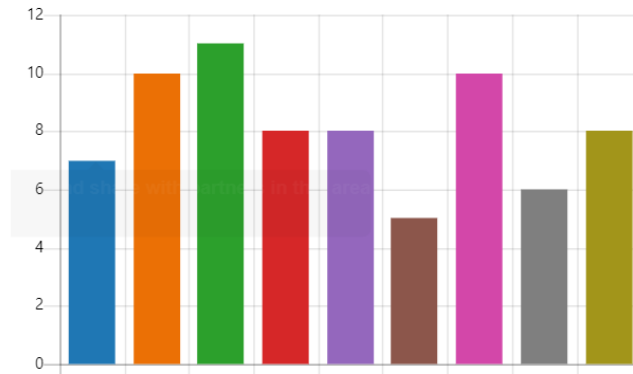
● Extremely confident	0
● Fairly confident	0
● Neutral	2
● Lacking confidence	7
● Not at all confident	5



Summary of responses to survey of NRW PSB Practitioners

13. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

- Lack of evidence to use and s... 7
- Lack of policy integration 10
- Lack of guidance available fro... 11
- Lack of funding 8
- Lack of staff time 8
- Lack of engagement with stak... 5
- Lack of skills or capability in th... 10
- Lack of leadership and coordi... 6
- Lack of mechanisms for delivery 8



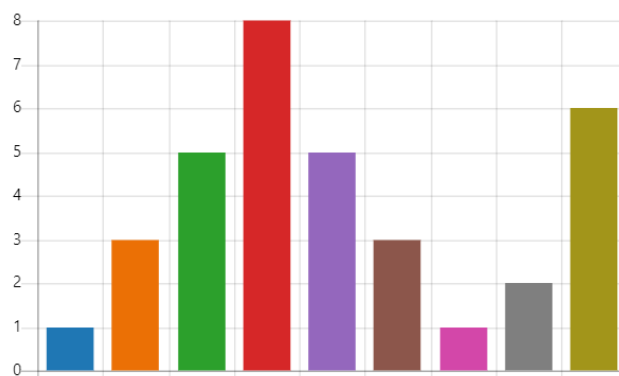
14. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on **use of nature-based solutions** within your PSB?

- Extremely confident 1
- Fairly confident 6
- Neutral 3
- Lacking confidence 5
- Not at all confident 0



15. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

- Lack of evidence to use and s... 1
- Lack of policy integration 3
- Lack of guidance available fro... 5
- Lack of funding 8
- Lack of staff time 5
- Lack of engagement with stak... 3
- Lack of skills or capability in th... 1
- Lack of leadership and coordi... 2
- Lack of mechanisms for delivery 6



Summary of responses to survey of NRW PSB Practitioners

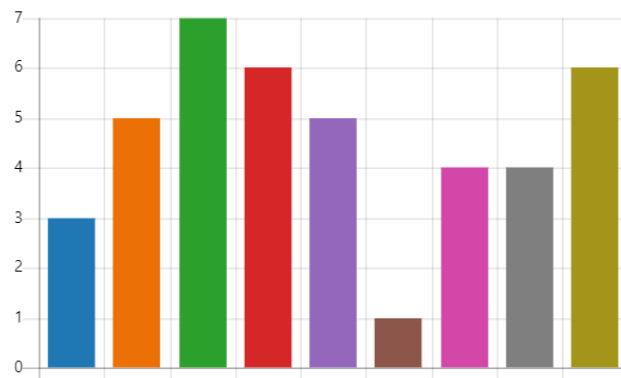
16. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on the **wider determinants of health** within your PSB?

● Extremely confident	0
● Fairly confident	5
● Neutral	2
● Lacking confidence	7
● Not at all confident	1



17. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

● Lack of evidence to use and s...	3
● Lack of policy integration	5
● Lack of guidance available fro...	7
● Lack of funding	6
● Lack of staff time	5
● Lack of engagement with stak...	1
● Lack of skills or capability in th...	4
● Lack of leadership and coordi...	4
● Lack of mechanisms for delivery	6



18. How confident are you as an NRW PSB rep that you are able to provide the required level of support to progress activity on **addressing inequalities** within your PSB?

