

Agenda

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

Dyddiad y Cyfarfod: 23 Medi 2021

Amser y cyfarfod: 9.00-12.50

Lleoliad: Plas Tan y Bwlch, Maentwrog, Gwynedd

Microsoft Teams: Ymunwch ar eich cyfrifiadur neu ap symudol
[Cliciwch yma i ymuno â'r cyfarfod](#)
Neu galwch i mewn (sain yn unig)
[+44 29 2105 5545,,657651915#](tel:+442921055545657651915)

Arsylwyr:

Amser	Eitem
9.00 (5 munud)	1. Agor y cyfarfod <ul style="list-style-type: none">• Croeso• Datganiadau o fuddiant• Egluro'r dull o gynnal y cyfarfod Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)
9.05 (5 munud)	2. Adolygu'r Cofnodion a'r Cofnod Gweithredu 2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a gynhaliwyd ar 14 Gorffennaf 2B. Adolygu'r Cofnod Gweithredu Cyhoeddus Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)
9.10 (10 munud)	3. Diweddariad gan y Cadeirydd Noddwr a chyflwynydd: Syr David Henshaw Crynodeb: Y Cadeirydd i roi'r wybodaeth ddiweddaraf i'r Bwrdd
9.20 (20 munud)	4. Adroddiad y Prif Weithredwr Noddwr a chyflwynydd: Clare Pillman, Prif Weithredwr Crynodeb: Rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am weithgareddau allweddol cyfredol Cyflwyniad yn unig

9.40
(10 munud)

5. Adroddiadau Diweddarau gan y Pwyllgorau

Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau

Y Pwyllgor Archwilio a Sicrwydd Risg

- Adroddiad Blynyddol 2020/21

Cyfeirnod y papur: 21-09-B10

Y Pwyllgor Cynghori ar Dystiolaeth – amherthnasol

Y Pwyllgor Pobl a Thaliadau 16 Medi

Diweddariad llafar (dim papur)

Y Pwyllgor Ardaloedd Gwarchoddedig – amherthnasol

Crynodeb: Rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am weithgareddau diweddar y pwyllgorau

9.50
(20 munud)

6. Adroddiad Chwarter 1 Dangosfwrdd Perfformiad y Cynllun Busnes

Noddwyr: Clare Pillman, Prif Weithredwr

Cyflwynwyr: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol

Crynodeb: Craffu ar Adroddiad Chwarter 1

Cyfeirnod y papur: 21-09-B12

10.10
(20 munud)

7. Adroddiad Chwarter 1 Lles, Iechyd a Diogelwch

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

Cyflwynydd: Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch

Crynodeb: I'w gymeradwyo gan y Bwrdd

Cyfeirnod y papur: 21-09-B13

10.30
(15 munud)

Egwyl

10.45
(20 munud)

8. Prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

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

Crynodeb: Prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant (EDI): diweddarau a thrafod blaenoriaethau

Cyfeirnod y papur: 21-09-B14

11.05
(75 munud)

9. Cyflawni ar y Môr a'r Arfordir a Chyflwyniad Lle

Noddwr: Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau; Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Cyflwynydd: Rhian Jardine, Pennaeth Cynllunio Datblygu (DPAS) a Gwasanaethau Morol; Andrea Winterton, Rheolwr Gwasanaethau Morol; Pete Jordan, Rheolwr Gwasanaeth Cyngor Cynllunio Datblygu; Mary Lewis, Rheolwr Mannau Cynaliadwy Tir a Môr

Crynodeb: Rhoi trosolwg o Gyflawni Amcanion Strategol y Cynllun Busnes o ran y Môr a'r Arfordir

Cyfeirnod y papur: 21-09-B15

Diwedd cyfarfod cyhoeddus y Bwrdd

12.20
(30 munud)

10. Sesiwn holi ac ateb cyhoeddus

12.50

Diwedd y cyfarfod

12.50

Cinio

Cofnodion heb eu Cadarnhau

Teitl y Cyfarfod:	Cyfarfod Bwrdd CNC – Sesiwn Gyhoeddus Pawb yn Bresennol dros Teams
Dyddiad y Cyfarfod:	14 Gorffennaf 2021
Aelodau'r Bwrdd a oedd yn Bresennol:	Syr David Henshaw (Cadeirydd) Clare Pillman, Prif Weithredwr Yr Athro Steve Ormerod, Is-gadeirydd Karen Balmer Catherine Brown Julia Cherrett Geraint Davies Howard Davies Dr Elizabeth Haywood Zoë Henderson Dr Rosie Plummer Yr Athro Peter Rigby
Aelodau'r Tîm Gweithredol a oedd yn bresennol:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol (Eitemau 1-11)
Unigolion Ychwanegol a oedd yn Bresennol:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd (yr holl eitemau) Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol (Eitemau 6, 7) Sarah Williams, Pennaeth Gweledigaeth 2050 a'r Strategaeth Gorfforaethol (Eitemau 6, 7) Sue Ginley, Cynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad (Eitem 6) Lyn Williams, Cynghorydd Polisi'r Gymraeg (Eitem 8) Sian Williams, Pennaeth Gweithrediadau Gogledd-orllewin Cymru (Eitem 9) Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu (Eitem 9) Mark Squire, Rheolwr Dŵr Cynaliadwy (Eitem 9) Anjali Wainwright, Cynghorydd Arbenigol Arweiniol, Risg (Eitem 10) Sian Williams, Pennaeth Gweithrediadau Gogledd-orllewin Cymru (Eitem 11)

Martin Cox, Pennaeth Gweithrediadau Gogledd-orllewin Cymru (Eitem 11)
Iwan Williams, Rheolwr Rhaglen Ynys Ynni (Eitem 11)
Dylan Williams, Rheolwr Gweithrediadau (Eitem 11)
Elsie Grace, Rheolwr, Datblygu Busnes (Eitemau 12-14)
Dominic Driver, Pennaeth Stiwardiaeth Tir (Eitem 12)
David Liddy, Cynghorydd Arbenigol, Diogelwch Hamdden (Eitem 12)
Peter Gough, Prif Gynghorydd, Pysgodfeydd (Eitem 13)

Arsylwyr: Gareth Wardell
30 o aelodau'r cyhoedd

Datganiadau: Dim

Ymddiheuriadau: Dr Rosie Plummer – 1pm tan 3pm
Geraint Davies – sesiwn y bore (rhan)
Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol (Eitemau 12-14)

Ysgrifenyddiaeth: Natalie Williams
Jocelyn Bengier
Laura Rees

Eitem 1. Agor y cyfarfod

1. Agorodd y Cadeirydd y Cyfarfod a chroesawu pawb. Ni wnaed unrhyw ddatganiadau o fuddiant.

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

2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a gynhaliwyd ar 20 Mai

2. Cafodd cofnodion cyfarfod cyhoeddus mis Mai eu hadolygu a'u cytuno.

2B. Adolygu'r Cofnod Gweithredu Cyhoeddus

3. Adolygwyd y cofnod gweithredu. Nodwyd bod y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd wedi rhoi'r wybodaeth ddiweddaraf am y camau gweithredu cyhoeddus a phreifat cyn y cyfarfod.

Eitem 3: Diweddariad gan y Cadeirydd

4. Croesawodd y Cadeirydd sefydlu'r Weinyddiaeth Newid Hinsawdd newydd. Roedd y Prif Weithredwr a'r Cadeirydd wedi cyfarfod â Julie James, y Gweinidog Newid Hinsawdd, a Lee Waters, y Dirprwy Weinidog Newid Hinsawdd, i drafod blaenoriaethau ar gyfer agenda CNC.

Eitem 4: Adroddiad y Prif Weithredwr

5. Rhoddodd y Prif Weithredwr yr wybodaeth ddiweddaraf am Lywodraeth newydd Cymru. Roedd y cyfarfod rhagarweiniol gyda'r tîm gweinidogol newydd wedi bod yn galonogol iawn o ran eu hymgyssylltiad â'r agenda ac alinio blaenoriaethau. Cyfrannodd y ddau

Weinidog at Ddiwrnod #TîmCNC, ochr yn ochr ag aelodau'r Bwrdd, er mwyn dathlu gwaith staff CNC a'r gwaith gyda phartneriaid. Diolchwyd i'r Gweinidogion am eu presenoldeb.

6. Cyhoeddodd Llywodraeth Cymru ei Rhaglen Lywodraethu newydd ar 15 Mehefin, a oedd yn cynnwys deg Amcan Llesiant a thua 100 o ymrwymiadau'r manifestio; roedd eraill wedi'u cynnwys o fewn portffolios arferol y Gweinidogion. Byddai ffocws Gweinidogion ar ymgorffori'r ymateb i'r Argyfyngau Hinsawdd a Natur ymhob maes, a thynnwyd sylw at y meysydd ffocws allweddol.
7. Roedd y Gweinidogion wedi ymrwymo i rannu drafft cynnar o'r Llythyr Cylch Gwaith, a fyddai'n cael ei fireinio wrth i wybodaeth arall ddod i'r amlwg, gan gynnwys mewnbwn o'r Adolygiad Sylfaenol. Byddai Adolygiad Cynhwysfawr o Wariant (CSR) Llywodraeth y DU yn ystod y cyfnod hwn, a fyddai'n arwain at fwy o eglurder o ran blaenoriaethau a chyllid.
8. Roedd y Dirprwy Weinidog wedi gwneud cyhoeddiad ynghylch cynyddu plannu coed a defnyddio coed o Gymru yng Nghymru, a oedd wedi deillio o waith at wraidd y mater yr oedd CNC wedi bod yn rhan ohono. Roedd gwaith tebyg gan Lywodraeth Cymru yn y dyfodol yn debygol o ddigwydd ar ynni adnewyddadwy, cadwraeth natur a bioamrywiaeth. Roedd Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol wedi cytuno i gadeirio gweithgor bach ar annog buddsoddiad preifat mewn creu coetiroedd. Dylai'r meysydd gwaith hyn sy'n datblygu arwain at dull cydgyssylltiedig rhwng Llywodraeth Cymru, CNC a'r trydydd sector.
9. Roedd y Cwnsler Cyffredinol wedi cyhoeddi blaenoriaethau deddfwriaethol Llywodraeth Cymru ar gyfer y flwyddyn nesaf. Byddai CNC yn parhau i fod yn rhan o ddatblygiad y Bil Amaethyddiaeth newydd. Nodwyd y Bil Treftadaeth hefyd. Byddai hyn yn canolbwyntio ar adeiladau rhestredig a'r amgylchedd hanesyddol ac yn cydgrynhoi'r ddeddfwriaeth bresennol ac yn sicrhau ei bod yn cyd-fynd â'r Amcanion Llesiant. Amlygwyd hefyd bod y Bil Partneriaeth Gymdeithasol a Chaffael Cyhoeddus yn bwysig wrth ystyried gwaith CNC gydag eraill a byddai'n arbennig o berthnasol mewn prosiectau megis Skyline.
10. Holodd aelodau'r Bwrdd a oedd enghreifftiau rhyngwladol o arferion gorau yn cael eu hystyried mewn perthynas â'r ymateb i'r Argyfyngau Hinsawdd a Natur. Tynnodd y Prif Weithredwr sylw at y gwaith a oedd yn mynd rhagddo gyda chwaer sefydliadau ledled y DU i gynhyrchu papur ar y cyd ar gyfer y Cynadleddau Newid Hinsawdd (COP) er mwyn rhannu arferion gorau. Disgrifiwyd enghreifftiau o gysylltiadau â grwpiau rhyngwladol a rhannu dysgu ag eraill, a bydd y papur sy'n ymwneud ag ymgysylltiad a strategaeth ryngwladol yn cael ei rannu ag aelodau'r Bwrdd.

CAM GWEITHREDU: Y Prif Weithredwr i rannu ag aelodau'r Bwrdd y papur sy'n ymwneud ag ymgysylltiad a strategaeth ryngwladol.

11. Cydnabuwyd pwysigrwydd y ffocws ar yr hinsawdd a lles, ond roedd aelodau'r Bwrdd yn pryderu y dylai mater natur a bioamrywiaeth gael eu hystyried yn gyfartal. Cadarnhaodd y Prif Weithredwr fod yr Argyfyngau Hinsawdd a Natur yn flaenoriaethau allweddol i Lywodraeth Cymru, ac roedd rhai penderfyniadau cynnar, megis adolygu cynlluniau ffyrdd newydd, yn galonogol.
12. Trafodwyd anawsterau wrth gyflenwi coed ar gyfer y Goedwig Genedlaethol newydd. Rhoddwyd sicrwydd i aelodau'r Bwrdd y byddai contractwr CNC yn cyflenwi'r gofynion ailstocio ar gyfer CNC, ond Llywodraeth Cymru fyddai'n ystyried y cynllun ar gyfer y Goedwig Genedlaethol.

Eitem 5: Adroddiadau Diweddarau y Pwyllgorau

13. Ystyriwyd bod yr adroddiad gan y Pwyllgor Cyllid (FC) ar 18 Mehefin wedi'i ddarllen. Tynnodd Cadeirydd y pwyllgor Cyllid sylw at y ffaith bod proses craffu wedi digwydd ar yr Adroddiad Blynyddol a'r Cyfrifon. Byddai'r dystiolaeth sy'n dod i'r amlwg o'r Adolygiad Sylfaenol yn cael ei hystyried yn y cyfarfod nesaf ar 16 Gorffennaf.
14. Darparodd Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd (FRMC) ddiweddariad llafar ar y cyfarfod a gynhaliwyd ar 6 Gorffennaf. Trafodwyd y Rhaglen Gweithredu Adfer ac Adolygu ar ôl Llifogydd, a oedd wedi tynnu sylw at heriau recriwtio parhaus a phrinder sgiliau. Nodwyd lefel y gor-raglennu yn y Rhaglen Gyfalaf, a thrafodwyd y risgiau, yn enwedig mewn perthynas â materion yn ymwneud â'r cyflenwad adeiladu.
15. Nodwyd bod y system cyfnewid rhybuddion rhag llifogydd yn mynd yn dda ac roedd y Swyddfa Rheoli Rhaglenni (PMO) wedi cymeradwyo pedwar Cynllun Rheoli Llifogydd yn Naturiol. Bydd yr archwiliad mewnol ar y Rhaglen Adfer ar ôl Llifogydd yn dechrau ym mis Awst. Ystyriwyd cronfeydd dŵr a chanlyniad Adroddiad Toddbrook, ac roedd y rhan fwyaf o'r argymhellion yn cyd-fynd â phwyslais CNC ar ddiogelwch y tu hwnt i gydymffurfiaeth. Sefydlwyd grŵp defnyddwyr arbenigol yng Nghymru ac adolygwyd yr Adroddiad Bob Dwy Flynedd drafft ar Ddiogelwch Cronfeydd Dŵr. Roedd ymarfer sganio'r gorwel cychwynnol wedi'i gynnal a byddai gwaith pellach ar y dull strategol yn cael ei wneud.
16. Trafododd aelodau'r Bwrdd gynnwys diweddariad yr FRMC, yn enwedig mewn perthynas â phrinder capasiti a sgiliau. Cadarnhaodd Cadeirydd yr FRMC fod y Tîm Llifogydd wedi cynnig eu hunain i fod yn rhan o gynllun peilot cynllunio'r gweithlu. Cydnabu aelodau'r Bwrdd fod angen dadl genedlaethol i godi ymwybyddiaeth y cyhoedd o'r cyfyngiadau ar fynd i'r afael â materion llifogydd.
17. Rhoddodd Cadeirydd y Pwyllgor Pobl a Thaliadau (PaRC) yr wybodaeth ddiweddaraf am y cyfarfod a gynhaliwyd ar 17 Mehefin, a thynnodd sylw at y cynnydd o ran cynllunio'r gweithlu a'r datblygiadau mewn gwybodaeth reoli. Cafodd niferoedd presennol y gweithlu eu monitro a'u clymu i'r Strategaeth Pobl a'r Cynllun Gweithlu. Nodwyd mesurau rheoli adnoddau'r gweithlu. Darparwyd diweddariad ar waith ar y prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant (EDI). Nodwyd bod yr archwiliad mewnol Rheoli Perfformiad yn siomedig, ond roedd gwaith da yn mynd rhagddo gyda'r Tair Linell Amddiffyn i fynd i'r afael â hyn.
18. Cododd aelodau'r Bwrdd gwestiynau yn ymwneud â'r ddwy farwolaeth ar Ystad Goetir Llywodraeth Cymru (WGWE) a'r dull o reoli risg, a sut yr oedd hyn yn cymharu â sefydliadau tebyg. Cadarnhaodd Cadeirydd PaRC fod ymchwiliadau'r heddlu yn parhau, ond nad oedd unrhyw faterion brys i CNC. Cadarnhaodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol y byddai'r Risg Lles, Iechyd a Diogelwch yn cael ei thrafod yng nghyfarfod nesaf PaRC ym mis Medi. Cadarnhaodd y Prif Weithredwr fod cyswllt rheolaidd a dysgu a rennir yn digwydd gyda chwaer sefydliadau, ond cydnabu fod dysgu pellach bob amser yn fuddiol.

Eitem 6: Cynllun Busnes ac Adroddiad Diwedd Blwyddyn y Dangosfwrdd Perfformiad 2020/21

Yn bresennol: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol, Sarah Williams, Pennaeth Gweledigaeth 2050 a'r Strategaeth Gorfforaethol, Sue Ginley, Cynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad

19. Cyflwynodd y Prif Weithredwr drosolwg o'r perfformiad ar ddiwedd 2020/21. Cynhaliwyd adolygiad yr haf diwethaf oherwydd y sefyllfa barhaus gyda'r pandemig, a gwnaed newidiadau i rai o'r dangosyddion perfformiad. Gwnaed yr adroddiad yn erbyn y

newidiadau hyn y cytunwyd arnynt. Adroddwyd bod statws Coch Oren Gwyrdd (RAG) yn ddau Goch, 12 Oren a 21 Gwyrdd.

20. Amlygwyd mesurau a oedd yn ymateb i flaenoriaethau strategol a disgrifiwyd y perfformiad fel y nodwyd yn y papur. Cydnabuwyd effaith y pandemig ac roedd wedi effeithio ar y perfformiad mewn rhai meysydd, a bu craffu ar y mesurau hynny a oedd yn Goch neu'n Oren. Nodwyd bod y mesur yn ymwneud ag 'Ymateb i ddigwyddiadau 'categori uchel' o fewn pedair awr' yn Oren.
21. Diolchodd y Prif Weithredwr i bawb a fu'n rhan o'r gwaith o gyflawni yn erbyn y targedau hyn mewn blwyddyn anodd a heriol.
22. Cododd aelodau'r Bwrdd y mater o fonitro safleoedd gwarchodedig. Roedd hyn wedi'i raddio'n Goch ac roedd y Pwyllgor Ardaloedd Gwarchodedig (PrAC) wedi craffu ar hynny. Canfuwyd bod cyfyngiadau Covid wedi effeithio ar gynnydd ar waith maes, ond byddai'n anodd cydnabod a oedd dylanwadau eraill, er y byddai'n rhan bwysig o drafodaethau yn yr Adolygiad Sylfaenol.
23. Trafodwyd amseroedd ymateb i ddigwyddiadau. Mynegodd aelodau'r Bwrdd siom am y sgôr Oren ond cydnabu ei fod yn rhannol gysylltiedig â heriau recriwtio. Cafwyd trafodaeth ar y targedau a sicrhau bod y rhain yn gyraeddadwy ac yn berthnasol drwy ddadansoddi'r sylfaen dystiolaeth, yn enwedig mewn perthynas â'r diffiniad o ddigwyddiad categori uchel a'r amser effeithiol i wneud y gwahaniaeth mwyaf. Byddai manylion y mesur hwn yn destun trafodaeth gan y Bwrdd yn y dyfodol.

CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu trafodaeth i Ragolwg y Bwrdd ar y Cynllun Busnes a'r mesur Dangosfwrdd Perfformiad 'Amser ymateb i ddigwyddiadau categori uchel o fewn pedair awr'.

24. Tynnwyd sylw at y cyfleoedd dysgu a oedd wedi codi o ganlyniad i Covid ynghylch mwy o ddefnydd o dechnoleg, gweithio hyblyg a gweithio gydag eraill. Cadarnhawyd y byddai'r rhain yn bwydo i mewn i'r Rhaglen Adfywio. Cydnabuwyd pwysigrwydd gweithio gydag eraill.

PENDERFYNIAD: Cymeradwywyd Adroddiad Diwedd Blwyddyn 2020/21 y Cynllun Busnes a'r Dangosfwrdd Perfformiad.

Eitem 7: Cynllun Busnes 2022-23

Yn bresennol: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol, Sarah Williams, Pennaeth Gweledigaeth 2050 a'r Strategaeth Gorfforaethol, Sue Ginley, Cynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad

25. Cyflwynodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yr eitem. Cadarnhawyd mai hwn fyddai'r Cynllun Busnes olaf o dan y Strategaeth Gorfforaethol bresennol, ac y byddai'n cyd-fynd â Llythyr Cylch Gwaith newydd disgwyliedig Llywodraeth Cymru. Roedd y papur yn nodi'r dysgu o'r broses bresennol, ynghyd â'r amserlen a'r dull gweithredu. Roedd y blaenoriaethau strategol wedi'u hadolygu a'u mireinio o bump i bedwar, a byddent yn canolbwyntio mwy ar Atebion Seiliedig ar Natur a Bioamrywiaeth
26. Roedd aelodau'r Bwrdd yn gwerthfawrogi'r ymgysylltiad cynnar ar y Cynllun Busnes. Amlygwyd bod y dull o drwyddedu, cydymffurfio rheoleiddiol a gorfodi yn feysydd pwysig i'w cynnwys yn y blaenoriaethau strategol. Dylid cynnwys canlyniadau trafodaethau blaenorol y Bwrdd ar y pwnc hwn. Byddai hefyd yn bwysig i'r Cynllun Busnes newydd fod

yn hyblyg er mwyn ymgorffori meysydd ffocws newydd gan Lywodraeth Cymru wrth i'r rhain ddatblygu.

27. Tynnwyd sylw at bwysigrwydd arwain ar newid cymdeithasol mewn newid ymddygiad a rôl gwyddonwyr cymdeithasol a chyfathrebu yn y maes hwn. Pwysleisiwyd pwysigrwydd dysgu gan eraill, a gweithio gyda nhw. Cytunwyd y byddai hwn yn faes allweddol i'w ddatblygu ac y dylai fod yn destun trafodaeth fanylach mewn cyfarfod yn y dyfodol.

CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu trafodaeth i'r Rhagolwg ar rôl gwyddor gymdeithasol a chyfathrebu wrth newid ymddygiad.

Eitem 8. Adroddiad Blynyddol yr Iaith Gymraeg

Cyflwynydd: Lyn Williams, Cynghorydd Polisi'r Gymraeg

28. Cyflwynodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yr eitem a diolchodd i Gynghorydd Polisi'r Gymraeg am ei gwaith. Cyflwynwyd trosolwg o'r adroddiad. Cydnabuwyd heriau o ran cyflwyno ffyrdd dwyieithog o weithio i fodolau ar-lein a hybrid a nodwyd fod ffyrdd o hwyluso hyn yn cael eu trafod. Nodwyd fod cydymffurfiaeth yn dda ar y cyfan ond y byddai angen ystyried y dull strategol wrth symud ymlaen. Roedd PaRC wedi ystyried y mater o ddirywiad enwau lleoedd Cymru. Roedd gweithgarwch ar y cyfryngau cymdeithasol wedi'i ddatblygu ochr yn ochr â chynllun gweithredu gyda staff Gweithrediadau.
29. Roedd aelodau'r Bwrdd yn deall yr heriau o ran creu cynnig dwyieithog ac maent yn cefnogi'r gwaith parhaus yn y maes hwn. Byddai cyfeiriad strategol y Gymraeg yn cael ei drafod yn fanwl yng nghyfarfod y Bwrdd ym mis Tachwedd.

PENDERFYNIAD: Cymeradwywyd Adroddiad Blynyddol y Gymraeg 2020/21.

Eitem 9. Trafodaeth Strategol: Materion Ansawdd Dŵr Gorlifoedd Storm Cyfunol (CSO)

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

30. Ystyriwyd bod y papur wedi'i ddarllen. Rhoddodd Cyfarwyddwr Gweithredol Gweithrediadau drosolwg o gefndir y mater, gan dynnu sylw at drafodaethau yng nghyfarfodydd blaenorol y Bwrdd a rhaglen Panorama. Roedd CNC wedi cymryd rhan mewn uwchgynhadledd ar 18 Mehefin gydag Ofwat, Asiantaeth yr Amgylchedd, Llywodraeth Cymru, Dŵr Cymru a Hafren Dyfrdwy. Roedd blaenoriaethau wedi'u hasesu yn dilyn yr uwchgynhadledd hon ac wedi'u hamlinellu yn y papur.
31. Rhoddodd Pennaeth Gweithrediadau'r Gogledd-orllewin gyflwyniad a oedd yn canolbwyntio ar y pwyntiau trafod allweddol. Roedd papur Cwestiynau Cyffredin wedi'i ddatblygu, a byddai'n cael ei ddosbarthu ar ôl y drafodaeth. Tynnwyd sylw at faterion yn ymwneud â'r seilwaith draenio Fictoraidd, a dangoswyd lefel y buddsoddiad sydd ei angen i wneud newid sylweddol i'r system ddraenio. Disgrifiwyd heriau'n ymwneud â rheoleiddio ac adroddwyd bod y ffocws wedi bod ar leoliadau pysgod cregyn ac ymdrochi sensitif. Nodwyd bod gan 2,500 o safleoedd fonitorau gollwng sy'n cofnodi digwyddiadau a'u hyd. Gellid defnyddio pwerau gorfodi, ond mae'r ffocws wedi bod ar gefnogi cwmnïau i sicrhau trwyddedau a chydymffurfiaeth.
32. Archwiliwyd atebion posibl i orlifoedd storm. Byddai angen craffu ar y dystiolaeth i gefnogi ymyriadau a byddai angen asesu lefelau adnoddau ar gyfer unrhyw newid. Cydnabuwyd bod cost dileu yn ormodol. Roedd addysg i leihau effaith rhwystrau ar y system yn ffactor

pwysig, yn enwedig yn sgil defnydd hamdden cynyddol o afonydd a diddordeb y cyhoedd yn iechyd ecolegol afonydd. Rhannwyd enghreifftiau o beirianeg a chost y rhain.

33. Tynnwyd sylw at yr heriau o reoleiddio a monitro afonydd Ardal Cadwraeth Arbennig (ACA), yn enwedig yr anawsterau o ran nodi ffynhonnell materion mewn dalgylch mawr megis Afon Wysg.
34. Rhannwyd y meysydd ffocws, a oedd yn cynnwys mynd i'r afael â gollyngiadau heb eu trwyddedu, casglu data, mwy o asesu'r effaith ar yr amgylchedd a rhaglen fonitro, mwy o asesu iechyd y cyhoedd a chyfathrebu.
35. Ystyriodd aelodau'r Bwrdd gynnwys yr adroddiad. Cadarnhawyd bod solidau o ollyngiadau storm yn cael eu sgrinio a bod maint y sgrin yn dibynnu ar leoliad y gollyngiad. Caiff data gorlifoedd ei drosglwyddo i CNC i'w ystyried. Codwyd cwestiynau ynghylch camau gorfodi a thrwyddedu. Hysbyswyd aelodau'r Bwrdd bod dull cyngor ac arweiniad yn cael ei ddefnyddio, gan weithio drwy raglen tuag at gydymffurfiaeth. Ystyriwyd pob achos yn ôl ei deilyngdod ac nid oedd unrhyw drwyddedau wedi'u gwrthod hyd yma gan fod y ffocws wedi bod ar sicrhau cydymffurfiaeth.
36. Cydnabuwyd bod dileu llygredd amaethyddol yn hollbwysig, ond nododd aelodau'r Bwrdd fod enw da rhai ffermwyr wedi cael ei niweidio ar y mater hwn. Cwestiynwyd yr angen am fwy o dystiolaeth o'r difrod a achoswyd gan garthffosiaeth a llygredd. Hysbyswyd aelodau'r Bwrdd bod llygredd amaethyddol yn cael ei fonitro yn yr un modd â digwyddiadau llygredd eraill ac y byddai'r ymateb yr un fath beth bynnag fo'r ffynhonnell. Y nod fyddai monitro mewnbynau tymor hwy yn hytrach na'r model monitro ar hap presennol, yn enwedig mewn afonydd ACA.
37. Trafodwyd y materion yn ymwneud â monitro. Cydnabuwyd materion capasiti a phwysau ariannol a thynnwyd sylw at yr heriau o gyfuno blaenoriaethau newydd â'r llwyth gwaith presennol. Byddai'n bwysig gweithio gydag eraill a sicrhau bod cwmnïau dŵr yn cael eu herio ar y mater hwn. Cododd aelodau'r Bwrdd yr angen i ystyried y llwyth bacteriol a'r risg i iechyd y cyhoedd. Byddai diagnosteg a blaenoriaethu yn allweddol i wella'r broses o nodi problemau lefel uchel a chyfraniad micro-blastigau, llwyth bacteriol a chynhyrchion fferyllol heb eu trin i faterion ansawdd dŵr.
38. Roedd aelodau'r Bwrdd yn awyddus i sicrhau bod dull cadarn yn cael ei ystyried, yn enwedig o ystyried teimladau'r cyhoedd ar y mater hwn fel y nodwyd yn rhaglen Panorama. Argymhellwyd y defnydd strategol o orfodi a chymryd enghreifftiau o arferion da mewn arweinyddiaeth ar y mater hwn, yn genedlaethol ac yn rhyngwladol. Pwysleisiwyd rôl cyhoeddusrwydd a chyfathrebu. Dyma fyddai'r cyfle i ddefnyddio'r momentwm i ddatblygu cynllun i wella ansawdd dŵr a chreu newid sylweddol. Gellid ystyried rôl CNC fel dylanwadwr i'w hymgorffori yn rolau a chyfrifoldebau CNC.
39. Cydnabuwyd cymhlethdod y materion, a chytunwyd y byddai'r tîm yn ystyried cynnwys y drafodaeth ac yn dychwelyd i gyfarfod y Bwrdd ym mis Tachwedd gyda chynllun drafft, ond yn rhoi'r wybodaeth ddiweddaraf am gynnydd yn y cyfarfod ym mis Medi.

CAM GWEITHREDU: Cynllun Gweithredu i'w ddatblygu ar sail canlyniad y drafodaeth strategol ar ansawdd dŵr. Yr wybodaeth ddiweddaraf am gynnydd tuag at hyn i'w adrodd i gyfarfod y Bwrdd ym mis Medi a phapur i'w ddarparu i Fwrdd mis Tachwedd.

Eitem 10. Cymeradwyo'r Strategaeth Risg

Cyflwynydd: Anjali Wainwright, Cynghorydd Arbenigol Arweiniol, Risg

40. Cyflwynodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yr eitem a thynnodd sylw at yr un newid sylweddol i'r Strategaeth Risg a oedd yn egluro'r berthynas rhwng y Pwyllgor Archwilio a Sicrwydd Risg (ARAC) a'r Pwyllgorau eraill.
41. Ystyriodd aelodau'r Bwrdd y newid a chymeradwyo'r newidiadau i'r Strategaeth Risg.

PENDERFYNIAD: Cymeradwywyd y newidiadau i'r Strategaeth Risg.

Eitem 11. Cyflwyniad 'Lle'

Cyflwynydd: Sian Williams, Pennaeth Gweithrediadau Gogledd-orllewin Cymru; Martin Cox, Pennaeth Gweithrediadau Gogledd-orllewin Cymru; Iwan Williams, Rheolwr Rhaglen Ynys Ynni; Dylan Williams, Rheolwr Gweithrediadau

42. Cyflwynodd Cyfarwyddwr Gweithredol Gweithrediadau yr eitem a chroesawodd Martin Cox fel cyd-Bennaeth Gweithrediadau'r Gogledd-orllewin.
43. Rhoddodd Penaethiaid Gweithrediadau'r Gogledd-orllewin gyflwyniad a roddodd drosolwg o Afon Conwy a'i hamgylchoedd o'r tarddiad i'r môr. Disgrifiwyd amrywiaeth y cynefin a'r defnydd ar gyfer amaethyddiaeth, ynni dŵr a hamdden. Cyflwynwyd y gwaith partneriaeth llwyddiannus gyda'r Ymddiriedolaeth Genedlaethol yn ardal mawndir Migneint ar argaeau draenio mawn. Roedd y dull integredig a ddefnyddiwyd yng Nghwm Penmachno, gan weithio gyda phartneriaid a chymunedau, wedi cyflawni prosiect llwyddiannus. Esboniwyd y defnydd amrywiol o Goedwig Gwydir. Tynnwyd sylw at yr heriau sy'n gysylltiedig â'r cynnydd yn nifer yr ymwelwyr a'r pwysau ar y timau, a oedd yn cynnwys ymdrin ag ymddygiad gwrthgymdeithasol ac ymosodiadau personol ar y cyfryngau cymdeithasol.
44. Disgrifiwyd taith afon Conwy i lawr y dyffryn yn Llanrwst a nodwyd bod 3% o Gymru yn draenio drwy'r dyffryn, gan greu her o ran rheoli'r perygl o lifogydd yn yr ardal hon. Roedd y gwaith ar y Migneint a Chwm Penmachno wedi profi y gallai prosiectau bach wneud gwahaniaeth. Byddai'r Cynllun Rheoli Traethlin a'r heriau sy'n gysylltiedig â hyn yn gofyn am waith gyda chymunedau. Darparwyd enghreifftiau o waith partneriaeth da, yn enwedig gyda'r Bwrdd Gwasanaethau Cyhoeddus (PSB) a chyllid i helpu i gysylltu pobl â'r amgylchedd. Nodwyd cyfleoedd a heriau yn y dyfodol o ran adfer y broses naturiol, cysylltu pobl â'u hamgylchedd a gweithio ar raddfa tirwedd gyda phartneriaid.
45. Diolchodd aelodau'r Bwrdd i'r tîm am gyflwyniad llawn gwybodaeth. Nodwyd cysylltiadau â Chynllun Llesiant Gwynedd a'r angen i ddarparu cymuned iach. Tynnwyd sylw at gyfraniad ffermwyr at waith partneriaeth. Roedd aelodau'r Bwrdd yn poeni y byddai angen rhoi gwybod i'r gymuned am y mater parhaus o berygl llifogydd ac y byddai angen sgwrs wrth symud ymlaen. Awgrymwyd y gellid targedu'r ardaloedd lle caiff y rhan fwyaf o'r dŵr ei gynhyrchu, a disgrifiwyd prosiect peilot Partneriaeth Afon Hafren.

Eitem 12. Adolygiad Rheoli Adnoddau Naturiol yn Gynaliadwy (SMNR) o ran Chwaraeon Moduro

Cyflwynwyr: David Liddy, Cynghorydd Arbenigol, Diogelwch Hamdden, Elsie Grace, Rheolwr, Datblygu Busnes, Dominic Driver, Pennaeth Stiwardiaeth Tir

46. Cyflwynodd Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu yr eitem ac esboniodd fod yr Adolygiad wedi'i gynnal yng nghyd-destun Argyfyngau Hinsawdd a Natur a Rheoli Adnoddau Naturiol yn Gynaliadwy (SMNR). Esboniwyd diben a rôl Ystad Goetir Llywodraeth Cymru (WGWE), yn enwedig mewn perthynas â'i rôl ym maes hamdden yng Nghymru ochr yn ochr â'i phwysigrwydd wrth fynd i'r afael â'r Argyfyngau Hinsawdd a Natur.

47. Cyflwynodd y Cynghorydd Arbenigol ar Ddiogelwch Hamdden ganfyddiadau'r Adolygiad. Bu ymgysylltu helaeth â rhanddeiliaid ac, er bod rhai tensiynau'n cael eu cydnabod, yn enwedig o ran lefel y CO₂ a gynhyrchir, roedd yr Adolygiad wedi dod i'r casgliad y gallai chwaraeon moduro fod yn gydnaws â SMNR.
48. Trafododd aelodau'r Bwrdd fethodoleg yr Adolygiad a gofynnwyd a fyddai'n pasio prawf cyfreithiol ar gyfer cyflawni dyletswyddau CNC, a chytunwyd ar hyn. Gofynnwyd cwestiynau am gydbwysedd ymgysylltu â rhanddeiliaid ac a oedd materion y tu hwnt i CO₂, megis sŵn, bioddiogelwch a risg tân posibl wedi'u hystyried. Roedd yr Adolygiad wedi argymhell mynd ar drywydd mesurau i leihau allyriadau carbon. Byddai'n bwysig ystyried dulliau o leihau effaith ymwelwyr ar yr amgylchedd a sicrhau bod yr amddiffyniadau cywir ar waith ar draws yr ystad goetir. Cytunwyd y byddai angen darn ehangach o waith er mwyn edrych ar y rhaglen garbon positif a rheoli effaith gweithgareddau hamdden ar yr amgylchedd. Cytunwyd y byddai ymarfer cwmpasu yn cael ei gynnal i ystyried y mater hwn y flwyddyn nesaf.
49. Cydnabuwyd y budd cymdeithasol ac economaidd y mae chwaraeon moduro yn ei gyflwyno i Gymru, a chydabuwyd pwysigrwydd gweithio gyda rhanddeiliaid i sicrhau newid. Cytunodd aelodau'r Bwrdd y dylai raliio barhau o fewn yr ystad goetir, ond gofynnodd aelodau'r Bwrdd am i welliannau uchelgeisiol ac amlwg gael eu ceisio gydag ymrwymadau ar ben y cynlluniau presennol. Gofynnwyd am adroddiad cynnydd ymhen chwe mis.

CAM GWEITHREDU – Adroddiad cynnydd ar argymhellion y Bwrdd yn dilyn Adolygiad SMNR o ran Chwaraeon Moduro i'w ddarparu i gyfarfod y Bwrdd ym mis Mawrth 2022.

PENDERFYNIAD: Caniatâd i raliio modur barhau yn ystad goetir Llywodraeth Cymru yn amodol ar drafodaethau parhaus gyda Motorsports UK a'u Clybiau Cysylltiedig i wella cynaliadwyedd a lleihau ôl troed carbon y gamp wrth weithredu yn yr ystad goetir.

Eitem 13. Cefndir Is-ddeddfau Pysgota Arfaethedig

Cyflwynydd: Peter Gough, Prif Gynghorydd, Pysgodfeydd

50. Cyflwynodd Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu yr eitem a fyddai'n gofyn am gefnogaeth i argymhellion y Tîm Gweithredol y dylid lansio ymgynghoriad ar yr is-ddeddfau pysgota newydd arfaethedig. Byddai'r ymgynghoriad yn cymryd tri mis a byddai cynnig yn seiliedig ar y canlyniad yn dychwelyd i gyfarfod y Bwrdd ym mis Tachwedd.
51. Rhoddodd y Prif Gynghorydd, Pysgodfeydd, drosolwg o'r prif bwyntiau a nodwyd yn y papur. Roedd eogiaid, a rhai poblogaethau brithyll môr, yn wynebu amrywiaeth o fygythiadau gan gynnwys newid i'r amgylchedd morol a heriau ansawdd dŵr, ac ystyriwyd bod stociau mewn perygl ledled Cymru. Roedd angen mynd ati ar unwaith i wella eu lefelau goroesiad. Rhannwyd y cynlluniau sy'n ymwneud â'r is-ddeddfau arfaethedig. Roedd rhanddeiliaid wedi bod yn rhan o drafodaethau ac roedd y mwyafrif yn ardal Gwy ac Wysg yn cymryd rhan ac yn gefnogol. Prin oedd yr ymgysylltiad â rhanddeiliaid yn ardal afon Hafren, ond roeddent yn gefnogol ar y cyfan.
52. Roedd aelodau'r Bwrdd yn falch o glywed am lefel yr ymgysylltiad â rhanddeiliaid. Gofynnwyd cwestiynau ynghylch a oedd unrhyw fesurau llymach y gellid eu rhoi ar waith ac y gellid eu gorfodi. Dywedwyd bod y rhan fwyaf o bysgotwyr yn poeni am y sefyllfa ac y byddent yn parhau i weithredu'n gyfrifol. Darparwyd sicrwydd y byddai'r ffocws ar y lleiafrif nad oeddent yn cydymffurfio â'r is-ddeddfau.

53. Tynnwyd sylw at bwysigrwydd cyfathrebu, yn enwedig o ran canlyniadau posibl yn y dyfodol. Cydnabuwyd bod heriau newydd yn codi drwy'r amser yn yr amgylchedd dŵr croyw ac y gellid cynnwys adolygiadau tymor canolig mewn is-ddeddfau fel y gellid ymateb i newidiadau'n gyflym.

54. Cynigiodd aelodau'r Bwrdd eu llongyfarchiadau i'r Prif Gynghorydd, Pysgodfeydd, ar ei OBE a dymunwyd yn dda iddo wrth iddo ymddeol.

PENDERFYNIAD: Cymeradwywyd lansiad yr ymgynghoriad statudol ar reolaethau pysgota eogiaid a brithyllod y môr yn afonydd Wysg, Gwy a Hafren (yng Nghymru).

- Daeth cyfarfod y Bwrdd i ben -

Eitem 14. Sesiwn holi ac ateb gyhoeddus

55. Gwahoddodd y Cadeirydd gwestiynau gan y cyhoedd.

56. Roedd dau gwestiwn wedi dod i law a darparwyd ymateb iddynt ymlaen llaw.

57. Diolchodd Gareth Wardell i'r staff am gyflymder yr ymateb i'w gwestiwn cyn y cyfarfod ynglŷn â gwaith trin Dŵr Cymru yng Ngarnswllt. Nododd Mr Wardell fod 336 o arllwysiadau o garthffosiaeth heb ei drin wedi digwydd i Afon Llŵchwr yn ystod 2020 mewn cyfanswm o 309 diwrnod. Gan dderbyn y pwynt a wnaed gan yr Athro Ormerod fod ansawdd yr arllwysiadau o orlif carthffosiaeth cyfunol (CSO), yn ogystal â'u maint, yn ystyriaeth bwysig, gofynnodd Mr Wardell pa dystiolaeth oedd gan CNC ar hyn o bryd a allai ddangos i'r bobl a oedd yn byw o fewn dalgylch Afon Llŵchwr fod y drwydded a roddwyd i Ddŵr Cymru yn is na'r trothwy a oedd yn gofyn am weithredu ar unwaith ar gyfer gorfodi. Pwysleisiodd Mr Wardell lefel yr arllwysiadau sy'n ofynnol cyn erlyniad a thynnodd sylw at berthnasedd y drafodaeth gynharach ar Orlifoedd Storm Cyfunol. Byddai Cyfarwyddwr Gweithredol Gweithrediadau yn ymateb y tu allan i'r cyfarfod.

CAM GWEITHREDU: Cyfarwyddwr Gweithredol Gweithrediadau i ymateb i gwestiwn Gareth Wardell ar ollyngiadau CSO i Afon Llŵchwr y tu allan i'r cyfarfod.