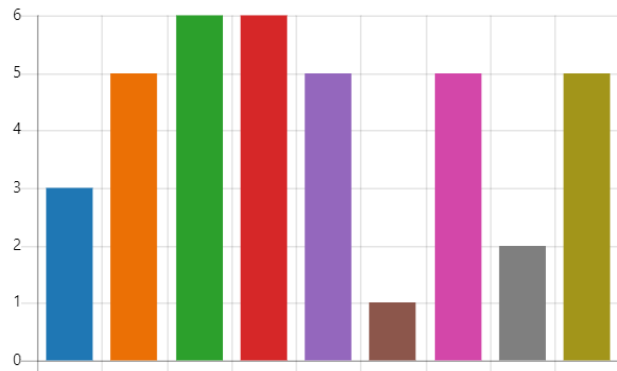
● Extremely confident	0
● Fairly confident	4
● Neutral	4
● Lacking confidence	7
● Not at all confident	0



Summary of responses to survey of NRW PSB Practitioners

19. If you answered 'lacking confidence' or 'not at all confident', why is this? (Please select all that apply)

- Lack of evidence to use and s... 3
- Lack of policy integration 5
- Lack of guidance available fro... 6
- Lack of funding 6
- Lack of staff time 5
- Lack of engagement with stak... 1
- Lack of skills or capability in th... 5
- Lack of leadership and coordi... 2
- Lack of mechanisms for delivery 5



Rhagolwg y Bwrdd – Mis Medi						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
1	Cyfarfod agored	Cyhoeddus a Phreifat	Eitem Sefydlog		5	Cadeirydd
2	Adolygu Cofnodion	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeirydd
3	Diweddariad y Cadeirydd	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeirydd
4	Diweddariad Prif Swyddog Gweithredol	Cyhoeddus a Phreifat	Eitem Sefydlog		30	Clare Pillman
5	Diweddariadau Pwyllgorau	Cyhoeddus a Phreifat	Eitem Sefydlog		20	Cadeiryddion Pwyllgorau
6	Cymeradwyaeth Ariannol	Preifat	Cymeradwyaeth	Cymeradwyo'r eitemau ariannol diweddaraf	15	Rachael Cunningham
7	Adroddiad Blynyddol a Chyfrifon	Preifat	Cymeradwyaeth	Cymeradwyo'r Adroddiad Blynyddol a Chyfrifon	10	Rachael Cunningham Prys Davies
8	Adroddiadau Blynyddol y Pwyllgor Archwilio a Sicrwydd Risg (ARAC)	Preifat	Cymeradwyaeth	Cymeradwyo Adroddiadau Blynyddol ARAC	5	Rachael Cunningham
9	Adolygiad Blynyddol Taliadau	Preifat	Cymeradwyaeth	Cymeradwyo'r ymgynghoriad ar yr Adolygiad Blynyddol Taliadau	30	Ceri Davies
10	Sesiwn Strategol ar Amcan Llesiant 3 – Llygredd yn cael ei leihau	Preifat	Cymeradwyaeth	Trafodaeth Strategol / Sesiynau gweithdy	Diwrnod 1	Gareth O'Shea,
11	Dyheadau Adroddiad ar Gyflwr Adnoddau Naturiol (SoNaRR) 2025	Preifat	Trafodaeth	I drafod dyheadau SoNaRR	45 Diwrnod 1	Ceri Davies
12	Adroddiad Cyllid	Cyhoeddus	Cymeradwyaeth/ Trafodaeth	Adolygu a diweddarau perfformiad ariannol	15	Rachael Cunningham
13	Adroddiad Chwarter 1 Dangosfwrdd Perfformiad y Cynllun Busnes	Cyhoeddus	Craffu	Craffu Adroddiad Chwarter 1 Dangosfwrdd Perfformiad y Cynllun Busnes	20	Clare Pillman
14	Adroddiad Chwarter 1 Lles, Iechyd a Diogelwch	Cyhoeddus	Craffu	Craffu Adroddiad Chwarter 1 Lles, Iechyd a Diogelwch	15	Prys Davies



Rhagolwg y Bwrdd – Mis Medi						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
15	Rheoliad Rhyddhau Adar Hela	Cyhoeddus	Cymeradwyaeth	Cymeradwyo'r dull trwyddedu ar gyfer rheoleiddio rhyddhau adar hela yng Nghymru	30	Ceri Davies
16	Datganiad Caethwasiaeth Fodern	Cyhoeddus	Cymeradwyaeth	Cymeradwyo'r Datganiad Caethwasiaeth Fodern	5	Prys Davies
17	Unrhyw fater arall	Cyhoeddus a Phreifat	Trafodaeth		5	Cadeirydd
18	Sesiwn Holi ac Ateb Rhyngweithiol gyda'r Cyhoedd	Cyhoeddus	Eitem Sefydlog	Rhoi cyfle i'r cyhoedd siarad â'r Bwrdd	25	Cadeirydd