- Daeth y Cyfarfod Cyhoeddus i ben -

Cyfarfodydd Bwrdd										
Rhif Cam G	Categori Cyfarfod	Dyddiad Cyfarfod	Rhif Eitem	Rhif Paragraff	Noddwr Papur	Cam Gweithredu	Perchennog	Dyddiad Cwblhau	Statws	Nodiadau/Diweddariadau
9	Cyhoeddus	26/11/2020	6	20	Prys Davies, Cyfarwyddwr Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Cyfarwyddwr Gweithredol Gweithrediadau i drafod â Phennaeth Gweithrediadau Gogledd-ddwyrain Cymru, ynghylch cynnal trafodaeth yn y dyfodol gyda'r Bwrdd am y terfyn pedair awr ar ymateb i ddiwyddiadau.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau De Cymru	20/12/2020	Parhaus	Wedi'i ychwanegu at y rhestr o eitemau posibl ar gyfer trafodaethau strategol, cyflwyniadau Lle, sesiynau Tystiolaeth ac ymweliadau safle. Rydym yn awgrymu mai dyma'r eitem drafod strategol ar gyfer cyfarfod y Bwrdd ym mis Medi a'n bod yn gohirio cwblhau'r thema ar drafodaethau strategol blaenorol i ddarparu ar gyfer yr eitem hon. Ar y Rhagolwg ar gyfer mis Tachwedd.
10	Cyhoeddus	26/11/2020	8	31	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau De Cymru	CAM GWEITHREDU: Pennaeth Gweithrediadau De-orllewin Cymru i ddarparu nodyn i'r Bwrdd ar y defnydd o ddatblygiadau arloesol/technolegau/ffyrdd o weithio newydd sydd wedi helpu'r tîm gweithrediadau yn ystod Covid.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau De Cymru	20/12/2020	Parhaus	Gofynnwyd am ddiweddariad 02/09/2021
13	Cyhoeddus	20/01/2021	7	29	Clare Pillman, Prif Weithredwr	Yr Ysgrifenyddiaeth i drefnu ymweliad Bwrdd â Gwastadeddau Gwent yn y dyfodol.	Ysgrifenyddiaeth	31/11/2021		Yn ddibynnol ar Covid / dim cyfarfodydd wyneb yn wyneb tan ar ôl mis Mai. Wedi'i ychwanegu at y rhestr o eitemau posibl ar gyfer trafodaethau strategol, cyflwyniadau Lle, sesiynau Tystiolaeth ac ymweliadau safle. Rydym yn awgrymu mai dyma'r ymweliad safle ar gyfer cyfarfod Bwrdd mis Tachwedd os caiff ei gynnal yng Nghaerdydd
24	Cyhoeddus	24/03/2021	4	10	Clare Pillman, Prif Weithredwr	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i holi aelodau am eu hargaeledd ar gyfer Diwrnod Datblygu'r Bwrdd ym mis Gorffennaf i ganolbwyntio ar fyfyrion a heriau'r dyfodol ar ôl Covid.	Ysgrifenyddiaeth	31/10/2021	Parhaus	Rydym bellach yn gobeithio holi am argaeledd ar gyfer Diwrnod Datblygu'r Bwrdd ar gyfer dyddiad ym mis Hydref - wedi'i ohirio tan y bydd aelodau newydd y Bwrdd yn eu swyddi.
68	Cyhoeddus	14/07/2021	4	10	Clare Pillman, Prif Weithredwr	CAM GWEITHREDU: Y Prif Weithredwr i rannu ag aelodau'r Bwrdd y papur sy'n ymwneud ag ymgysylltiad a strategaeth ryngwladol.	Clare Pillman, Prif Weithredwr	17/08/2021	Cwblhawyd	E-bost wedi'i anfon 06/08/21
69	Cyhoeddus	14/07/2021	6	23	Clare Pillman, Prif Weithredwr	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu trafodaeth i Ragolwg y Bwrdd ar y Cynllun Busnes a'r mesur ar y Dangosfwrdd Perfformiad - 'Amser ymateb i ddiwyddiadau categori uchel o fewn pedair awr'.	Ysgrifenyddiaeth	23/07/2021	Cwblhawyd	

70	Cyhoeddus	14/07/2021	7	26	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu trafodaeth i'r Rhagolwg ar rôl gwyddor gymdeithasol a chyfathrebu wrth newid ymddygiad.	Ysgrifenyddiaeth	23/07/2021	Cwblhawyd	
71	Cyhoeddus	14/07/2021	9	38	Ceri Davies, Cyfarwyddwr Gweithredol yr EPP	CAM GWEITHREDU: Cynllun Gweithredu i'w ddatblygu yn sgil canlyniad y drafodaeth strategol ar ansawdd dŵr. Yr wybodaeth ddiweddaraf am gynnydd tuag at hyn i'w adrodd i gyfarfod y Bwrdd ym mis Medi a phapur i'w ddarparu i Fwrdd mis Tachwedd.	Sian Williams, Pennaeth Gogledd-orllewin Cymru / Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu	01/09/2021	Parhaus	Ar yr agenda ar gyfer mis Medi a'r Rhagolwg ar gyfer mis Tachwedd
72	Cyhoeddus	14/07/2021	12	48	Ceri Davies, Cyfarwyddwr Gweithredol yr EPP	CAM GWEITHREDU – Adroddiad cynnydd ar argymhellion y Bwrdd yn dilyn Adolygiad SMNR o Chwaraeon Moduro i'w ddarparu i gyfarfod y Bwrdd ym mis Mawrth 2022.	Dominic Driver, Y Pennaeth Stiwardiaeth Tir	04/03/2022	Cwblhawyd	Wedi'i ychwanegu at y Rhagolwg ar gyfer mis Mawrth 2022. Yn debygol o fod yn baragraff yn Adroddiad y Prif Swyddog Gweithredol a gefnogir gan bapur briffio lefel uchel - i'w gadarnhau yn nes at yr amser
73	Cyhoeddus	14/07/2021	14	55	Gareth O'Shea Cyfarwyddwr Gweithredol Gweithrediadau	CAM GWEITHREDU: Cyfarwyddwr Gweithredol Gweithrediadau i ymateb i gwestiwn Gareth Wardell ar arllwysiadau CSO i Afon Lluchwr y tu allan i'r cyfarfod.	Gareth O'Shea Cyfarwyddwr Gweithredol Gweithrediadau	17/08/2021	Cwblhawyd	Ymateb e-bost gan Kate Evans ar 19/07/2021

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Adroddiad Blynyddol y Pwyllgor Archwilio a Sicrwydd Risg (ARAC) 2020/21
Cyfeirnod y Papur:	21-09-B10
Noddir y Papur gan:	Catherine Brown, Cadeirydd ARAC
Cyflwynir y Papur gan:	Catherine Brown, Cadeirydd ARAC
Diben y Papur	I'w gymeradwyo
Argymhelliad	Cymeradwyo Adroddiad Blynyddol ARAC 2020/21

Mater

1. Yn dilyn pob cyfarfod ARAC, mae Cadeirydd ARAC yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am y materion y mae'r Pwyllgor wedi'u trafod.
2. Mae cylch gorchwyl ARAC, y cytunwyd arno gan y Bwrdd yn 2020, yn nodi "Bydd yr ARAC yn rhoi Adroddiad Blynyddol i'r Bwrdd yn crynhoi'r busnes y mae wedi'i gynnal yn ystod y flwyddyn a'r casgliadau y mae wedi'u dod iddynt".
3. Dyma wythfed adroddiad blynyddol y Pwyllgor ac mae'n cwmpasu'r cylch cyfrifyddu ac archwilio ar gyfer 2020/21.

Mynegai Atodiadau

Atodiad 1 - Y Pwyllgor Archwilio a Risg – Adroddiad Blynyddol 2020/21

Annex 1: Audit and Risk Assurance Committee - Annual Report 2020/21

Purpose

1. This is the eighth annual report of NRW's Audit and Risk Assurance Committee (ARAC) covering the accounting and auditing cycle for 2020/21 (April 2020 to March 2021).
2. Following each ARAC meeting, the Chair of ARAC provides an update to the Board summarising the issues that in the opinion of the ARAC Chair should be brought to the attention of the whole Board. The Annual Report provides a consolidated statement of the main messages included in the in-year updates and presents ARAC's overall opinion on NRW's framework of assurance and control for the Board and the Accounting Officer.
3. ARAC endeavours to comply with best practice as set out in HM Treasury's Audit and Risk Assurance Committee Handbook and currently operates under Terms of Reference (ToR) that were last updated and approved by the Board in May 2020. The Committee's Terms of Reference have been updated for 2021 and were approved at the June ARAC meeting. They will be presented to the September Board for approval. The ToR state that the primary role of the Committee is to advise the Board and the Accounting Officer on matters of risk, financial stewardship and accountability, the framework of internal controls and governance.
4. The ToR also state that "ARAC will provide the Board with an Annual Report summarising the business it has conducted during the year and the conclusions it has drawn therefrom". This report therefore consists of three sections:
 - a) Summary of business conducted in 2020/21.
 - b) Summary of conclusions drawn and recommendations for 2020/21.
 - c) Report on progress against recommendations from 2019/20.
5. The Board is invited to note and comment on the whole of the report and provide such guidance as it sees fit to the Executive and ARAC as to next steps.

Summary of business conducted in 2020/21

6. The Committee received reports and discussed recommendations on a wide range of issues relating to internal controls, risk management, governance, and internal and external audit.
7. In summary, ARAC has been concerned throughout the year by a lack of consistency of control and a weak understanding and implementation of key controls by management and remain of the view that the Board needs to be concerned. The Committee has also expressed concern about information flows within the business, i.e. when staff and front-line managers have raised concerns there is evidence to suggest that these were not adequately acknowledged and addressed.
8. However, the Committee also recognises that significant progress has been made this year across all areas of assurance and control as a result of the strong

work led by the Executive Team. Key pieces of work include the Baseline Review, which has sought to clarify NRW's core budget and activities, and the 3 Lines of Defence work, which has sought to identify and address the root causes behind systemic issues in NRW's assurance and control framework.

9. ARAC has welcomed the discussions at Board about how to prioritise risk and compliance controls across the business and the suggestion to introduce a quarterly report to Board and/or to review the existing suite of performance measures.
10. It is worth noting that the effects from the Covid-19 pandemic continue to be felt at the time of writing (June to September 2021) and NRW operations and capacity are still being affected. In line with Government guidance all staff continue to work from home where able to do so.

Internal Audit

11. The Committee received update reports on Internal Audit activity, together with copies of all completed audit reports. During the course of the Internal Audit year (1 July 2020 to 31 March 2021 – this year the internal audit year was truncated to align it with the financial year going forwards) these were:

Report Title	Opinion*
Grants	Limited
Welsh Purchasing Cards	Limited
Staff Performance Management	Limited
Follow-Up, Timber Sales Contracts	Some Progress
Follow-up, Conflicts of Interest	Some Progress
Cyber Security	Moderate
Information Asset Owners	Moderate
Budget Management	Moderate
Lone Working	Moderate
Waste Regulation and Enforcement	Moderate
Quality of Evidence Reports	Moderate
GPDR Compliance	Moderate
Serious Incident Reviews	Moderate
Internal Governance	Moderate
Risk Management	Moderate
Management of Colliery Spoil Tips	Moderate
Procurement under £25k	Substantial

IR35 Off Payroll, Working Process Review	Management Letter
Total	

*See Annex 2 for definitions of audit opinions. NRW adopted the model used by Government Internal Audit Agency, which is seen as best practice for public sector organisations.

12. For the second year in a row, the Annual Opinion for 2020/21 was limited overall assurance. Although the number of areas where significant control weaknesses were identified by audit had decreased when compared to the previous year, the audits have uncovered systemic issues throughout NRW's systems and procedures, and not enough progress had been made on previously identified issues.
13. Three audits received limited confidence judgements in 2020/21: Welsh Purchasing Card, Grants, and Staff Performance Management. The Welsh Purchasing Card and Staff Performance Management audits both found evidence of continuing cultural issues, with poor performance going unchallenged and a lack of compliance with the prescribed processes. The second line of defence was also found to be absent. The Grants audit highlighted that the grant programme remained significantly under-resourced and that implementation of the new structure had been slow. A common issue throughout the audit was the need to strengthen evidencing of decisions and audit trails for activities, which is a re-occurring theme for NRW.
14. Resource issues have continued to impact on the Internal Audit team during 2020/21 due to the departure of the Internal Audit Manager. A new internal Auditor was recruited in September 2020 to help strengthen the team and a new Head of Internal Audit has now been appointed (commencing on 1 July 2021), who will operate at the Leadership Team level.
15. Although previous concerns about core resourcing have been addressed, ARAC have some residual concerns about staffing and resourcing of the Internal Audit function and remain of the view that it is not the right time to remove any resource from the current co-sourced model.
16. Transitional arrangements have been put in place to facilitate the transfer of fraud, bribery and corruption investigations into the Internal Audit team and allow time for additional resource to be secured to ensure a sustainable team is in place amid continued investment in the Internal Audit function. ARAC have requested that these arrangements be kept under review in light of overall resourcing of the fraud investigation and internal audit functions.
17. One planned audit – 'Marine' was superseded and the following audits form part of the new Audit Plan for 2021/22:
 - Alignment of Plans
 - Corporate Dashboard
 - Flood Asset Management
 - Restocking
 - Commercial Activities – Energy Delivery Key Stakeholders Management/Engagement

External Audit

18. The Auditor General for Wales is statutorily appointed to conduct the external audit of Natural Resources Wales and in this context, Audit Wales (AW) presented a plan at the April 2020 meeting for the auditing of the 2020-21 NRW financial statement and annual accounts. This document clarified the respective responsibilities of NRW and AW.
19. Progress updates were provided by AW at the April and June ARAC meetings. AW continue to advise that NRW's accounts and records are of a good standard and any potential qualification issues for 2020/21 are currently being monitored.
20. The Management Letter and recommendations stemming from the 2019-20 audit were received at the November 2020 ARAC meeting. Eleven recommendations were made, many of which related to timber sales/commercial activities. Themes included documenting decisions and applying NRW's processes and authorisation limits consistently.

Co-operation between Internal and External Audit

21. The Committee periodically reviews the effectiveness of the working relationship between Internal and External Audit. This was last reviewed in March 2019 and was found to be operating well.
22. Last year's report recommended that a further review be conducted before March 2021, but this was not completed due to resourcing issues. It is now recommended that a review take place before December 2021.

Financial Stewardship

23. The Committee has exercised oversight of the development of NRW's financial management and accounting arrangements, including the review and endorsement of NRW's Annual Report and Accounts (ARA). As of June 2021, it is the intention that the ARA be signed off at NRW's July 2021 Board meeting.
24. Regular reports were made to ARAC on any instances of special payments, suspected fraud or theft and any financial losses that were incurred. No fraud had been detected during the 2020/21 period but Internal Audit had been made aware of some compliance issues.
25. Following a review of NRW's approach to counter fraud, the Financial Governance Team will now have responsibility for the Counter Fraud strategy and the organisation's approach to assessing our risk to fraud and prevention in line with the Cabinet Office's Counter Fraud Standards.
26. The quinquennial Forest Valuation was provided on 31 March 2021 which resulted in an 88% increase in the valuation of the Welsh Government Woodland Estate.

Risk management

27. The Committee has a key role in challenging the effectiveness of NRW's risk identification and management. The way NRW identifies, manages and escalates risks has historically been recognised as weak and a key area for improvement. However, ARAC noted transformational change in risk management in 2020/21 facilitated by effective working between the Board and Executive Team.

28. PwC's assistance in providing external consultancy work to improve our risk management framework has now concluded. However, a calling-off contract has been put in place as a contingency plan in case of delays in recruiting a replacement for the Interim Head of Risk.
29. ARAC receive risk updates and review the Strategic Risk Register three times per year as well as being provided with an annual report on the deep dives of risks carried out by other sub-committees of the Board. During 2020/21 ARAC also reviewed the risks at Leadership Team Group and Business Board levels as a one-off exercise.

Special Areas of Scrutiny during 2020/21

30. The Committee's agenda for 2020/21 included a number of special areas of scrutiny, including:
- The recently established Programme Management Office (PMO).
 - Consideration of NRW's long term timber contracts.
 - Arrangements for assurance on Wellbeing, Health & Safety, including Forest Safety.
 - Progress against the Governance & Risk Improvement Plan (GRIP).
 - Whistleblowing and prescribed persons report.
 - The proposed Pathway to Improved Governance and Compliance and updates on the associated Compliance Action Plan (now referred to as the 3 Lines of Defence project).
 - SIRO report.
 - Revised operating model for fraud and counter fraud.
 - Cyber Resilience in the Public Sector.

Annual Assessment of ARAC Effectiveness

31. An effectiveness survey was completed by regular and occasional attendees of the Committee prior to the September 2020 ARAC meeting, in line with the Committee's Terms of Reference and in accordance with HM Treasury's Handbook for ARACs. ARAC concluded its self-assessment in November 2020 facilitated by the National Audit Office checklist.
32. The Committee considered there was scope to improve training and induction arrangements for new committee members and a proposed training plan has been prepared in response. This year's Annual Effectiveness Review will begin in September. ARAC has also identified the need to provide training for new attendees on how to give effective presentations.
33. ARAC have agreed to reduce the number of meetings to four per year from 2022 (with the addition of an ARA meeting in July). The Committee have also agreed to continue to meet in a virtual capacity on a more permanent basis subject to training needs and the appointment of new Non-Executive Directors.

Reporting to and from the Board

34. ARAC takes seriously its responsibility to ensure effective communication between the Committee and the Board. The agenda of each Board meeting

includes a standing item to receive a report from ARAC providing an overview of the most recent meeting and identifying any issues of significance for the Board.

35. This ARAC annual report for 2020/21 completes the reporting process for the year.

Summary of conclusions drawn and recommendations for 2020/21

36. The following conclusions and recommendations have been drawn from the summary of business conducted in 2020/21:

Recommendation 1: ARAC to keep under review the transitional arrangements to facilitate the transfer of fraud, bribery and corruption investigations into the Internal Audit team in light of overall resourcing of the fraud investigation and internal audit functions.

Recommendation 2: NRW should review the effectiveness of the working relationship between Internal and External Audit by December 2021.

Report on progress against recommendations from 2019/20

37. A new internal Auditor was recruited in September 2020 to help strengthen the team and a new Head of Internal Audit has now been appointed (commencing on 1 July 2021) who will operate at Leadership Team level, which addresses Recommendation 1 from last year's report.

38. NRW and Welsh Government are currently revising the Framework Agreement that includes the calling-in requirements for Novel, Contentious or Repercussive (NCR) Issues, although this process has been delayed by the election and appointment of a new Minister. We have also reviewed and updated our training and guidance for staff to address Recommendation 2.

39. Unfortunately the review of the effectiveness of the working relationship between Internal and External Audit was not completed by the March deadline due to resourcing issues and therefore Recommendation 3 has not been completed. It is now recommended that a review take place before December 2021.

40. A training plan for new and existing ARAC members has been prepared based on the feedback from the last Annual Effectiveness Review. It includes a range of costed proposals that can be tailored for individual members to address Recommendation 4 from last year's report.

Priorities for ARAC's 2021/22 programme

- Supporting the induction of the new Head of Internal Audit and the maintenance of an appropriately resourced Internal Audit function to enable the delivery of a robust Audit Plan.
- Continued review of, and engagement with, the Internal Audit and 3 Lines of Defence programmes to improve the culture of control across the business.
- Continued challenge and support to ensure improvements in the robustness and timeliness of implementing key audit recommendations.
- Oversight of the roll-out of the new two-tier Internal Audit action process, i.e. separate deadlines for actions and embedding of actions.





- Continued challenge of the effectiveness and adequacy of the risk management arrangements and disciplines applied across NRW.
- Continued scrutiny of arrangements for implementing improved controls over the grants process, forestry operations and timber sales governance.
- Continued scrutiny of NRW's whistleblowing arrangements and Cyber Security, as recommended by HM Treasury's Handbook for ARACs.
- Review of any material instances of deviation from the Scheme of Delegation or agreed governance.

Acknowledgements

The Committee would like to extend its sincere thanks to the Director of Finance & Corporate Services, the Secretariat, the Internal Audit team, KPMG and to Audit Wales for the significant improvements that were evident in 2020/21 and for the invaluable support that they have given to the Committee, as well as to all those who have contributed to the spirit of openness and constructive challenge which the Committee continues to espouse in the conduct of its business.

Catherine Brown
Chair, Audit and Risk Assurance Committee
Natural Resources Wales
September 2021

Annex 2: Overall Internal Audit Opinion

Coverage	Core Definitions for Annual and Engagement Opinions	Optional RAG	Core Definitions for Annual and Engagement Opinions
Governance, risk management and control framework Assurance Opinion on mitigating controls over the risk to the delivery of objectives	Substantial The framework of governance, risk management and control is adequate and effective.	Green 	<ul style="list-style-type: none"> Adequacy and Effectiveness of the governance, risk management and control framework Impact of any weakness on delivery of objectives Extent of risk exposure Materiality: by value to the entity, by value in the engagement context and by nature (e.g. irregularity and reputational risk) We may also take account of Management responses to recommendations/ management actions
	Moderate Some improvements are required to enhance the adequacy and effectiveness of the framework of governance, risk management and control.	Yellow 	
	Limited There are significant weaknesses in the framework of governance, risk management and control such that it could be or could become inadequate and ineffective.	Amber 	
	Unsatisfactory There are fundamental weaknesses in the framework of governance, risk management and control such that it is inadequate and ineffective or is likely to fail.	Red 	

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Adroddiad Perfformiad Chwarter 1 2021/22
Cyfeirnod y Papur:	21-09-B12
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y Papur gan:	Y Tîm Gweithredol
Diben y Papur	Craffu
Argymhelliad	<p>Gofynnir i'r Bwrdd graffu ar berfformiad CNC ar gyfer Chwarter cyntaf 2021/22 ac ystyried yn benodol:</p> <ul style="list-style-type: none">• Cynnydd yn erbyn pob mesur a adroddwyd ar Ddangoswrdd Perfformiad y Cynllun Busnes• Camau y mae CNC yn eu cymryd• Alldro diwedd blwyddyn a ragwelir ar gyfer pob mesur

Mater

1. Mae'r adroddiad perfformiad hwn yn seiliedig ar y mesurau a gadarnhawyd gan y Bwrdd ym mis Mai ochr yn ochr â Chynllun Busnes 2021/22. Gofynnir i'r Bwrdd graffu ar yr adroddiad sy'n cael ei gyhoeddi ar ein gwefan.

Cefndir

2. Adroddiad Dangoswrdd Perfformiad y Cynllun Busnes yw un o brif ffyrdd y Bwrdd o graffu ar ein gwaith cyflawni.
3. Datblygwyd yr adroddiad perfformiad (Atodiad 1) fel rhan o'r broses o baratoi Cynllun Busnes 2021/22 gyda'r Bwrdd a'r Tîm Gweithredol, gan weithio'n agos gyda'r Tîm Arwain.
4. Mae'r adroddiad yn cynnwys:
 - **Dangoswrdd** sy'n rhoi trosolwg o berfformiad yn erbyn mesurau 2021/22 wedi'i osod yn ôl Blaenoriaeth Strategol fel y nodir yn y Cynllun Busnes.

- **Tabl o flaenoriaethau a phynciau strategol** i helpu i lywio'r adroddiad.
 - **Crynodeb ar gyfer pob Pwnc** sy'n dangos cynnydd yn ymwneud â'r isbenawdau yn y Cynllun Busnes
 - **Manylion ar gyfer pob mesur penodol** gyda sefyllfa diwedd blwyddyn
5. Dyma'r adroddiad cyntaf yn erbyn Dangosfwrdd Perfformiad y Cynllun Busnes ar gyfer 2021/22: mae'n ymwneud â'n Cynllun Corfforaethol hyd at 2022, a fydd bellach yn weithredol tan 2023.

Asesiad

6. Ceir crynodeb o'n perfformiad ar gyfer Chwarter 1 isod:

	Chwarter 1 (1 Ebrill – 30 Mehefin 2021)	Chwarter 2 (1 Gorffennaf i 30 Medi 2021)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2021)	Disgwyliedig ar Ddiwedd Blwyddyn (31 Mawrth 2022)
Coch	3			0
Oren	10			4
Gwyrdd	21			30
Cyfanswm	34			34

7. Gofynnir i'r Bwrdd graffu ar yr adroddiad perfformiad, gan nodi'r canlynol:

- Mae llawer o'n gwaith yn dibynnu ar bartneriaid sydd, yn gwbl briodol, wedi gorfod ailgyfeirio eu gwaith o ganlyniad i Covid-19.
- Er bod cyfyngiadau Covid-19 yn llacio'n raddol, mae gan lawer o'n staff gyfrifoldebau gofalu a rhai cyfrifoldebau addysgu gartref o hyd; mae llawer o staff yn dal i weithio gartref.
- Mae mesurau mewnol ychwanegol (ar berfformiad taliadau a Chynlluniau Datblygu Personol, er enghraifft) wedi'u cynnwys yn yr adroddiad hwn, gyda thargedau manwl a heriol. Mesurau dros dro yw'r rhain wrth i ni symud tuag at ddangosfwrdd perfformiad mewnol ar wahân a fydd yn eistedd ochr yn ochr â'n hadroddiadau Chwarterol. Adroddir ar y dangosfwrdd perfformiad mewnol o Ch3 a bydd yn seiliedig ar 'fasged o fesurau' sy'n cael eu monitro'n fewnol ar hyn o bryd gan ein Tîm Arwain. Roedd mesurau ar fonitro lechyd a Diogelwch, Damweiniau fu bron â Digwydd, a Chydraddoldeb, Amrywiaeth a Chynhwysiant eisoes yn rhan o Ddangosfwrdd gwreiddiol y Cynllun Busnes.

8. Isod, rydym wedi tynnu sylw'n fyr at ganfyddiadau'r adroddiad hwn yn ôl Blaenoriaeth Strategol: mae manylion ar gael yn yr adroddiad ei hun.

Ymateb i argyfwng yr hinsawdd

- **Mae ardal o goetir newydd a grëwyd ar Ystad CNC wedi'i graddio'n Wyrdd.** Ein carreg filltir ar gyfer Chwarter 1 yw bod â digon o safleoedd ar waith i fod yn hyderus ynghylch cyflawni ein disgwyliad diwedd blwyddyn o 150 ha wedi'u

caffael / nodi a 150 ha wedi'u plannu. Ar hyn o bryd, rydym yn ymchwilio i 29 o safleoedd sy'n cwmpasu tua 900 ha ac rydym wedi rhoi cynigion sydd wedi'u derbyn ar bedwar safle sy'n cwmpasu 130 ha. Byddwn yn symud y caffaeliadau hyn yn eu blaen, yn nodi tir addas pellach ac yn cynllunio ar gyfer plannu a fydd yn digwydd yn Ch4.

- **Mae'r camau a gymerir i adfer mawndiroedd Cymru yn Wyrdd** ar hyn o bryd. Rydym wedi recriwtio holl aelodau staff y prosiect ac wedi nodi meysydd adfer â blaenoriaeth ar gyfer 2021/22. Rydym wedi sefydlu y bydd elfen Ystad CNC yn 170 ha. Byddwn yn parhau i ddatblygu prosiectau y mae CNC yn eu cyflawni'n uniongyrchol a gweithio gyda phartneriaid. Byddwn hefyd yn bwrw ymlaen â'r broses o ddyrannu ein grant Cyllid Strategol a Ddyrannwyd (SAF) i bartneriaid strategol.
- **Mae cynnal asedau perygl llifogydd mewn systemau risg uchel ar y cyflwr targed wedi'i raddio'n Oren.** Ein targed ar gyfer y mesur hwn yw 98%. Ar hyn o bryd, rydym ar 97.5% ar gyfer Ch1, yr un fath ag ar gyfer ein perfformiad Ch4 y llynedd. Mae nifer yr asedau Islaw'r Cyflwr Gofynnol (BRC) un yn is yn ystod Ch1, sef 88 yn lle 89. Er mwyn cyrraedd y targed, ni ddylai fod gennym fwy na 70 o asedau Islaw'r Cyflwr Gofynnol. Rydym wedi bod yn gweithredu'r cynllun gweithredu y cytunwyd arno gan Fwrdd CNC (Mawrth 2020), yn dilyn y gwaith ar wraidd y mater ynghlwm wrth y mesur hwn. Rydym eisoes wedi gweld gwelliannau o ganlyniad i'r gwaith hwn.

Ymateb i'r argyfwng natur

- **Mae'r camau â blaenoriaeth sy'n cael eu cymryd ar safleoedd gwarchoddedig i wella cyflwr nodweddiol yn Wyrdd** ar hyn o bryd. Gostyngodd y mesur hwn i Goch ddiwedd y llynedd. Rydym yn awyddus i wella ein perfformiad. Ar ôl cadw staff Cyfnod Penodol a ariennir gan Lywodraeth Cymru a datblygu rhaglenni gwaith integredig gwell, rydym mewn gwell sefyllfa ar gyfer 2021/22 a byddwn yn monitro cynnydd yn rheolaidd gydol y flwyddyn. Byddwn yn gweithio gyda chwsmeriaid ein Cytundeb Rheoli Lleol i gyflawni gwelliannau pellach; gan gydbwyso anghenion cwsmeriaid â phroses sy'n cydymffurfio. Ein carreg filltir ar gyfer Ch1 yw cael cytundeb ar y rhaglen waith a'r camau gweithredu rydym wedi'u cwblhau. Mae 256 o gamau gweithredu yn rhaglen waith Cymru ac mae 20% o'r rhain naill ai ar y gweill neu wedi'u cwblhau. Byddwn yn parhau i gyflawni'r camau gweithredu yn y rhaglen, gan anelu at sicrhau bod o leiaf 30% ar waith neu wedi'u cwblhau erbyn diwedd Ch2 ac 80% erbyn diwedd y flwyddyn.
- **Mae cyflawni camau gweithredu wedi'u targedu ar gyfer rhywogaethau sy'n dirywio neu ar fin diflannu yn Wyrdd** ar hyn o bryd. Rydym wedi cwblhau'r adolygiad o gamau gweithredu a chynnydd Strategaeth Misglen Berlog yr Afon (FWPM). Mae hyn wedi llywio'r gwaith o ddatblygu cynllun gweithredu ar gyfer y chwe blynedd nesaf. Byddwn yn gweithredu'r camau adfer cynefinoedd a magu

caeth a nodwyd yn y strategaeth. Byddwn hefyd yn parhau i weithio ar ddatblygu ein blaenoriaethau ar gyfer rhywogaethau eraill sy'n dirywio a gweithredu cam nesaf cais Natur am Byth i Gronfa Dreftadaeth y Loteri ar gyfer y cyfnod adrodd nesaf.

- **Mae nifer y Ceisiadau Camau Unioni (CAR) ac Arsyllwadau o dan Safon Sicr Coetiroedd y Deyrnas Unedig (UKWAS) sydd ar agor a chynnydd tuag at eu cau wedi'u graddio'n Oren.** Yn 2020, gwnaethom gadw ardystiad gydag 1 CAR mawr, 4 CAR bach a 7 Arsyllwad, oedd yn llai nag yn 2019, ac rydym yn dymuno gweld llai fyth. Mae CAR mawr 2020 bellach wedi cau. Credwn fod gennym ddigon o dystiolaeth i gau 1 CAR bach a 2 Arsyllwad. Byddwn yn parhau i gasglu mwy o dystiolaeth i gau'r 3 CAR arall ac rydym yn paratoi staff a systemau ar gyfer archwiliad 2021 sydd wedi'i drefnu ar gyfer mis Awst yn rhanbarthau'r De-ddwyrain a'r De-orllewin.
- Ar hyn o bryd, **mae cynnydd ein gwaith i leihau llygredd o fwyngloddiau metel yn Oren.** Rydym wedi cynnal asesiadau rhagarweiniol ar gyfer 33 o fwyngloddiau yn erbyn targed o 30 y Chwarter hwn. Cyflwynwyd adroddiadau terfynol ar gyfer 6 o'r rhain a derbyniwyd adroddiadau drafft ar gyfer 21. Rydym wedi cwblhau'r astudiaeth ddichonoldeb / dyluniad amlinellol ar gyfer Melin Wemyss - Dargyfeirio Dŵr Wyneb. Ers datblygu ein targedau, rydym wedi gorfod aildrefnu'r gwaith o gyflawni ein tri dyluniad manwl, gydag un dyluniad manwl wedi'i gwblhau, ar gyfer prif waith Abbey Consols y Chwarter hwn. Mae gwaith dylunio manwl ar gyfer rheoli dŵr wyneb ym Mynedfa Mwynglawdd Llanerchyllau bellach wedi'i raglennu ar gyfer Ch2 a'r Gwaith Diogelwch Argae Cae Conroy cysylltiedig ar gyfer Ch4. Yn y cyfamser, mae'r gwaith adeiladu yn parhau ac, er ein bod wedi aildrefnu gwaith drwy gydol y flwyddyn, mae'r gwaith o gyflwyno'r rhaglen erbyn diwedd y flwyddyn yn parhau i fod ar y trywydd iawn i'w gwblhau o fewn yr amserlen.
- Ar hyn o bryd, **mae'r gwaith o ddarparu'r ymchwiliadau cysylltiedig â dŵr sy'n weddill a datblygu Cynlluniau Rheoli Basn Afon (RBMP) wedi'u graddio'n Goch.** Ein carreg filltir ar gyfer y mesur hwn yw cwblhau 135 o'r 447 o ymchwiliadau sy'n weddill yn Ch1: hyd yma, rydym wedi cwblhau 73. Byddwn yn blaenoriaethu'r gwaith ymchwilio ac mae gennym gynllun gwaith ar waith i gyrraedd y targed erbyn diwedd y flwyddyn. Rydym yn gwerthuso'r targedau o ran ymchwiliadau ar gyfer gweddill 2021/22. Mae meysydd gwaith â blaenoriaeth megis afonydd ACA (Ardaloedd Cadwraeth Arbennig) yn effeithio ar argaeledd adnoddau ar gyfer ymchwiliadau'r Gyfarwyddeb Fframwaith Dŵr. Rydym hefyd yn edrych ar ba ymchwiliadau ychwanegol y gallai fod eu hangen mewn perthynas ag afonydd ACA. Ar hyn o bryd, rydym ar y trywydd iawn i gyflawni ein gweithgarwch adolygu ac ymateb i ymatebion rhanddeiliaid i ymgynghoriad drafft y Cynlluniau Rheoli Basn Afon er mwyn llywio Cynlluniau Rheoli Basn Afon Cylch 3 yn Ch4, ac rydym yn disgwyl bod yn Wyrdd ar ddiwedd y flwyddyn.

Datblygu a defnyddio ein tystiolaeth gyda phartneriaid i ddadlau dros Reoli Adnoddau Naturiol yn Gynaliadwy a sicrhau bod hynny'n digwydd

- Mae ein gwaith i **Hyrwyddo, dadlau dros ac annog y defnydd o'r Adroddiad ar Sefyllfa Adnoddau Naturiol wedi'i raddio'n Wyrdd**. Ein carreg filltir ar gyfer Ch1 yw darparu pecyn ymgysylltu, cynllun ymgysylltu a dull o gyflwyno negeseuon sy'n helpu i wireddu amcanion. Yn unol â chynllun ymgysylltu'r Adroddiad ar Sefyllfa Adnoddau Naturiol 2020 (SoNaRR2020), rydym wedi darparu nodiadau briffio a chyflwyniadau safonol i staff i'w galluogi i rannu'r negeseuon yn SoNaRR2020 gyda chydweithwyr a phartneriaid. Rydym wedi cynhyrchu fideos i gyd-fynd â'r nodiadau briffio sydd ar gael ar ein gwefan. Rhoddwyd cyflwyniadau yn fforymau Llywodraeth Cymru ac mewn cyfarfodydd rhanddeiliaid allweddol. Mae'r ymateb gan Lywodraeth Cymru a rhanddeiliaid wedi bod yn gadarnhaol iawn ar y cyfan. Byddwn yn rhannu'r fideos gyda staff ac yn parhau i ymgysylltu â'n partneriaid. Anogir yr holl staff i drafod canfyddiadau SoNaRR2020 gyda'u partneriaid a gofyn am adborth

Datblygu CNC yn sefydliad rhagorol sy'n gwasanaethu cymunedau Cymru

- Ar hyn o bryd, mae ein **Hymateb i ddigwyddiadau (categori cychwynnol 'Uchel', o fewn 4 awr) yn Oren**. Ein targed ar gyfer y mesur hwn yw 95%. Y perfformiad ar gyfer y chwarter hwn yw 93%, i fyny o 87% ar ddiwedd y Chwarter diwethaf. Byddwn yn parhau â'r gwaith sydd wedi gweld ein perfformiad yn gwella, gan dargedu cymorth i dimau penodol, lle gall fod yn fwyaf effeithiol. Byddwn yn parhau i weithredu ar ymyriadau pellach i symleiddio ein proses a defnydd a hygyrchedd System Cofnodi Digwyddiadau Cymru (WIRS). Fodd bynnag, mae'r gwelliant wedi'i ysgogi gan gymorth a ddarperir gan swyddi dros dro, ac mae'r cyllid ar eu cyfer yn dod i ben ym mis Mawrth 2022. Oherwydd hyn, mae'r rhan fwyaf o'r staff hyn bellach wedi dod o hyd i rolau parhaol mewn mannau eraill yn CNC, ac mae'n anodd recriwtio am gyfnod mor fyr. Rydym yn rhagweld y bydd perfformiad yn dirywio o ganlyniad, ac rydym yn rhagweld y byddwn yn dal i fod yn Oren ar ddiwedd y flwyddyn.
- Ar hyn o bryd, mae ein mesur **Gwneud taliadau ar amser yn Goch**. Ein targed ar gyfer y mesur hwn yw 95%. Dim ond 79% rydym wedi'i gyflawni oherwydd diffyg staff (oherwydd lefelau salwch annormal yn bennaf). Rydym wedi bod yn canolbwyntio ar glirio'r ôl-groniad o anfonebau yn y blwch negeseuon e-bost. Byddwn yn cynyddu'r lefelau staffio dros dro, a bydd hynny'n cymryd 4-6 wythnos i gael effaith. Ein targed ar gyfer y mesur hwn yw 95%. Ar gyfer y cyfnod adrodd nesaf, rydym yn bwriadu bod yn gweithio ar ein targed o 95% ac ar gyfer pob cyfnod adrodd ar ôl hynny. Ar hyn o bryd, rydym yn disgwyl y byddwn yn Wyrdd ar ddiwedd y flwyddyn.

- **Mae'r cynlluniau datblygu personol staff sydd ar waith wedi'u graddio'n Oren.** Ein targed yw bod 70% o gynlluniau datblygu personol y llynedd yn cael eu cytuno a'u cadarnhau a bod 60% o'r rhai newydd yn cael eu cytuno. Mae 78% o gynlluniau datblygu personol y llynedd wedi'u cwblhau ar ein system FyCNC a 58% o'r cynlluniau datblygu personol newydd wedi'u cytuno ac ar waith ar y system ar gyfer dechrau blwyddyn 2021/2022. Rydym yn atgoffa rheolwyr i fewnosod cynlluniau datblygu personol diwedd blwyddyn eu staff i'r system. Byddwn yn cynnal mwy o sesiynau diweddarau ar y prosesau rheoli perfformiad ar ddechrau Ch3 a Ch4. Rydym yn disgwyl bod yn Wyrdd ar ddiwedd y flwyddyn.
- Ar hyn o bryd, **mae Cwblhau e-ddysgu a gytunwyd (gorfodol) yn Goch.** Ein targed ar gyfer y mesur hwn yw bod 90% wedi cael hyfforddiant gofynnol. Rydym wedi cyflawni 81% erbyn diwedd mis Mehefin 2021. Mae cwblhau e-ddysgu gorfodol wedi cynyddu 18% ers dechrau'r flwyddyn adrodd ym mis Mawrth 2021. Byddwn yn parhau i ddarparu adroddiadau cwblhau misol i'r Tîm Arwain; mae rheolwyr wedi cael mynediad at ddangosfyrddau adrodd sy'n eu galluogi i gael gafael ar yr ystadegau ar gyfer eu timau a'r gallu i anfon negeseuon atgoffa drwy e-bost at bobl nad ydynt wedi cwblhau'r cyrsiau. Bydd y tîm Hyfforddi a Datblygu yn atgoffa'r holl staff am y rhesymau pam mae'r cyrsiau hyn yn hanfodol i'w cwblhau. Rydym yn disgwyl bod yn Wyrdd ar ddiwedd y flwyddyn.

Ymateb i'r pandemig Covid-19 a'r DU yn gadael yr Undeb Ewropeaidd, gan fanteisio ar gyfleoedd i sicrhau adferiad gwyrdd

- **Mae cyfraniad CNC yn dilyn ymadael â'r UE wedi'i raddio'n Wyrdd.** Rydym yn parhau i gyfrannu at ddatblygu deddfwriaeth newydd yn dilyn ymadael â'r UE, gan gefnogi Llywodraeth Cymru a chydlynu ymateb cynhwysfawr gan CNC. Rydym yn gweithio gydag asiantaethau eraill, staff ar draws CNC ac Asesydd Interim Diogelu'r Amgylchedd (Cymru) ar lywodraethu amgylcheddol ac rydym wedi briffio ein Tîm Gweithredol ar yr effaith, y risgiau a'r cyfleoedd hirdymor sy'n gysylltiedig â'r corff goruchwylio newydd a'i effaith ar waith CNC. Yn benodol, y risg gynyddol o Adolygiad Barnwrol, gwaith cwynion strategol a gwaith cynghori. Byddwn yn datblygu achos busnes ar gyfer rheoli gwaith parhaol newydd ac ychwanegol yn dilyn ymadael â'r UE. Rydym yn disgwyl bod yn **Oren** ar ddiwedd y flwyddyn oherwydd natur dros dro y rhaglen a gwaith parhaol newydd ac ychwanegol nad oes adnoddau ar gael ar ei gyfer yn hirdymor. Mae hyn yn destun achos busnes ar hyn o bryd.
- Ar hyn o bryd, **mae Gweithredu Rhaglen Adnewyddu ar ôl Covid-19 yn Wyrdd.** Rydym wedi gwneud cynnydd sylweddol o ran sefydlu tîm rhaglen, gydag arweinwyr wedi'u nodi ar gyfer pob un o'r 9 ffrwd waith. Mae'r ffrydiau gwaith

unigol wedi gwneud cynnydd o ran datblygu dulliau profi cysyniadau / treialon mewn meysydd megis trefniadau gweithio hybrid, datblygu cynlluniau llety newydd, hyfforddiant, TGCh a datblygu canolfannau swyddfeydd a rennir. Byddwn yn cwblhau achos Cyfiawnhau Busnes ein Rhaglen Adnewyddu ac yn parhau i weithredu'r treialon ffrwd waith. Ar hyn o bryd, rydym ar y trywydd iawn i fod yn Wyrdd ar ddiwedd y flwyddyn.

Argymhelliad

9. Gofynnir i'r Bwrdd graffu ar yr adroddiad perfformiad ar gyfer Chwarter 1, a chytuno arno, i gadarnhau ei addasrwydd ar gyfer ei gyhoeddi.

Risgiau Allweddol

10. Os nad yw'r wybodaeth am berfformiad a ddarperir yn adlewyrchu'n gywir y cynnydd tuag at gyflawni'r Cynllun Busnes, yna ni fydd y Bwrdd yn gallu cwblhau ei rôl o graffu ar waith cyflawni Cyfoeth Naturiol Cymru.
11. Os bydd Covid-19, goblygiadau ymadael â'r UE a digwyddiadau tywydd eithafol yn effeithio arnom ymhellach, mae'n bosibl y caiff staff eu gorlwytho'n llwyr, a bydd gennym lai o allu i ymateb.

Y camau nesaf

12. Bydd yr adroddiad perfformiad yn cael ei drafod gyda Llywodraeth Cymru a'i gyflwyno i'r Gweinidog. Bydd yn cael ei gyhoeddi ar wefan Cyfoeth Naturiol Cymru.

Goblygiadau Ariannol

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

Asesiad o'r Effaith ar Gydraddoldeb

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

Mynegai Atodiadau

Atodiad 1 – Dangosfwrdd Perfformiad Cynllun Busnes Chwarter 1

Annex 1: Business Plan Performance Dashboard

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

Respond to the Climate Emergency

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

Respond to the Nature Emergency

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

*The [key to green, amber or red performance assessment](#) is on page 63 of this report

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

Current	Measure	Year end	Page
Green	Promote, advocate and encourage use of State of Natural Resources Report	Green	33
Green	Use of Area Statements within NRW to embed priorities and opportunities	Green	35

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

Current	Measure	Year end	Page
Amber	Response to incidents (initial category 'High', within 4 hours)	Amber	38
Green	Performance of regulated sites and water quality discharges	Green	40
Green	Deliver NRW's combined health and educator training	Green	42
Red	Make payments on time	Green	44
Green	Develop and implement a People Strategy for NRW	Green	45
Amber	Staff personal development plans are in place	Green	46
Red	Complete agreed (mandatory) eLearning	Green	47
Green	Equality, Diversity and Inclusion action	Green	48
Green	Wellbeing, health and safety active monitoring undertaken	Green	50
Green	Number of near miss reports	Green	51
Green	Progress the Customer Experience Strategy	Green	53
Amber	Deliver our Stakeholder Engagement Plan	Green	54
Amber	Implement our Commercial Strategy	Green	56
Green	Timber volume offered to market / sold / dispatched	Green	57

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

Current	Measure	Year end	Page
Green	NRW's contribution following EU Exit	Amber	60
Green	Implement Covid-19 Renewal programme	Green	62

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

Respond to the Climate Emergency

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

Respond to the Nature Emergency

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

Developing and using our evidence...

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

Developing NRW into an excellent organisation...

- [Responding to and Managing Incidents \(page 37\)](#)
- [Regulation – permitting, regulating and... \(page 39\)](#)
- [Benefitting Communities \(page 41\)](#)
- [Developing our Organisation \(page 43\)](#)
- [Ensuring Everyone's Well-being, Health and Safety \(page 49\)](#)
- [Understand and improve our Customers' Experiences \(page 52\)](#)
- [Making the Most of Commercial Opportunities \(page 55\)](#)

Responding to the Covid-19 pandemic...

- [Providing Advice and Guidance \(page 59\)](#)
- [Delivering our Covid-19 Renewal... \(page 61\)](#)

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

Priority: Responding to the Climate Emergency

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

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

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

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

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

Topic: Reducing Our Carbon Footprint

Topic summary progress:

- Our work focuses on 4 areas:
 - procurement systems – how we make our purchases
 - NRW managed land
 - transport
 - and built estate – our offices and buildings

We are working on a forward plan for NRW procurement systems and developing a pathway approach to 2030 for how we will decarbonise our transport and built estate.

- We continue to deliver NRW's Offshore Renewable Energy Programme, providing timely advice and developing positions, guidance and evidence, to support sustainable development of marine renewable energy.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Climate emergency across NRW](#)

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

Measure: Climate emergency action across NRW

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

Latest position (to end of June 2021):

- Our milestone for this measure is report and review previous carbon emissions to help identify and agree with our CCDCP (Climate Change and Decarbonisation Change Programme) the priority deliverables for our top ten priority areas.
- We have partially completed this activity. We reviewed the 2020/21 emissions data, compared it to 2019/20 and presented our findings to our Climate Change and Decarbonisation Change Programme at its meeting on 29th June 2021, and presented our Annual Plan at the same meeting. Whilst the overall plan was agreed, there is some further work to do on confirming priorities.
- **This measure is amber.**

What we are doing next:

- We will now be undertaking a prioritisation exercise of the Annual Plan for its final agreement and reviewing data to be received during August and September 2021 from energy surveys and suggested low carbon pathways for our built estate and a low emission review of our fleet. Priorities for the annual plan also to be signed off which will bring this measure back to green.
- Our milestone for this measure is to ensure the Renewal process has the evidence required to ensure organisational decarbonisation is embedded in the programme for the next reporting period.
- We are currently on track to achieve our year end milestone activity to produce outcome report on delivery of the top ten priority areas of the CCDCP in quarter four. We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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

Topic: Creating New Woodland

Topic summary progress:

- Excellent progress has been made with the internal recruitment of 11 staff to undertake the expanded contract verification work for Welsh Government's Glastir Woodland Grants.
- As of 7th June, Welsh Government Rural Payments Wales colleagues confirmed parallel ability to undertake accompanied site visits with a maximum of 4 people following NRW Covid-19 protocols, which has been welcomed by the forest industry.
- We have engaged with a Ministerial 'Deep Dive' on woodland creation and timber use and provided substantial evidence to the task and finish group.
- We continue to progress woodland creation on the Welsh Government Woodland Estate.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

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

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

Measure: Verification of Glastir Woodland Grant scheme applications

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to provide the number of applications and area** for the relevant scheme rounds.
- For Round 9, we expect to receive 213 applications from Welsh Government (WG) totalling 1790 hectares. To date 124 have been received. Of these, we have completed 58 management plans and returned them to WG equating to a total of 240 hectares. A further 66 plans are in progress. This accounts for a further 465 hectares of potential new woodland.
- We are encouraging WG to pass the outstanding 89 applications for Round 9 on to us and expect to start receiving some of the 141 management plans that WG have received for their Round 10 window shortly.
- This measure is **green** as progress is on target.

What we are doing next:

- We will continue to verify GWC Round 9 applications and also the GWC Round 10 and GWR Round 9 applications as they come in.
- Our **milestone for this measure for the next reporting period is provide the number of applications and area** for the relevant scheme rounds.
- We are currently on track to achieve our **year end milestone activity to provide the number of applications and area** for the relevant scheme rounds in quarter four. We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

Measure: Area of new woodland created on the NRW Estate

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

Latest position (to end of June 2021):

- Our quarter 1 **milestone for this measure is to have sufficient sites in progress to be confident about achieving our year-end milestone of 150 ha acquired / identified and 150 ha planted.**
- We are currently investigating 29 sites totalling c.900 ha and have had offers accepted on four sites totalling 130 ha.
- **This measure is Green.**

What we are doing next:

- We will now progress the acquisitions, identify further suitable land and plan for planting which will take place in Quarter four. We had challenges securing land in 2020/21 and the market continues to be difficult. We will therefore continue to pursue a wide range of sites and types of acquisition and build a pipeline of sites for planting in future years.
- Our Quarter 2 **milestone is to have sufficient sites in progress and/or acquired / identified to be confident about achieving our year-end milestone.**
- We currently expect we will be Green at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

Topic: Restoring Peatland

Topic summary progress:

NRW is continuing to progress work on its peatland restoration programme. We are ensuring 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.

Projects led by NRW in 21/22:

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

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

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

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

Measure: Actions undertaken to restore Welsh peatlands

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

Latest position (to end of June 2021):

- Our **milestone for this measure is all new posts recruited to and all potential groundworks for peatland restoration activity for 2021-22 identified.**
- We have completed this activity. We have recruited all project staff members and have identified priority restoration areas for 21/22. We have established that the NRW Estate element will be 170 ha.
- This measure is green.

What we are doing next:

- We will now continue to develop projects that NRW are delivering directly and work with partners. We will also push forward the allocation of our Strategic Allocated Funding (SAF) grant to strategic partners.
- Our **milestone for this measure for the next reporting period is NRW National Peatland Action Programme grants allocated to all recipients.** We are dependent on the grant allocation to remain on track to achieve our year end milestone activity of 600 ha of peatland restoration activity undertaken.
- We are currently on track to achieve our **year end milestone activity of 600 ha of peatland restoration activity undertaken (including 170 ha on the NRW Estate).**
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Managing Flood Risk

Topic summary progress:

- Our **Capital Programme** of £17m is progressing well, with significant projects under or nearing construction start (e.g. Ely Bridge, Llyn Tegid, Stephenson Street (Newport) and Ammanford), plus many other non-scheme projects, such as the Flood Warning System replacement project. The value of the capital programme this year is high (e.g. compared to £13m last year) and is a significant draw on many key staff's time.
- The **Flood Recovery and Review Implementation Programme** is well established. Many short term tasks are complete or ongoing, and the challenge is around the more complex and longer term tasks. Staff capacity is a significant issue, for this and all flood risk work. There are recruitment challenges in a competitive market with scarce specialist skills. **Skills development** is an area of focus, with much to do, and only so much can be done immediately.
- Our **Improvement Programme** contains 30 active projects across the range of our activities. Several are significant ICT projects which are delivering core customer-facing systems. We are working to ensure that the requirements for the ongoing operation and maintenance of these systems is recognised and fully funded. Other key projects including an assessment of our strategic hydrometric network needs have commenced.
- Our **Revenue Maintenance Programme** is delivering within the available budget. Our work on a new Risk-Based Revenue Allocation Model (ARBRAM) is progressing well, and this will enable us to make better risk-based decisions on maintenance work, as current budgets are not sufficient for all such work.
- There is a **high and continuing workload arising from recent flood events**. This includes large numbers of requests for information and for flood alleviation work from public and politicians, right across Wales.
- The independent review into the failure of the **reservoir spillway at Toddbrook** has reported, and we are active in considering the recommendations whilst also taking steps now to improve reservoir risk management in Wales.
- We continue to push for recognition of and action against the challenges ahead, particularly in regard to the need for significant **adaptation** in response to the **Climate Emergency**.

Topic owner: Jeremy Parr

Business Plan dashboard measure/s for this topic:

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

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Measure: Implement Flood Review recommendations

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

Latest position (to end of June 2021):

- Progress (through to benefits realisation and closure of tasks) is being assessed at our FRRIP Board, and also through to our Flood Risk Management Committee. The latest progress report to the FRRIP Board shows **Amber** status.
- Good progress is being made but challenges remain. Some actions are straightforward, whilst others are complex, requiring delivery over a medium/long timeframe, and additional resource. All are progressing, but for several it is early stages and sustained effort is required. There are ongoing issues in staff capacity and recruitment. We estimated that we would need additional 60-70 FTEs (full time equivalent staff) to implement and sustain the actions. We have been recruiting to an additional 50 posts so far, fully utilising the available budget. 35 posts have been filled, but most internally and so far only a net external increase of 14 staff. There are also challenges due to scarce skills and a competitive recruitment market.
- Staff capacity is also affected by ongoing work following all flooding events, which places high demands on staff time.

What we are doing next:

- We continue to deliver where we can, with the resources we have, and at suitable pace. We are taking steps to build our capacity and skills to deliver, but lack of skills in the sector is a significant issue, not only for us.
- We will take all steps available towards Green at year end, but until full recruitment is achieved, Amber is forecast.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Amber			Amber

See [here](#) for key used for Red / Amber / Green status

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

NRW owns and/or maintains approximately 4,000 flood risk assets of which 3,500 are considered to be 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 June 2021):

- Our **target for this measure is 98% of flood risk assets** in high risk systems at target condition
- This measure is amber: we have not achieved this. We are at 97.5% for Q1, the same as for our Q4 performance last year. The number of assets Below Required Condition (BRC) has decreased by one during Q1 from 89 to 88. To reach the target, we need to have no more than 70 assets Below Required Condition.

What we are doing next:

- We have been implementing the action plan agreed by NRW Board (March 2020), following the ‘Deep Dive’ into this measure. We have already seen improvements as a result of this work and will continue to work closely with the Operational teams to improve performance in line with the action plan.
- Current projections are that if all planned work progresses well, then we will be close to the year-end target of 98% and we may achieve Green. However, we are reporting a projected year-end Amber position as there may be Covid-19 related or other delays, as well as ongoing inspections giving rise to more assets identified as below required condition

Measure owner: Mike Evans

Q1	to Q2	to Q3	Expected year end
Amber			Amber

See [here](#) for key used for Red / Amber / Green status

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

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

Latest position (to end of June 2021):

- Our Flood Risk Management Capital programme contains a wide array of work this year which will both reduce the risk of flooding to communities through enhancements to existing defences or by constructing new flood alleviation schemes. We will also sustain the level of protection to communities across Wales through our capital maintenance work which ensures existing flood alleviation schemes perform as required when severe weather incidents occur.
- So far this year, we have completed the main works at Cadoxton outfall (Vale of Glamorgan), and this benefits **12 homes and 80 businesses**. Preparatory work for other projects is progressing well, but as always subject to project risks, which are being managed. Our maintenance programme has also been progressing with a large number of refurbishment, repair and maintenance projects continuing on site.

What we are doing next:

- We expect to hit this year's target of reducing or sustaining the risk of flooding to over 800 properties. Our current forecast is to reduce the risk to **275 properties** through our improvement works and over **750 properties** benefitting from sustained flood protection through our maintenance work this year. We are reporting as Green as we are on track (but note target not yet met). Site work is scheduled to commence shortly near Ely Bridge (Cardiff), which will reduce the risk to **150 homes**. Other projects are under development, with some forecast to start construction this year but completing in future years. This includes Stephenson Street (Newport) and Ammanford (Carmarthenshire). These will reduce risk to over **1100 properties** in future years.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Priority: Responding to the Nature Emergency

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

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

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

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

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Topic: Putting Nature at the Centre

Topic summary progress:

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

- Working with **Welsh Government** to develop **Adfer Natur**, a 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites at its core.
- Working with and supporting partners such **Wales Biodiversity Partnership, Public Service Boards, Wales Environment Link** and the **Local Nature Partnerships** to maximise opportunities for biodiversity.
- Contributing to updating the **Nature Recovery Action Plan** - the biodiversity strategy for Wales.
- Delivering the objectives within **Area Statements**.
- **Nature & Us / Natur a Ni** - a project to involve the people of Wales in a national conversation about the future of our natural environment – a shared vision for the natural environment in Wales for 2050.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Biodiversity action across NRW](#)

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Measure: Biodiversity action across NRW

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to commence NRW's actions outlined in the Vital Nature Biodiversity work programme and roll out our NRW Biodiversity eLearning module for staff.**
- Actions within the Vital Nature Work Programme have commenced. Rollout of the biodiversity eLearning module began with the initial testing stage. Feedback from this stage has indicated that further refinement of the module is required before rollout. Unfortunately, this has caused a delay to our initial programme to share the module with all staff in Q1.
- **This measure is Amber.**

What we are doing next:

- We have now secured further financial resource to make the required changes and the eLearning module which will be rolled out in due course.
- Our **milestone for this measure for the next reporting period is working with WG produce a costed three year programme focused on resilient ecological networks with protected sites at their core.**
- We are currently on track to achieve our **year end milestone activity to provide a progress delivery report to BREG (our Biodiversity and Resilient Ecosystems Sub-group) on the 2021-22 Vital Nature Biodiversity work programme** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Protecting Habitats and Species

Topic summary progress

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

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

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to have the work programme and actions agreed**
- We have completed this activity. There are 256 actions in the work programme for all Wales and 20% of these are either underway or complete.
- **This measure is green.**

What we are doing next:

- We will now continue to deliver the actions in the programme.
- Our **milestone for this measure for the next reporting period is 30% of actions completed or underway.**
- We are currently on track to achieve our **year end milestone activity of 80% of actions completed or underway** in Quarter four and are on track to be green at year end.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

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

Latest position (to end of June 2021):

- Our Quarter 1 **milestone for this measure is to have a sufficient % of the planned priority actions in progress and/or completed to be confident about achieving our year-end milestone of 80% of planned priority actions completed resulting in significant investment in at least 50 of the 56 NNRs in our direct care.**
- For 2021/22, we have planned 476 actions across the NNRs. 51 of the NNRs will receive significant investment. 146 of the actions were to commence in Q1. Of the 146, 142 (97%) are Green, 2 are Amber (due to lack of staff time) and 1 Red as resources have been reassigned to another action. 1 was unreported.
- **This measure is green.**

What we are doing next:

- Continue to deliver the planned NNR work programme in accordance with the agreed timetable and costs.
- Our **milestone for this measure for the next reporting period is to have a sufficient % of the planned priority actions in progress and/or completed to be confident about achieving our year-end milestone.**
- We currently expect we will be green at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to review actions and progress of the Fresh Water Pearl Mussel Strategy.**
- We have completed this activity. We have reviewed the actions and progress in the Fresh Water Pearl Mussel (FWPM) Strategy, and this has informed the development of an action plan for the next six years. This plan has gone through NRW's Programme Management Office process and received assurance.
- **This measure is green.**

What we are doing next:

- We will now implement habitat restoration and captive rearing actions identified in the FWPM Strategy. We will also continue to work on developing our priorities for other declining species.
- Our **milestone for this measure is to implement the next stage of Natur am Byth National Lottery Heritage Fund bid for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity to report on development of priorities for Declining Species Programme** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Managing Land Sustainably

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

- Following the Senedd elections we have published our Green Infrastructure Assessment (GIA) Guide and shared with local planning authorities and Welsh Government. We have updated and published our advice to planning authorities for planning applications affecting phosphorous sensitive river Special Areas of Conversation. We have also published guidance for staff on assessing planning applications that are supported by Water Framework Directive assessments
- Beyond the Metal Mines Programme measures that are reported, we completed: (1) construction for Abbey Consols Adit Capture / Teifi Outfall and (2) construction of the Dispersed Alkaline Substrate Trail Research, development and innovation plant at Parys Mountain.
- We will host the 2021 International Mine Water Association (IMWA) conference in early July 2021 <https://imwa2021.info/>.
- For the Welsh Government Woodland Estate, we continue to progress actions to close any Corrective Action Requests or Observations arising from the annual UK Woodland Assurance Standard audit and to prepare for the next audit.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of June 2021):

- **Our quarterly milestone is to make sufficient progress to be confident of achieving our year end milestone of retaining certification and reducing the number of CARs and Obs at each annual audit.**
- In 2020, we retained certification with 1 major CAR, 4 minor CARs and 7 Obs, fewer than in 2019 and we want fewer still.
- Our auditors assess evidence of closure. The 2020 major CAR is closed. We believe we have sufficient evidence to close 1 minor CAR and 2 Obs. We need more evidence to close the other 3 minor CARs. Of the other Obs, 4 are showing progress with continuous monitoring and evidence for 1 is due in July.
- This measure is **Amber**.

What we are doing next:

- Continue to gather evidence to close the 3 minor CARs.
- Preparing staff and systems for the 2021 audit scheduled for August in South East and South West regions.
- We will report on the end of year milestone when we have received the 2021 audit report.
- We currently expect to be Green at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to complete:**
- **30 preliminary assessments:** This is substantially complete: Assessments undertaken for 33 mines with final reports delivered for 6 of these and draft reports received for 21. All 33 reports will achieve 'Final' status in Q3
- **One outline design:** Completed: the feasibility study / outline design for Wemyss Mill - Surface Water Diversion
- **Three detailed designs:** We have rescheduled delivery: one detailed design completed, for Abbey Consoles main works this quarter. Detailed design for surface water management at Llanerchyaaur Mine Adit is now programmed for Q2. Detailed design for related FRM-funded Cae Conroi Dam Safety Works is now programmed for Q4. In the mean time construction on the ground continues and the overall programme is on schedule.
- **This measure is Amber.** This is because we have rescheduled work across the year, delivery of the programme by year end is still on track.

What we are doing next:

- Progress projects and, based on Q1's progress, review potential to accelerate work currently programmed for 2022-23.
- Our **milestone for this measure is to complete a further one outline design** (now programmed for Q4) **and one detailed design** (on track) for the next reporting period. We are currently on track to achieve our **year end milestone activity to complete a further 16 preliminary assessments in quarter four.**
- In terms of expenditure, deliverables and outcomes, we currently expect we will be green at year end.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Managing the Sea Sustainably

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

- Our work on the topic Managing the Sea Sustainably is coordinated via NRW's Marine Programme.
- Progress is being made in all key work areas including delivering: implementation of the Welsh National Marine Plan; NRW's Offshore Renewable Energy Programme; NRW's Integrated Coastal Management Programme, with a focus on coastal squeeze; plan and project level marine casework advice; blue carbon work programme; work on practical marine and coastal restoration and ecosystem resilience; contributing to the Wales green / blue recovery programme; implementation of the Marine Area Statement; Marine Protected Area (MPA) condition improvement projects and MPA network management actions; technical support to WG in identifying new Marine Conservation Zones to complete the Welsh MPA network; marine monitoring and reporting; the prioritised marine evidence programme; management of the Dee and Burry Inlet cockle fisheries and the Dee Conservancy.

Topic owner: Rhian Jardine

Business Plan dashboard measure/s for this topic:

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

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Measure: Support implementation of the Welsh National Marine Plan

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to commence development of priority products.**
- We have completed this activity. We have commenced (a) development of an Implementation Table capturing key existing NRW information, evidence and guidance against individual WNMP policies (b) established a Marine Spatial Approach Expert Group (MSAEG) to develop and streamline NRW's evidence and advice to Welsh Government's Spatial Approach to marine planning (c) further developed the Marine Advice Handbook, and (d) begun planning a stakeholder workshop to take forward the collaborative phase of the principles to support implementation of the enhancement and restoration element of the ENV_01 policy in the WNMP.
- **This measure is green.**

What we are doing next:

- We will now meet with internal policy leads / specialists to ensure Implementation Table captures relevant guidance and evidence to identify shared priorities to support implementation of WNMP policies. We will work with all the marine receptor groups to develop and streamline our contribution to WG's Spatial Approach ensuring NRW can efficiently provide high-quality advice that both supports marine plan implementation and services wider stakeholder evidence needs. We will continue to plan the stakeholder workshop with a view to holding it in Q3.
- Our **milestone for this measure is to progress development of priority products** for the next reporting period.
- We are currently on track to achieve our **year end milestone activity to sign-off priority products** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to commence NRW's agreed annual actions in the Wales Marine Protected Area Network Management Action Plan.**
- We have completed this activity. We have worked with Welsh Government to agree the targets for the grant offer letters. There are a number of substantive ongoing actions for NRW that are all progressing well, and three new NRW projects this year, in relation to (1) grazing on saltmarsh (2) managing the MPA network for blue carbon benefits, and (3) management of bait collection. We have let one contract and drafted specifications for the other two new actions.
- **This measure is green.**

What we are doing next:

- We will now continue to work on all NRW actions to make sure that they can be completed on time. There are currently no obstacles foreseen to achieving this aim.
- Our **milestone for this measure is to review action progress and report to NRW's Marine Sub-group for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity to sign off and report on final delivery** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Managing Fresh Water sustainably

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

- We continue to deliver Cycle 2 investigations, National measures and the local measures alongside the development of the Cycle 3 River Basin Management Plans (RBMP) where we are identifying local measures for opportunity catchments to commit to in the final Plans
- Consultation on the draft RBMP closed end of June and we have commenced reviewing these. We will use these to help inform the final details for the updated RBMP which are expected to be published June 2022.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- Deliver remaining water related investigations and develop new River Basin Management Plans

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to complete 135 of the 447 outstanding investigations from Cycle 2.**
- We have not completed this activity. We have completed 73 investigations.
- **This measure is red.**

What we are doing next:

- We will now prioritise the investigations work and have a work plan in place to achieve the target by year end.
- We are evaluating the investigation targets for the remainder of 2021/22 based on the level of staff resource available, priority work areas such as SAC rivers are impacting on resource availability for WFD investigation delivery. We are also looking at what additional investigations may be required in relation to SAC rivers
- Our **milestone for this measure is to complete a further 270 investigations from Cycle 2 for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity to review and respond to the draft RBMP consultation stakeholder responses to inform Cycle 3** in Quarter four and are expected to be green at year end.
- We currently expect we will be green at year end.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Red			Green

See [here](#) for key used for Red / Amber / Green status

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

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

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

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

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

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Topic: Improving and Presenting Evidence about the Natural Environment

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

- In late May, we published the results of our Baseline Evaluation of Protected Site Condition exercise. The exercise was carried out to understand the quality of the protected sites evidence base and to inform the development of a more comprehensive terrestrial monitoring strategy. Using currently available evidence, the range of species, habitat and earth science interests on protected sites were reviewed, and where sufficient information was available, indicative condition assessments were produced. We are now in the process of developing collaborative action plan to help us address the gaps in our evidence.
- This year, we are initiating a programme that will focus on evidence quality. Quality improvement reviews and actions are being initiated or progressed in three main areas; quality management for our monitoring activities and water quality data; governance and policies for quality assurance of our evidence reports and outputs; and a review of the data quality standards and assurance metrics across NRW data themes.
- We are initiating a review of freshwater monitoring to be completed by March 2023. The purpose of the review is to redefine our freshwater monitoring strategy and redesign monitoring programmes and networks to meet with current and future evidence needs, and to fit with available resources and funding.

Topic owner: Chris Collins

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is delivery of an engagement pack, engagement plan and approach to messaging that helps benefits realisation.**
- We have completed this activity. In line with the SoNaRR2020 engagement plan, we have provided briefing notes and standard presentations to staff to enable them to share the messages in SoNaRR2020 with colleagues and partners. We have produced videos to accompany the briefing notes which are available from our website. Presentations have been given at Welsh Government fora and at key stakeholder meetings. The response from Welsh Government and stakeholders has generally been very positive.
- **This measure is green.**

What we are doing next:

- We will now share the videos with staff and continue to engage with our partners. All staff will be encouraged to discuss the findings of SoNaRR2020 with their partners and seek feedback
- We are launching an evidence and policy programme to make the most of the challenges and opportunities presented by SoNaRR 2020
- Our **milestones for this measure for the next reporting period are to provide an update on stakeholder engagement and their feedback.**
- We are currently on track to achieve our **year end milestone activity of a summary of engagement, feedback and use of SoNaRR and the application in Area Statements** in Quarter four, we currently expect we will be green.

Measure owner: Chris Collins

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

Topic: Work with partners and communities using Area Statements

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

- Well-being planning is a key area of focus this year, updating Well-being assessments for Public Service Boards (PSBs) to incorporate the 4 aims in SoNaRR2020 and our evidence and learning from the area statement process.
- Gwent authorities have decided to create one PSB, and our area statement work is fully embedded in that process.
- We are working in partnership with the Clwydian Range and Dee Valley Area of Outstanding Natural Beauty to engage local businesses, stakeholders and individuals in Pengwern near Llangollen to consider what they would like to see for their community over the next generation, particularly in relation to our changing climate.
- Our Mid Wales area piloted a project mapping web application and are sharing it with partners for them to use as a tool for joint working.
- Our North West area shared learning from a case study at Newborough, highlighting how behavioural insights had been applied.
- A collaborative 'Blue Recovery' agenda was developed with the Wales Marine Action and Advisory Group

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to report our progress internally identifying lessons learnt and areas for change, and establish projects as required.**
- We have progressed this activity - it is a rolling programme. We have adopted the main area statement themes in each of our Place Plans with our operational teams now focussing their delivery around one or more of these. For example, opportunity catchments in NE Wales and SW Wales are embedded in our environment teams work, both helping to deliver the sustainable land management themes in their Area Statements. The Marine team undertook an internal coastal 'deep dive' with land management colleagues to identify opportunities linked to the Sustainable Farming Scheme. Through our Natural Resources and Wellbeing Integration sub-group, opportunities for improving communication between our policy and people and places teams to gather learning and identifying areas for change is being progressed. **This measure is green**

What we are doing next:

- We will now continue to identify lessons learnt and areas for change, working across place-based and Wales-wide teams which will be used for example, to inform the evaluation of the Natural Resources Policy.
- Our **milestone for this measure is to update on programme and project progress and any action on areas for change for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity to update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 22/23** in Quarter four. We currently expect we will be green at year end.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

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

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

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

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

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Topic: Responding to and Managing Incidents

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

- **Preparedness:** Development of the guidance materials and handbooks that support our response roles has continued (at pace), with our Operational Guidance Notes being completed and signed-off for a number of our Strategic (Duty Strategic Manager Handbook), Tactical (Duty Tactical Manager (DTM) Wales and DTM Area Handbooks) and Operational roles (Land Management Handbook).
- **Response:** In a challenging year, we have continued to respond to several incidents that have occurred recently e.g. Wildfires and Water Pollution, as well as managing the EU Exit and Covid-19 response. We have also started development of additional (topic specific) major and critical incident plans to help guide our response to those incidents that have the largest potential impact.
- **Review:** Incident Reviews have been carried out for a number of recent incidents with the recommendations resulting in actions and the embedding of learning from our experience.
- **Training:** Training of new rota volunteers has been taking place across the organisation, improving our skills and capabilities to deal with all types of incidents.
- **Exercising:** Teams across NRW have continued to take part in exercises both internally and with our multi-agency partners. The learning from these exercises has been factored into our ongoing training programme and is being fed into our Learning from Experience work.
- **Rota Resilience:** Additional rota volunteers have started to join rotas following completion of their training, helping to bolster the numbers of staff we have available to response to incidents.
- **Business Continuity:** Additional actions have been carried out (with others ongoing) to improve resilience and our ability to respond to incidents that could disrupt our ability to deliver our priority business activities. These actions have been driven by learning from the Coronavirus Pandemic and the sharing of information by our partners in relation recent Cyber-attacks and associated exercises.

Topic owner: Lyndsey Rawlinson

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of June 2021):

- Our **target for this measure is 95%**
- We have not achieved this. **Performance for this quarter is 93%**, up from 87% at the end of last quarter (89% cumulative total for last year). **This measure is amber.**

What we are doing next:

- We will continue with the work that has seen our performance improve over recent quarters. We will continue to target support to specific teams, where it can be most effective. Further interventions to streamline our process and the use and accessibility of the Wales Incident Recording System (WIRS) will also continue to be actioned.
- Our performance has continued to improve each quarter and if this was to continue, we would be on track to meet our year end target of 95% in Quarter four. However, the improvement in performance has been driven by support in each of our operational areas provided from temporary posts, for which the funding ends in March 2022. Due to this temporary nature of the posts, most of these staff have now secured permanent roles elsewhere in NRW and it is hard to recruit backfill for such a short period. We anticipate performance will deteriorate as a result, and **we anticipate we will be amber at year end.**
- We are assessing whether these support roles can be extended or ideally made permanent, but there are funding constraints and competing demands that at the moment make this unlikely.

Measure owner: Lyndsey Rawlinson

Q1	to Q2	to Q3	Expected year end
Amber			Amber

See [here](#) for key used for Red / Amber / Green status

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

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

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

- Progress for Q1 in relation to the Performance of regulated sites measure has been as expected. The measure is green with 100% of the sites with category 1 and category 2 compliance breaches receiving an appropriate regulatory response determination within 6 months.
- It should be noted that more compliance breaches have been found in this reporting quarter (October – December 2020) than the previous reporting quarter (July – September 2020) but the number of compliance breaches are still significantly below the number of compliance breaches reported in the pre-pandemic reporting quarter of (October – December 2019).

Topic owner: Nadia De Longhi

Business Plan dashboard measure/s for this topic:

- [Performance of regulated sites and water quality discharges](#)

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Measure: Performance of regulated sites and water quality discharges

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

Latest position (to end of June 2021):

- Our **target for this measure is 75% of category 1 and category 2 compliance breaches to have an appropriate regulatory response determined within 6 months.** There have been 18 category 1 and category 2 compliance breaches over the period (October – December 2020) and **100%** have had an appropriate response.
- **NB** – The 18 compliance breaches in Q1 of 2021-22 (October – December 2020) is an increase from the 12 compliance breaches recorded in Q4 of 2020-21 (July – September 2020) but is a significant reduction from the 43 compliance breaches recorded in Q1 of 2020-21 (October – December 2019).
- This measure is **Green**.

What we are doing next:

- Our **target for this measure is 75% for the next reporting period.**
- We are currently on track to meet our **yearend target of 75%** in quarter four and are likely to be green at year end.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Benefitting Communities

Topic summary progress:

- This work contributes to the wider organisational activity whereby we have taken time to reflect on the things we learnt during Covid-19 - seeing what could have been taken as a threat, adversely impacting how we achieve our ambition with communities, as an opportunity to adjust our approach. This is our way of maintaining our exposure and continuing to deliver both currently and for the rest of the year.
- The focussed work on grants sits within the wider context of organisational conversations about our role in providing outward funding. It links to emerging development of policy and approaches to support efficient ways of supporting and stimulating Wales' response to Covid-19 and the twin Nature and Climate emergencies. It sits within the landscape of Green Recovery and will help to define how NRW plays its part in delivering the aspiration of the new Programme for Government.
- It is hoped the Plant! Scheme will move forward with new arrangements supported by Welsh Government.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

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

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Measure: Deliver NRW's combined health and educator training

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

Latest position (to end of June 2021):

- Our **milestone for this measure is to report our progress internally identifying lessons learnt and areas for change, and establish projects as required.**
- Activity was completed reflecting on lessons learnt during Covid-19, adjusting ways of working and developing implementation plans and projects which can be delivered successfully over the coming year. Examples include: The establishment of a Health and Education Thematic Group with our Place colleagues to aid integration and support policy into practice, completion of Health Impact Assessment phase 1, co-production of our position on Green Prescribing, educator training was moved on-line, resource development topics reprioritised and Wales Outdoor Learning Week successfully delivered. **This measure is green.**

What we are doing next:

- We will now continue to deliver against our implementation plan. Work in the next quarter will include: Kickstart Placement Scheme roll-out, launch of 2021 Acorn Antics Campaign, preparation of resources for COP26, participation on the Ministerial Play review and Social Prescribing group, Health Impact Assessment phase 2.
- Our **milestone for this measure is to update on programme and project progress and any action on areas for change for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity to update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 22/23** in quarter four. We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Developing our Organisation

Topic summary progress:

- We are currently Red against making payments on time and completing mandatory eLearning.
- On the former, we are adding more resources to the team and this will take time for this to have an impact. With both eLearning and the payments, we are increasing the communications across NRW to ensure we meet the targets.
- Despite the initial issues, we believe the initiatives being implemented will address these.
- All other measures are either Green or Amber with the expectation of being green at the end of year.

Topic owner: Steve Burton

Business Plan dashboard measure/s for this topic:

- Make payments on time
- Develop and implement a People Strategy for NRW
- Staff personal development plans are in place
- Complete agreed (mandatory) eLearning
- Equality, Diversity and Inclusion action

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

Measure: Make payments on time

This measure on making our payments on time, reflects the importance of paying our suppliers within 30 days of receipt of invoice. Our financial reports are only updated once goods and services are received on MyNRW – our internal system for dealing with purchases and other administrative tasks.

Latest position (to end of June 2021):

- Our **target for this measure is 95%**.
- We have not achieved this. We have only achieved 79% due to staff unavailability (mainly abnormal sickness levels) across our Transactional Finance team. We have been focusing on the clearance of the backlog of invoices received in the mailbox. The team are currently actioning invoices that are three weeks old and we need to get that to under two.
- **This measure is red.**

What we are doing next:

- We will temporarily increase the staffing levels which will take 4-6 weeks to have an impact. We are putting a banner on the intranet to encourage staff to apply a substitute on the MyNRW system during the holiday period so that invoices do not get stuck in the system / workflow. We want to encourage staff to check their invoices for approval on a more timely basis and will be addressing any current invoices stuck in workflow via our Leadership Team. Transactional Finance Payments team members are currently helping to take high volumes of phone calls and payments to help the income team, as 3,620 Annual Billing invoices were sent to customers in May / June. Going forward we hope to train Income team members to help the Payments team in busy times. Payment team members have processed 644 more invoices in June than in May, so we are already making progress.
- Our **target for this measure is 95% for the next reporting period and every reporting period after that.**
We currently expect we will be green at year end.

Measure owner: Rob Bell

Q1	to Q2	to Q3	Expected year end
Red			Green

See [here](#) for key used for Red / Amber / Green status

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Measure: Develop and implement a People Strategy for NRW

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

Latest position (to end of June 2021):

- Our milestone for this measure is to have high level outcomes, objectives and indicators developed and identified, along with appropriate governance to support the delivery of a People Strategy.
- We have completed this activity. We have sought input from our People and Remuneration Committee and built this into our proposed People Strategy.
- This measure is green.

What we are doing next:

- We will now develop a timeline for the next milestone.
- Our milestone for this measure is to consult staff, across a range of fora, on the goals and priorities identified in the draft People Strategy; Establish a People Board to oversee the implementation of our People Strategy.
- We are currently on track to achieve our year end milestone activity for priority actions underway and complete where appropriate, in line with the People Strategy action plan in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Su Turney

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Measure: Staff personal development plans are in place

This measure reflects the status of staff personal development plans (PDPs) being in place which help managers manage and monitor staff performance.

Latest position (to end of June 2021):

- Our **milestone for this measure is 70% of last year's PDPs agreed and signed off and 60% new ones agreed and in place.**
- We have 78% of last year's PDP's completed on the MyNRW system. We have 58% of new PDP's agreed and in place on the MyNRW system for the start of the year 2021/2022.
- **This measure is amber.**

What we are doing next:

- We are issuing reminders to managers to input their staffs end of year PDP's onto the system.
- A report on completion/non-completion rates will be cascaded to all Managers.
- We will be running more refresher sessions on the performance management processes at the start of Q3 and Q4.
- All managers and staff will have a generic objective to increase accountability and governance for completing key business processes.
- Our **milestone for this measure is 95% of last year's PDPs agreed and signed off; 90% new ones agreed and in place.** We are currently on track to achieve our **year end milestone activity 95%, midyear reviews completed** in quarter four and expect to be Green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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Measure: Complete agreed (mandatory) eLearning

This measure reflects compliance against our agreed mandatory eLearning courses (Anti Bribery & Corruption, Anti Fraud, Computer Security and Health and Wellbeing plus from September GDPR and Records Management).

Latest position (to end of June 2021):

- Our **target for this measure is that 90% undergone required training.**
- We have achieved 81% as of end of June 2021. The completion of mandatory eLearning has increased by 18% since the start of the reporting year in March 21.
- **This measure is red.**

What we are doing next:

- We will continue to provide monthly completion reports to Leadership Team, managers have been given access to reporting dashboards giving them access to the statistics for their teams and the ability to send email reminders to people who haven't completed the courses.
- The Training and Development team will remind all staff the reasons why these courses are essential to complete.
- Our **target for this measure is 90% undergone required training.**
- We are currently on track to achieve our **year end target which is 90% undergone required training** in Quarter four and are expected to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Red			Green

See [here](#) for key used for Red / Amber / Green status

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

Measure: Equality, Diversity and Inclusion action

This measure reflects development and implementation of our Equality, Diversity and Inclusion (EDI) Action Plan.

Latest position (to end of June 2021):

- Our **milestone for this measure is to complete desk based review of NRW's policies and processes regarding EDI. Complete internal and external EDI engagement and consultation.**
- We have completed Stage 1 of EDI Project 2021 in April 2021, working with Diverse Cymru who produced a summary report of their findings to develop an EDI Plan for the next 3 years.
- **This measure is green.**

What we are doing next:

- We will now consider the findings of the summary report with a series of weekly, facilitated Task & Finish group staff sessions and an engagement session with external stakeholders to help us meet the next milestone.
- Our **milestone for this measure is to use Q1 feedback to develop, through task and finish groups the changes required.** We are currently on track to achieve our **year end milestone activity which is to complete a sub plan for 2022-2023 based upon the review in Q3 and agree with the Board**
- We currently expect we will be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Ensuring Everyone's Well-being, Health and Safety

Topic summary progress:

- This measure reflects the number of near miss reports (includes reports from employees, visitors, contractors, etc) reported per quarter. The aim is to increase the number of near miss reporting.
- This measure reflects the number of active monitoring reports by all staff, recorded per quarter. The aim is to increase the number of active monitoring reports recorded by all staff.
- Ensure those who visit land we manage, or work for us, do so in a safe environment.
- Good progress is being made against both aspects – near misses and active monitoring.

Topic owner: Steve Burton

Business Plan dashboard measure/s for this topic:

- [Wellbeing, health and safety active monitoring undertaken](#)
- [Number of near miss reports](#)

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Measure: Wellbeing, health and safety active monitoring undertaken

This measure reflects the importance of Wellbeing, Health & Safety active monitoring undertaken on site.

Latest position (to end of June 2021):

- Our **target for this measure is to increase on Quarter 1 from previous year. (Q1: 20/21 = 177, Q1: 21/22 = 301)**
- This improvement is due to increased site work being undertaken and the Covid-19 restrictions being lifted.
- Now that the public areas of interest have re-opened and with more site work re-commencing due to lockdown restrictions being lifted, the number of active monitoring exercises will increase.

What we are doing next:

- The Wellbeing, Health and Safety team will be running awareness sessions to raise the importance of active monitoring and provide training sessions on how to access the corporate system to log actions. These training sessions will be aimed at team leaders /managers and employees.
- In our August's manager's monthly guide there will be an action for team leaders/managers to engage with their teams and promote the importance of reporting.
- Our **target for this measure is to increase on Quarter 2 from previous year.**
- We are currently on track to achieve our **year end target to increase on quarter 4 from previous year** in Quarter four and are expected to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

Measure: Number of near miss reports

This measure reflects the number of near miss reports (includes reports from employees, visitors, contractors, etc)

Latest position (to end of June 2021):

- Our **milestone for this measure is to increase on quarter 1 from previous year. (Q1: 20/21 = 30, Q1: 21/22 = 49)**
- Near miss reporting constitutes a mixture of employees, contractors and members of the public.
- This measure is green.

What we are doing next:

- We will continue to report the number of near misses next period.
- The Wellbeing, Health & Safety team will be running training sessions on the importance of reporting near misses and how to access the corporate system to log and report. These training sessions will be aimed at team leaders /managers and employees.
- In our August's manager's monthly guide there will be an action for team leaders/managers to engage with their teams and promote the reporting of near misses. We expect these activities will help increase the number of near miss reporting so that, overall, at the end of year we have still seen an overall increase.
- Our **milestone for this measure is to increase on quarter 2 from previous year.** We are currently on track to achieve our **year end milestone to increase on quarter 4 from previous year** and expected to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Understand and Improve our Customers' Experiences

Topic summary progress:

- We have been raising awareness of the Customer Experience and Engagement Strategy through attending team meetings and NRW's Business Boards. We've provided our six monthly progress updated to our People and Remuneration Committee (PaRC) in June 2021. Bespoke presentation packs are being developed to meet the needs of each team.
- We have refreshed the Complaints and Commendations management information to be more qualitative, identifying themes, root causes and actions taken and to make it more relevant for our place based teams.
- We have held a stakeholder prioritisation session with ET and an escalation process now being developed.

Topic owner: Naomi Lawrence

Business Plan dashboard measure/s for this topic:

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

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Measure: Progress the Customer Experience Strategy

This measure reflects the Progress of the Customer Experience Strategy

Latest position (to end of June 2021):

- Our **milestone for this measure is to increase internal awareness of the strategy focussing on the 4 strategic objectives and customer experience principles.**
- We have engaged with many groups across NRW including our Executive Team, Leadership Team, Staff Engagement Forum, Trade Union Forum, Engagement Practitioners Group and we have held an NRW Webinar Wednesday session to raise awareness of the strategy. We have taken feedback to help tailor our approach as we start to share the strategy further into the organisation and we have begun to develop bespoke presentation packs to meet the needs of each team. We are also in discussion about how to include customer experience as part of the corporate induction.
- **This measure is green.**

What we are doing next:

- We will continue to work with teams to introduce the strategy and help them understand their role within it. We have begun the procurement process to select the agency we will work with to deliver the customer journey mapping exercise.
- Our **milestone for this measure for the next reporting period is to initiate a cross office end to end customer journey mapping exercise.**
- We are currently on track to achieve our **year end milestone activity which is to begin review of results of customer journey mapping exercise and agree next steps** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status
 [To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Deliver our Stakeholder Engagement Plan

This measure reflects the delivery of our stakeholder engagement plan.

Latest position (to end of June 2021):

- Our milestone for this measure is to deliver workshops with relevant staff to identify priority stakeholders according to the business plan priorities, and work with our Customer and Communications teams to develop a corporate contact programme with high level key messages for relevant audiences.
- We have not completed this activity. We have held one workshop with Executive Team in May 2021 and the next one which is a multi-directorate workshop to explore the guiding principles of our stakeholder relationship management is scheduled for August 2021. We have an external facilitator to support this.
- This measure is amber.

What we are doing next:

- We will now hold the workshop in August. Work is already underway to gather and consolidate the existing stakeholder information we hold across NRW, ready to upload into our Customer Relationship Management system.
- Our milestone for this measure is to work with the Customer and Communications teams to evaluate existing information e.g. previous stakeholder analysis such as Area Statement Stakeholder Maps, and review for consistency and integration with a records management system.
- We are currently on track to achieve our year end milestone to undertake a perceptions audit in Quarter four and expect to be green at year end.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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Topic: Making the most of commercial opportunities

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

- We have successfully launched our Sustainable Commercial Opportunities Group with representatives from across the business
- Identified and progressing 2 potential renewal hubs in South Wales as part of the renewal programme
- Continued to take a lead role in partnership with the Welsh Government on how to better deliver energy projects across the Welsh Government Estate
- Currently scoping a number of potential diversification opportunities on our estate including better utilisation for enabling businesses at Ceinws, Maesgwym.
- Talking to a number of new technology partners for future energy delivery approaches and exploring incubator opportunities.
- Reviewing how we can encourage and provide consistency for how we charge for filming on our land

Topic owner: Victoria Rose-Piper / Elsie Grace

Business Plan dashboard measure/s for this topic:

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

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

Measure: Implement our Commercial Strategy

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

Latest position (to end of June 2021)

- Our milestone for this measure is for **Open Source Read Only Commercial Development Action Plans to be available for review by NRW, establish our Sustainable Commercial Opportunities Group (SCOG) and hold our first Commercial Network meeting**
- We have not completed all aspects of this activity. The Commercial Development Actions Plan is now in completed form for sharing to the wider organisation (slightly redacted to remove commercially sensitive information). SCOG has now had three meetings discussing a range of opportunities including tidal lagoon energy creation, renewal hubs and tourism and recreation opportunities. Now that the format of SCOG is confirmed we are about to plan a wider communications push to increase internal awareness and encourage this as a starting point for commercial development within NRW. The first Commercial Network has been delayed in order to allow the new Head of Sustainable Commercial Development to lead the first group and we have delayed this till the end of September. Communications will be going out in August.
- **This measure is amber.**

What we are doing next:

- Our milestone for this measure is **PowerBI and reporting to our Commercial Business Board mechanisms and measures in place. We are currently on track to achieve our year end milestone is Annual Review prepared (for publishing April 2022) and Strategy Revision (published April 2022)** in Quarter four and are expecting to be green at year end.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Expected year end
Amber			Green

See [here](#) for key used for Red / Amber / Green status

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

Measure: Timber volume offered to market/sold/dispatched

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

Latest position (to end of June 2021):

- Our **target for this measure is 183,000m³ obs** (obs = over-bark, standing) for quarter one.
- We have achieved **183,000m³ obs**
- **The measure is Green**

What we are doing next:

- We plan to offer a further 248,000m³ obs in July 2021, which would take us to a cumulative total of 431,000m³ obs to the end of quarter two.
- Our cumulative **target for this measure for the next reporting period is 385,000m³ obs**, so we are expecting to exceed this.
- We are currently on track to achieve our **year end target of 830,000m³**. The anticipated overachievement in quarter two is expected to balance out over quarters three and four in meeting our target at year end.
- We currently expect this measure to be **green at year end**

Measure owner: Victoria Rose-Piper

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

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

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

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

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

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

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

Topic: Providing advice and guidance

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

- This work falls into the wider context of maintaining relationships with other agencies and staff across NRW to provide a coherent view on the continuing impacts of EU exit and to advise Welsh Government via such liaison with colleagues across the UK. Internally, it's related to keeping senior leaders briefed about the long-term impact, risks and opportunities related to the new oversight body - in particular the increased risk of Judicial Review, strategic complaints work and increased liaison and advisory work related to environmental governance. It is part of our continuing commitment to transition this work into business as usual.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- NRW's contribution following EU Exit

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

Measure: NRW's contribution following EU Exit

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

Latest position (to end of June 2021):

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

What we are doing next:

- We will develop a business case for the management of permanent new and additional work following EU Exit. We will work with WG on new legislation and the new oversight body and with other agencies, NRW staff and interim process.
- Our **milestone for this measure for the next reporting period is provide a progress update.**
- We are currently on track for our **year end milestone to provide a progress update** in Quarter four.
- We will be amber at year end due to the temporary nature of the programme and new and additional permanent work that is not resourced long-term but is currently the subject of a business case. Our Executive Team have confirmed the need to resource this high profile, permanent new work. The business case will mitigate this risk if approved.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green			Amber

See [here](#) for key used for Red / Amber / Green status

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

Topic: Delivering our Covid-19 Renewal Programme

Topic summary progress:

- The Programme Team is well established with clear governance arrangements and a revised and well supported programme board.
- The Programme Definition Document has been submitted to our Portfolio Management Office which has been approved by NRW's internal Project Assurance Group
- The individual workstreams have made progress in developing and implementing their measures, whilst the programme management approach ensures they are integrated.
- The individual workstreams have developed proof of concept / trial approaches in areas such as hybrid working arrangements, developing new accommodation plans, training, ICT and development of shared office hubs.
- We have started an Accommodation Strategy refresh using our SE Area as a pilot
- We are commissioning a new desk booking system to support future hybrid and shared office working
- We have undertaken a detailed staff survey to better understand the scope for hybrid working needs
- We have implemented new ICT procedures for managing remote device efficiently
- We have implemented new tools within Teams to help support remote working, and are developing our approach to move all office telephony to Teams

Topic owner: Martin Parkinson

Business Plan dashboard measure/s for this topic:

- [Implement Covid-19 Renewal programme](#)

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Measure: Implement Covid-19 Renewal programme

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

Latest position (to end of June 2021):

- Our milestone for this measure is **Programme Team established and integrated delivery plan in place, including list of proof of concept trials to be initiated and a detailed benefits register.**
 - We have made significant progress in establishing a programme team, with identified leads for each of the 9 work streams.
 - The individual workstreams have made progress in developing proof of concepts / trial approaches in areas such as hybrid working arrangements, developing new accommodation plans, training, ICT and development of shared office hubs.
- **This measure is Green.**

What we are doing next:

- We will now complete the Renewal Programme Business Justification case and continue to implement the workstream trials
- Our milestone for this measure for the next reporting period is **delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered**
- We are currently on track to achieve our **year end milestone activity of delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered** in Quarter four, and be green at year end.

Measure owner: Martin Parkinson

Q1	to Q2	to Q3	Expected year end
Green			Green

See [here](#) for key used for Red / Amber / Green status

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

Key: Green, amber or red ratings

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

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

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

Respond to the Climate Emergency

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

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

Respond to the Nature Emergency

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

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

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

Page	Measure	Type	Red	Amber	Green
34	Promote, advocate and encourage use	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g.	Activity reflected in milestone is effectively complete

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

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

Page	Measure	Type	Red	Amber	Green
38	Response to incidents (initial category 'High', within 4 hours)	Numeric	Figure / target not achieved.	Within 30% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)
40	Performance of regulated sites and water quality discharges	Numeric	Figure / target not achieved.	Within 30% of figure / target	75% (with integer rounding, i.e. $\geq 74.5\%$ would be green)
42	Deliver NRW's combined health and educator training	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
44	Make payments on time	Numeric	Figure / target not achieved.	Within 5% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)

45	<u>Develop and implement a People Strategy for NRW</u>	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
46	<u>Staff personal development plans are in place</u>	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
47	<u>Complete agreed (mandatory) eLearning</u>	Numeric	Figure / target not achieved.	Within 5% of figure / target	90% (with integer rounding, i.e. $\geq 89.5\%$ would be green)
48	<u>Equality, Diversity and Inclusion action</u>	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
50	<u>Wellbeing, health and safety active monitoring undertaken</u>	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
51	<u>Number of near miss reports</u>	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be	Activity reflected in milestone is effectively complete

				completed a month later than planned)	
53	Progress the Customer Experience Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
54	Deliver our Stakeholder Engagement Plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
56	Implement our Commercial Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
57	Timber volume offered to market / sold / dispatched	Numeric	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.

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

Page	Measure	Type	Red	Amber	Green
60	NRW's contribution following EU Exit	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 approach to	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	Amber rating applies, focused on fair reflection of position	approach to Green rating applies, focused on fair reflection of position
62	Implement Covid-19 Renewal programme	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

Papur y Bwrdd

Dyddiad y cyfarfod	23 Medi 2021
Teitl y papur	Lles, Iechyd a Diogelwch (WH&S), Diweddariad Chwarter 1
Cyfeirnod y Papur	21-09-B13
Noddir y Papur gan	Prys Davies, Cyfarwyddwr Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch (WH&S)
Diben y Papur	Er Gwybodaeth (dim angen camau gweithredu)

Cefndir

1. Dyma ddiweddariad perfformiad interim Lles, Iechyd a Diogelwch i'r Bwrdd ar gyfer Chwarter 1 2021/2022.

Argymhelliad

2. Gofynnir i'r Bwrdd wneud sylwadau ar adroddiad Lles, Iechyd a Diogelwch (WH&S).

Risgiau

3. Bydd risgiau Lles, Iechyd a Diogelwch yn parhau i gael eu rheoli gan y sefydliad a'u cydgysylltu a'u goruchwyllo gan y tîm WH&S. Wrth edrych i'r dyfodol, bydd angen i CNC gynnal a datblygu ymhellach ein diwylliant o fonitro a dysgu Lles, Iechyd a Diogelwch. Bydd hyn yn parhau i fod yn elfen allweddol o'n strategaeth i'r dyfodol.
4. Bydd y tîm Lles, Iechyd a Diogelwch yn defnyddio'r wybodaeth a gasglwyd a'r gwersi a ddysgwyd o ganlyniad i'n gwaith monitro rheolaidd i lywio'r gwaith o ddatblygu ein strategaeth a'n cynllun gweithredu yn y dyfodol.

Mynegai Atodiadau

Atodiad 1 – Adroddiad Lles, Iechyd a Diogelwch, Chwarter 1



Board Report Q1- Engagement Pack – April to June 2021

Serious Incident Reviews (SIR)

SIR Update

Electric Vehicle Charging Points 2019/2020

Issues have been found with publicly available electric vehicle charging points on the NRW estate relating to installation by the contractor because they were not compliant with relevant electricity regulations. There were subsequent issues highlighted when the remedial repairs were carried out by contracted electrical engineers.

The final report has been distributed and actions assigned. There were ten actions in total with eight actions completed and two actions are active and being worked on with a final completion date of the 31st December 2021.

HGV Accident – Forestry civil engineering works 2020/2021

A civil engineering haulage contractor was transporting stone between sites when it overturned on a road. It is understood that this accident occurred because of low overhanging branches from trees on land adjacent to the road. Even though this was not on NRW land, further investigation identified learning that would be valuable to NRW.

The final report has been distributed and actions assigned. There were thirteen actions in total with seven completed and six are active and being worked on with a final completion date of 30th September 2021.

Mechanised harvester chainshot incident 2020/2021

A direct production harvesting contractor experienced a near miss when a fragment of the chain broke away and was ejected towards the cab. NRW are the Landowner and Forestry Works Manager. The report identified issues around the extent to which chainshot is covered in training, missing chainshot guard/protection device, and the restricted manoeuvrability of the harvester head in thinning coupes.

The final report has been distributed and actions assigned. There were nine actions in total and eight are completed with one is still active and being worked on with a final completion date of 31st August 2021.

Hung up tree left standing during chainsaw operation 2020/2021

Hung up trees were left standing during chainsaw operations on NRW land by a contractor. This is contrary to industry best practice guidance. The report identified issues around the planning of works, and the training/competence of those undertaking the supervision of the works.

The final report has been distributed and actions assigned. There were four actions in total with three completed and one is still active and being worked on with a final completion date of 30th September 2021.

Chainsaw ringbarking 2020/2021

Trees were identified during a site visit in 2020, which were potentially unstable following ringbarking that occurred approximately 5 years ago. There is greater liability for NRW where trees fall as a consequence of human intervention, i.e. creating deadwood either by stem injection or by ringbarking.

The report identified issues with regards to the procurement of contractors, chainsaw supervisor training, frequency of tree inspections, management agreements with third parties, and robustness and clarity of existing guidance.

The final report has been distributed and actions assigned. There were twenty actions in total with nineteen completed and one is active and being worked on with a final completion date of 30th September 2021.

Incidents on NRW Estate

Sadly, there have been two recent fatalities on the NRW estate:

- A male fell from a cliff edge at Pen Pych Woodlands on 7th May 2021
- A male drowned at Sgwd Pannwr plunge pool on 5th June 2021

Both of these are subject to a Coroner's inquest and investigation and once these have concluded more information around the circumstances may be available.

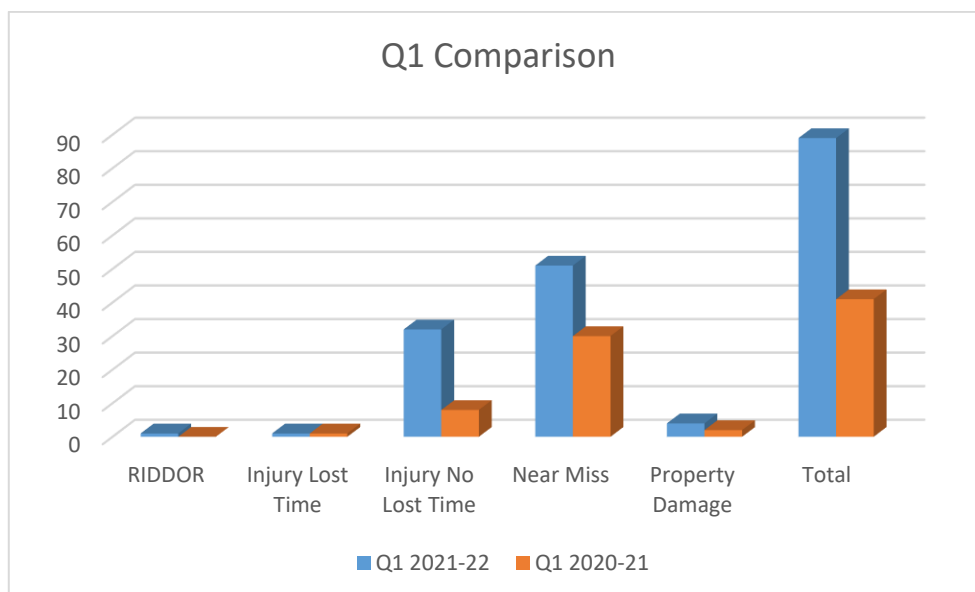
A Serious Incident Review has been opened and paused for the 2 fatalities and will be updated once the coroner's inquest has concluded. This could be late next year.

As both of these fatalities are currently being investigated by the Police and the Coroner a full investigation cannot be undertaken until these have been concluded. In both of the above cases the incidents happened on a natural feature on open access countryside with no indication that they related to our work. However, initial evidence gathering has been undertaken in conjunction with key staff to ascertain if any immediate actions were necessary. Wellbeing support was offered to staff.

Incidents

AssessNET Incident Data (all NRW)

NRW	Q1 2021- 22	Q1 2020- 21	FY 2020- 21	FY 2019- 20	FY 2018- 19	FY 2017- 18	FY 2016- 17	FY 2015- 16
RIDDOR	1	0	3	5	2	8	9	12
Injury Lost Time	1	1	1	8	7	10	13	14
Injury No Lost Time	32	8	37	98	115	164	153	159
Near Miss	51	30	165	226	242	301	364	477
Property Damage	4	2	31	32	41	46	62	64
Total	89	41	237	369	407	529	601	726



NRW Totals for Q1 2021/22.

A total of **89** incidents have been reported to date for Q1 2021/22– this constitutes a mixture of employee, contractor and member of public injuries and near misses. This compares to a total of **41** reported for the same period Q1 2020/21.

1 RIDDOR over 7-day injury (0 for same period last FY) – slip/trip/fall on uneven ground leading to over 7 day injury (knee).

1 Lost Time Injury (1 for same period last FY) – slip/trip/fall on kerb whilst carrying work equipment.

32 Injury with no lost time (8 for the same period last FY) - 11 of the 31 reported injuries are to members of the public on MTB with the majority of the remaining being slips/trips/falls. Note: 2 incidences of mild sunburn/dehydration working outdoors.

51 Near Miss (30 for the same period last FY) – significant number (10) relating to vehicles.

4 Property Damage (2 for the same period last FY) – 3 relating to vehicles.

Current incident themes:

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

ISO 45001: 2018

The contract for the certification for ISO 45001:2018 has been awarded to British Standards Institute (BSi). ISO 45001:2018 is an international standard for health and safety at work developed by national and international standards committees.

The BSi auditor undertook a gap analysis on the 2nd of October 2020 and an action plan was produced to address the areas of improvement. The next stage – Stage 1 - of the certification took place over 3 days in April 2021. Following this stage assessment, BSi recommended that NRW could proceed to the next step – Stage 2 - which will be the sampling/auditing of teams and their activities. This will take place in October, November and December 2021.

Policy update

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

- The Occupational health policy,
- Lone and remote working policy and procedure
- Personal Protective Equipment policy and procedure
- Procurement of contractors policy and procedure.

These will be endorsed by the Leadership Team Group and signed off by the members of the National WH&S committee.

Internal Audit Programme

The internal audit team notified the WH&S team that one internal audit review would take place in 2021/2022. This internal audit review was to focus on the Hand Arm Vibration (HAVs) process, which is due to commence in September 2021.

Wellbeing Health & Safety Pre-qualification questionnaires

The WH&S team have liaised with procurement and the timber sales team to ensure that contractors and customers who work on NRW land are adequately assessed at the pre-qualification stage, to ensure that they are competent and have made suitable arrangements in place to manage WH&S.

In total, the following have been assessed and approved -

4 Mobile plant hire contractor assessments – all failed the initial assessment and required further clarification.

2 Life Dee river restoration contractor assessments - all failed the initial assessment and required further clarification.

Change in Unlawful Killing and Suicide Thresholds

The burden of proof at Coroner's inquests has been reduced for unlawful killing and suicide from 'beyond reasonable doubt' to 'on the balance of probabilities' making the threshold lower.

Potential impact for employers and landowners/occupiers may be significant with double investigations happening, one based on criminal test and the other on civil test.

The Coroner's inquest usually precedes the conclusion of HSE investigations (and subsequent prosecutions) as well. Therefore, if the Coroner is increasingly ruling a verdict of 'unlawful killing' due to the lower standard/burden of proof required, it stands to reason that there may be an increase in prosecutions/civil cases as well.

WH&S webinars

The following WH&S webinars were delivered in Q1 with staff attending these to gain information on several subjects, such as Peoplesafe, ISO 45001 and the WH&S surgeries. These will continue into 2021/2022,

Coronavirus/Covid-19

As a result of the pandemic, there has been a need for additional WH&S advice, support and guidance for staff who are working from home and teams who were still undertaking key and essential works activities. Welsh Government (WG) implemented a plan based on alert levels. WG, in partnership with Business Wales, launched a scheme for public sector organisations to access lateral flow testing. NRW signed up to the scheme, as there are several teams that are unable to work in a safe manner due to Covid restrictions such as maintaining the 2m social distancing rule.

Lateral flow tests (LFTs) are used to identify people with COVID-19 who are not showing symptoms. Around 1 in 3 individuals with COVID-19 do not have any symptoms. If left undetected, they will continue to spread the virus. Testing those without symptoms is an important tool in the fight against coronavirus. Each positive case identified can help prevent many more infections. LFTs are easy to use and give results in 30 minutes. They are easy to interpret and can be used in a wide range of settings.

Teams have been identified to take part in the scheme and a working procedure has been developed. The teams taking part in the trial relate to where we have identified tasks that they are unable to carry out social distancing or other coronavirus controls and those tasks cannot be paused, and include electric fishing, marine monitoring and fisheries monitoring teams. Results will be monitored by NRW and WG to ascertain the usefulness of the testing. All alert level information can be found on the Coronavirus intranet page.

Wellbeing initiatives and developments

Corporate Health Standard

The focus for 2021/2022 is to ensure suitable and sufficient evidence and supporting information is continued to be gathered for the Gold level award assessment. The action plan was submitted to Public Health Wales for the gold level award assessment in March 2021.

However, all Corporate Health Standard (CHS) assessments are dependent on how Public Health Wales and their resources and processes due to Covid-19. Their focus is currently on organisations that have awards to revalidate before moving onto new award assessments. NRW's silver award will expire in March 2022.

Wellbeing Initiatives

A plan for the forthcoming year has been developed to ensure communication and participation in a range of specific wellbeing initiatives throughout the year. These include:

- Menopause awareness
- World suicide awareness
- Male cancer awareness
- Breast cancer awareness
- Alcohol Awareness

All these initiatives will be communicated to encouraged staff of how to look after themselves and their colleagues at work and outside of work. These initiatives will be advertised to staff through our Intranet, Manager's Monthly updates, Yammer pages and through engagement at local WH&S Forums and team meetings.

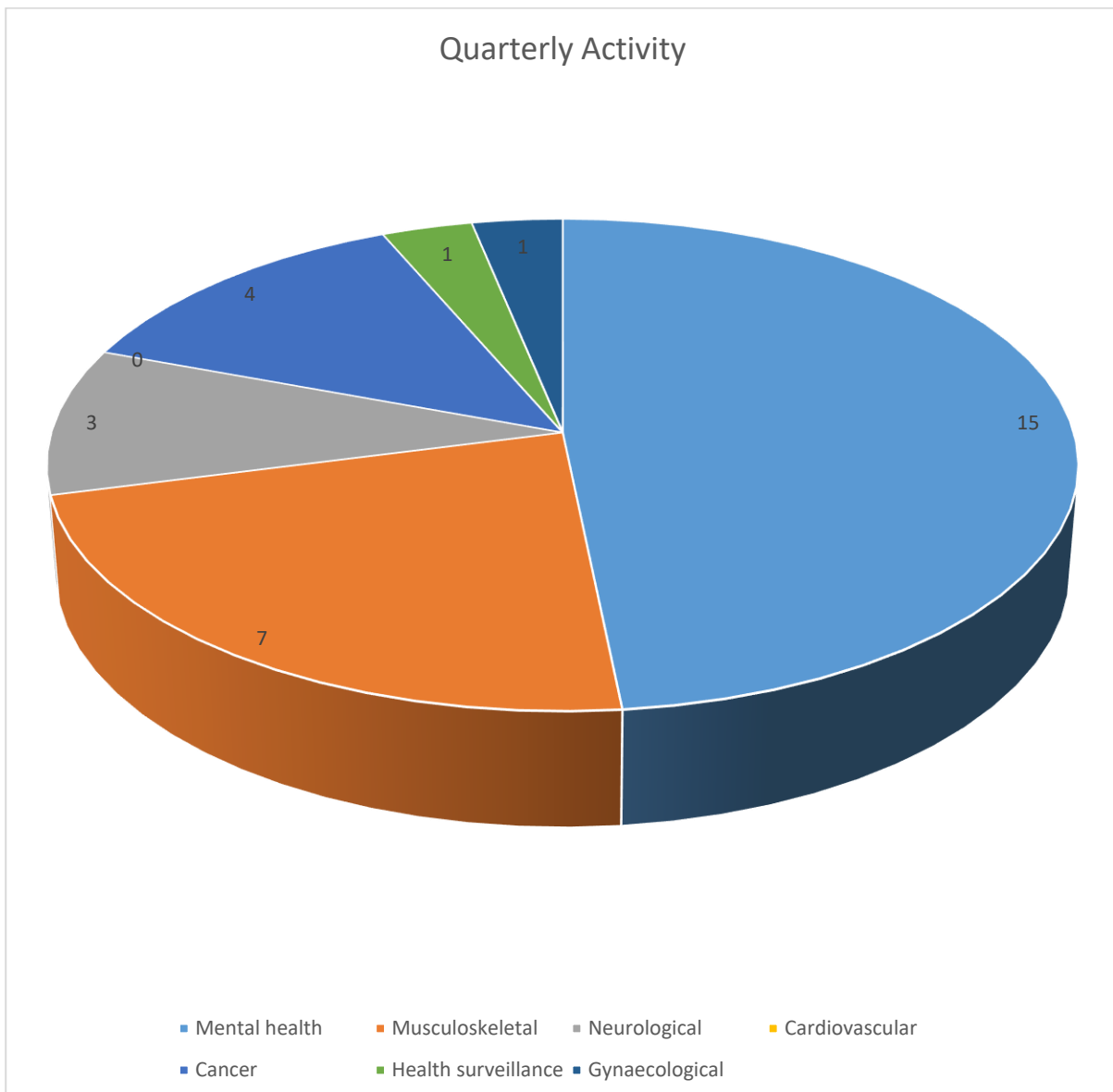
NRW Occupational Health Statistics

Quarter 1 – April to June 2021

Summary	Comparison from previous quarter
31 referrals/reviews	+3 (28)
20 HAV screening	-10 (30)
0 HAVs Tier 4 assessments	-2 (2)

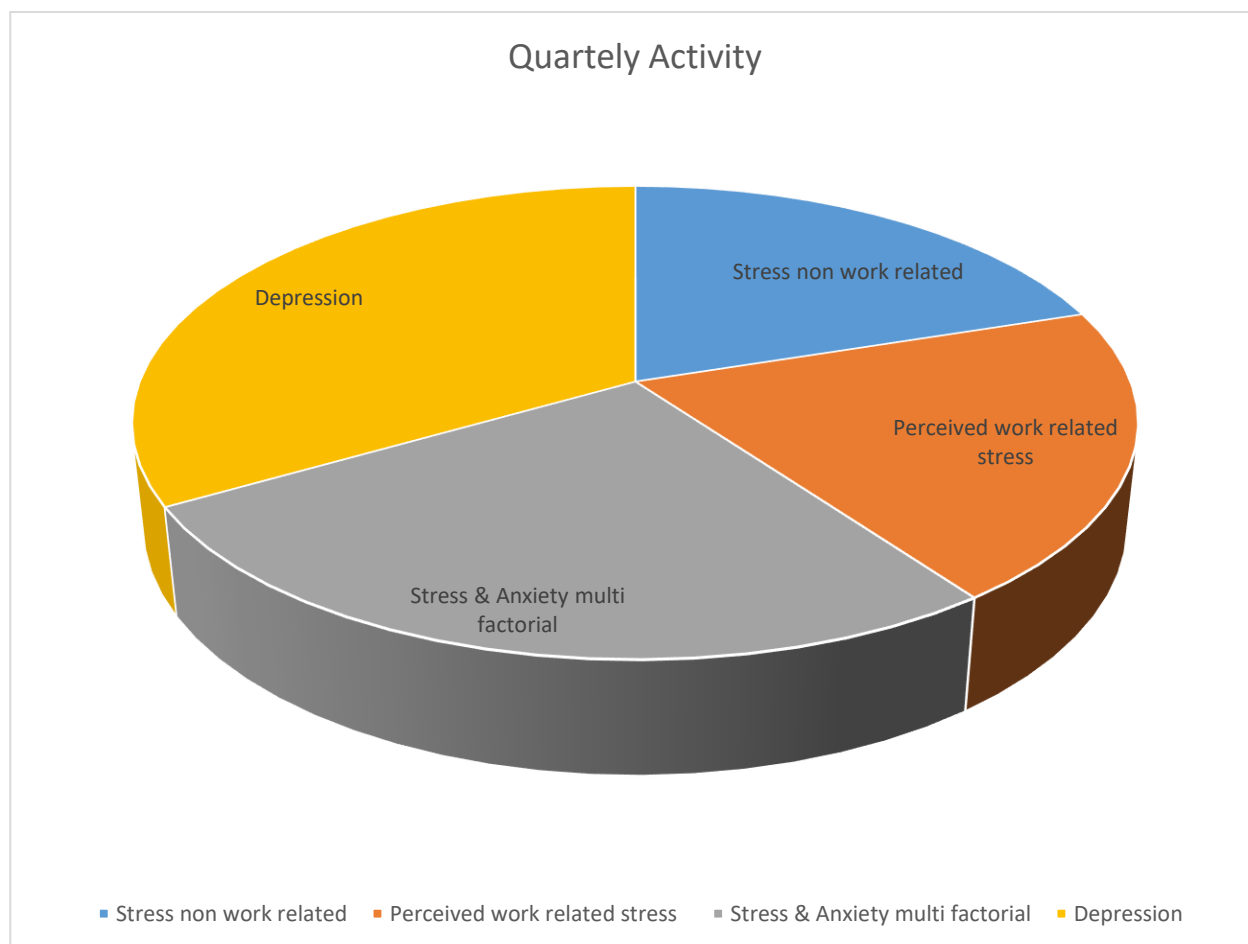
66 Whole body vibration assessments	+66 (0)
2 post offer assessments	+2 (0)

Medical reason for referral



Mental health is the main reason for referrals this quarter at 48% which is a 20% decrease from last quarter.

Mental health categories



20% of the mental health referrals are perceived to be work related which is a 6% decrease from the last quarter.

Perceived work related stress is where it is identified that the employee perceives that their stress is solely work related, i.e. work is the stressor. Where there is both work related and personal related stress this is identified as multi factorial.

Employee Assistance Programme Q1 stats – April to June 2021

Summary

	Apr	May	June	Total
Virtual face to face counselling	11	14	8	33
Online counselling	0	0	2	2
Telephone – counsellor	19	10	13	42

Total	30	24	23	77
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Contacts by type

	Apr	May	June	Total
Coronavirus	0	0	1	1
Initial Contact	4	2	1	7
Personal Reason (PR) - Alcohol	0	1	0	1
PR - Bereavement	4	5	2	11
PR - Family	7	10	3	20
PR - Health - Emotional	11	10	7	28
PR - Health - Physical	4	4	0	8
PR - Relationship	5	5	2	12
Work reason (WR) - Changes at work	1	1	0	2
WR – Disciplinary	1	0	0	1
WR – Grievance	1	0	0	1
WR – Relationships at work with colleagues	0	0	2	2
WR – Role ambiguity	0	0	1	1
WR – Stress – Relationships	0	0	1	1
WR – Work control	0	0	1	1
WR – Worklife balance	1	3	1	5
WR – Work control	0	0	1	1

WR - Work Overload	0	0	2	2
WR - Work Related Health - Emotional	0	1	2	3
Total number of contacts:	39	42	25	106

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Blaenoriaethau CNC ar gyfer Cydraddoldeb, Amrywiaeth a Chynhwysiant
Cyfeirnod y Papur:	21-09-B14
Noddir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Cyflwynir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Diben y Papur	Craffu a Thrafod
Argymhelliad	Dylai Aelodau'r Bwrdd ystyried a thrafod eu blaenoriaethau ar gyfer Cydraddoldeb, Amrywiaeth a Chynhwysiant yn CNC dros y tair blynedd nesaf. Byddem hefyd yn croesawu safbwyntiau ar ba gyfraniadau penodol y gallech eu gwneud fel aelodau'r Bwrdd.

Mater

1. Rydym yn datblygu Cynllun Cydraddoldeb, Amrywiaeth a Chynhwysiant (EDI) ar gyfer CNC, sy'n nodi'r blaenoriaethau allweddol ar gyfer y tair blynedd nesaf (hyd at 2025). Fel rhan o ddatblygu'r Cynllun hwnnw, rydym yn awyddus i glywed barn aelodau'r Bwrdd ar flaenoriaethau allweddol y Cynllun hwn.

Cefndir

2. Ym mis Mawrth 2020, cytunodd y Bwrdd i ymrwmo i Amcanion Cydraddoldeb a Rennir ar draws y sector cyhoeddus ac y dylem ddatblygu cynllun mwy penodol ar gyfer CNC, wedi'i deilwra i'n blaenoriaethau a'n gwerthoedd sefydliadol penodol. Aethom ati i sefydlu grŵp llywio, yn cynnwys amryw o aelodau'r Bwrdd, i helpu i lywio ein gwaith, ac rydym wedi ymgymryd ag amryw o ddarnau o waith i lywio ein blaenoriaethau wrth symud ymlaen.
3. Arweiniodd cam cyntaf y gwaith hwn, a gyflawnwyd rhwng mis Ionawr a mis Ebrill 2021, at ddatblygu adroddiad sylfaenol a chynllun gweithredu a ddatblygwyd gyda mewnbwn gan ymgynghorwyr, Diverse Cymru. Roedd yr adroddiad yn seiliedig ar adolygiad pen desg, arolwg ar-lein a grwpiau ffocws, yn cynnwys staff yn ogystal â rhanddeiliaid allanol.

4. Gyda mewnbwn gan y grŵp llywio, aethom ymlaen i ail gam y gwaith a oedd yn cynnwys sefydlu Grŵp Gorchwyl a Gorffen, sy'n cynnwys trawstoriad o staff o bob rhan o'r sefydliad, i adolygu canfyddiadau'r cam cyntaf a nodi'r blaenoriaethau allweddol y dylai CNC ganolbwyntio arnynt mewn perthynas ag agenda EDI dros y tymor byr i ganolog. Yn ystod mis Gorffennaf a mis Awst, cynhaliwyd pum gweithdy gyda'n grŵp staff. Roedd y gweithdai hyn yn gyfle i weithio ar Weledigaeth staff ar gyfer EDI yn CNC, adolygu canfyddiadau cam cyntaf y gwaith, gan gynnwys unrhyw fylchau penodol, ac yna canolbwyntio ar ddatblygu barn gyfunol ynghylch yr hyn y dylai CNC ganolbwyntio arno nesaf mewn perthynas ag agenda EDI. Nodir y themâu allweddol a nodwyd gan y Grŵp Gorchwyl a Gorffen ym mharagraff 7 isod.
5. Ochr yn ochr â hyn, gofynnwyd am adborth ychwanegol gan randdeiliaid ynghylch ein hymagwedd at EDI. Roedd yr ymatebion yn cwmpasu pob math o faterion, gan gynnwys: croesawu a chefnogi'r gwaith o amgylch EDI; y ffordd yr ystyrir bod CNC yn gweithio gyda chyrff a sefydliadau mwy traddodiadol a'r ffaith mai un o'r heriau i sector yr amgylchedd yn fwy eang yw ymgysylltu a chynnwys yn ehangach a sut y gallai hyn fod yn allweddol i agor mwy o ddrysau; pwysigrwydd edrych ar yr agenda hon drwy lens economaidd-gymdeithasol; y cysylltiad agos rhwng rhai o'r materion EDI rydym yn ceisio mynd i'r afael â nhw a materion sy'n ymwneud â gwasanaeth cwsmeriaid a chyfranogiad.

Crynodeb

6. Mae amryw o wahanol gynlluniau a gweithgareddau sy'n berthnasol i asesiad o'n blaenoriaethau mewn perthynas â materion Cydraddoldeb, Amrywiaeth a Chynhwysiant. Mae'r rhain wedi'u datblygu a'u llywio gan drafodaethau cymdeithasol ehangach ynghylch materion fel hil a Mae Bywydau Du o Bwys, materion trawsryweddol a hawliau LHDT; yn erbyn cefndir o drafodaeth, dadleuon ac anghytundebau cyhoeddus sy'n gynyddol yn peri rhwyg ar bynciau fel terfynau rhyddid mynegiant, a newidiadau cymdeithasol ac economaidd sy'n deillio o Covid a Brexit. Mae trafodaethau ehangach, yn enwedig o fewn y sefydliad, yn mynd rhagddynt o ran ehangu ymgysylltiad a chyfranogiad cymunedol yn ein gwaith, yn enwedig cymunedau mwy agored i niwed a difreintiedig.

[A] Grŵp Gorchwyl a Gorffen EDI CNC

7. Nododd Grŵp Gorchwyl a Gorffen CNC, a gyfarfu yn ystod mis Gorffennaf a mis Awst, amryw o flaenoriaethau a chamau gweithredu allweddol ar gyfer CNC am y tair blynedd nesaf. Rydym wedi grwpio'r rhain o dan y chwe thema ganlynol, gyda rhai o'r manylion ychwanegol wedi'u darparu o dan bob pennawd:

[i] Casglu a mesur y data a'r dadansoddiad cywir ar gyfer gwneud penderfyniadau gwell

- o Adolygu sut rydym yn casglu ac yn monitro data'r gweithlu/ymgeiswyr/ymadawyr. Gwerthu manteision prosesau casglu a dadansoddi data (gan gynnwys cyfraddau datganiadau data) a gwella'u hansawdd i gefnogi penderfyniadau gwell.
- o Ystyried y sail resymegol dros weithredu cadarnhaol yn seiliedig ar ddata cywir ar gyfer gweithlu mwy cynrychiadol

- Ystyried data a gedwir ar gyfer pasbort newydd posibl i weithwyr e.e. gofalwyr/anabledd/addasiadau rhesymol/anghenion iechyd meddwl/cyflyrau hirdymor/materion ffydd/hunaniaeth neu fynegiant rhywedd

[ii] *Codi'r Safon o ran EDI*

- Camau i gefnogi hinsawdd fwy cynhwysol yn CNC: Dim ond pan fydd cred gyffredin bod yr holl weithwyr cyflogedig yn cael eu parchu, eu gwerthfawrogi ac yn cael bod yn nhw eu hunain yr ystyrir bod gan ein sefydliad hinsawdd wirioneddol gynhwysol a'i fod yn wirioneddol effeithiol.
- Dathlu a chefnogi'n rhagweithiol yr amrywiaeth sydd gennym yn CNC drwy ein Rhwydweithiau gweithredol – cefnogi, grymuso a dathlu

[iii] *Cynyddu a gwella Amrywiaeth a Chynhwysiant*

Creu gweithle mwy cynhwysol i bawb:

- Pwysigrwydd amrywiaeth meddwl: Canolbwyntio ar sut rydym yn mesur hynny yn y cam cyfweliad fel ffordd o ragweld perfformiad da yn y rôl e.e. Profion sefyllfaol – datrys senarios. Mae llawer o ffyrdd gwahanol o edrych ar amrywiaeth – nid yn unig grwpiau gwarchoddedig. Dangos ein bod yn rhoi mwy o gydnabyddiaeth i fathau dargyfeiriol a chydgyfeiriol o feddwl.
- Nid yw Pobl Dduon, Asiaidd a Lleiafrifoedd Ethnig, a phobl o grwpiau economaidd-gymdeithasol is, yn cael eu cynrychioli'n ddigonol yn CNC. Dylid mynd i'r afael â'r bylchau hyn ar frys, gyda recriwtio wedi'i dargedu a thargedau gweithredu cadarnhaol uchelgeisiol ar gyfer 4% o'r gweithlu erbyn 2024. Ar hyn o bryd, mae pobl o gymunedau ethnig lleiafrifol yn wynebu diffyg modelau rôl penodol yn y gweithle.

[iv] *Iaith a manau hygyrch ar gyfer staff a defnyddwyr gwasanaethau*

- Datblygu, cytuno a hyrwyddo mynediad teg at wybodaeth, gwasanaethau ac eiddo (gan gynnwys ein safleoedd hamdden yn arbennig) a monitro ar gyfer gweithredu effeithiol
- CNC yn dod yn sefydliad gwirioneddol ddwyieithog ym mhob un o'n lleoliadau gwaith
- Adolygu polisiau, disgrifiadau swydd a gwefan / mewnrwyd ar gyfer iaith symlach, fwy cynhwysol

[v] *Sicrhau bod y pethau sylfaenol ar waith*

- Adolygu prosesau recriwtio a phob polisi Pobl ar gyfer ffyrdd cynhwysol o weithio e.e. polisi Amrywiaeth, Cynhwysiant, Perthyn newydd
- Dysgu ar y cyd EDI staff – wyneb yn wyneb i gynyddu effaith (nid e-ddysgu) – mynd y tu hwnt i godi ymwybyddiaeth i weithredu atebol
- Datblygu Fframwaith Ymgysylltu ar gyfer sut mae ein cymunedau'n cael eu galluogi i lywio gwasanaethau
- Grŵp Ymgysylltu â Staff yn grymuso lleisiau staff i ddatblygu materion allweddol a llywio penderfyniadau

- Uwchsgilio staff o ran sut i weithio gyda newid a rheoli gwrthdaro ar gyfer ffyrdd mwy cynhwysol o weithio (gyda staff a chwsmeriaid)

[vi] Nodi a Modelu Ymddygiadau Cynhwysol

- Nodi a herio ymddygiad amhriodol gyda mynediad at gymorth hyfforddi; galluogi grŵp hyfforddedig o wylwyr gweithredol a darparu 'gwylwyr gweithredol' ar gyfer uwch arweinwyr ac aelodau'r Bwrdd; nodi sut beth yw 'da' ar gyfer CNC
- Rhaid i arweinwyr cynhwysol fodelu ymddygiad cynhwysol yn amlwg, ac mae'n bwysig bod y modelu rôl hwn yn ddilys. Mae hyn yn golygu credu mai bod yn gynhwysol yw'r peth iawn i'w wneud, i'r sefydliad ac i unigolion - ceisiwch osgoi trin cynhwysiant fel ymarfer ticio blychau
- Mae angen paru ymddygiadau cadarnhaol gan weithwyr cyflogedig ac arweinwyr ag arferion rheoli pobl cynhwysol, teg a hyblyg sy'n ysgogi pob gweithiwr cyflogedig ac yn caniatáu iddynt ddatblygu sgiliau a chyfrannu at nodau sefydliadol.

[B] Partneriaeth Cydraddoldeb Cyrff Cyhoeddus Cymru - Amcanion a Rennir 2020-24

8. Yn 2019/20, cymerodd CNC ran ym Mhartneriaeth Cydraddoldeb Cyrff Cyhoeddus Cymru i helpu i ddatblygu amcanion cydraddoldeb hirdymor cyffredin ar gyfer 2020-24. Y cyd-destun ar gyfer y gwaith hwn yw Dyletswydd Cydraddoldeb y Sector Cyhoeddus (PSED) sy'n ei gwneud hi'n ofynnol i gyrff rhestredig adolygu eu hamcanion cydraddoldeb presennol o leiaf bob pedair blynedd. Yn unol ag argymhellion y Comisiwn Cydraddoldeb a Hawliau Dynol a Llywodraeth Cymru, mae'r ddyletswydd yn gyfle i gyrff sector cyhoeddus yng Nghymru weithio gyda'i gilydd i nodi'r heriau a nodwyd yn adroddiad y Comisiwn Cydraddoldeb a Hawliau Dynol, 'A yw Cymru'n decach?', 2018', a mynd i'r afael â'r heriau hynny ar y cyd.
9. Cytunodd Bwrdd CNC ar yr amcanion a rennir a ddatblygwyd gan y Bartneriaeth ym mis Mawrth 2020 ar yr un pryd â gofyn i ni ddatblygu cynllun wedi'i deilwra'n fwy penodol i'n sefydliad. Bwriad cyffredin y Bartneriaeth yw 'Cymdeithas Decach a Chymru Fwy Cyfartal' ac mae'r pum amcan hirdymor fel a ganlyn:
 - Cynyddu amrywiaeth a chynhwysiant yn y gweithlu
 - Dileu bylchau cyflog
 - Ymgysylltu â'r gymuned (e.e. i helpu i fynd i'r afael ag anghydraddoldeb a achosir gan dlodi)
 - Sicrhau bod cydraddoldeb yn cael ei ymgorffori yn y broses gaffael / comisiynu ac yn cael ei reoli drwy'r broses ddarparu drwyddi draw
 - Sicrhau bod y gwasanaethau a ddarperir yn adlewyrchu anghenion unigol (e.e. mae anghenion a hawliau pobl sy'n rhannu nodweddion gwarchoddedig ar flaen y gad o ran dylunio a darparu'r holl wasanaethau cyhoeddus yng Nghymru).
10. Rydym wedi ymrwymo i gamau gweithredu sy'n ein helpu i gyflawni'r amcanion a rennir.

[C] Cynllun Cydraddoldeb Hiliol i Gymru

11. Mae Llywodraeth Cymru wedi cynnal ymgynghoriad yr haf hwn ar Gymru Wrth-Hiliol – ei Chynllun Cydraddoldeb Hiliol drafft i Gymru. Er nad yw'r Cynllun manwl hwn yn cynnwys argymhellion penodol mewn perthynas â'r sector amgylcheddol yng Nghymru, mae ffocws sylweddol ar arweinyddiaeth a chynrychiolaeth o fewn cyrff sector cyhoeddus. Mae'r Cynllun yn rhoi pwyslais cryf ar uwch-arweinwyr yn bod yn gynrychiadol ac yn gynhwysol, pobl mewn cyrff cyhoeddus yn bod yn wrth-hiliol, heb oddef unrhyw fath o wahaniaethu neu anghydraddoldeb, a chyrff cyhoeddus yn bod yn amgylcheddau diogel a chynhwysol i bobl o leiafrifoedd ethnig.
12. Mae canlyniadau/camau gweithredu arfaethedig penodol sydd o ddiddordeb arbennig i aelodau'r Bwrdd yn cynnwys:
- Arweinwyr cyrff cyhoeddus i fod yn atebol yn bersonol am ddarparu gweithlu cynrychiadol a gweithleoedd cynhwysol a seicolegol ddiogel, gyda chymhellion priodol i sicrhau eu bod yn gweithredu.
 - Pob corff sector cyhoeddus yng Nghymru nad oedd ganddynt weithluoedd cynrychiadol i osod targedau ar gyfer recriwtio mwy amrywiol
 - Cadeiryddion pob corff i sicrhau bod gan bob aelod o'r Bwrdd (gan gynnwys eu hunain) amcan amrywiaeth a chynhwysiant, i gynnwys gwrth-hiliaeth fel rhan o'u system rheoli perfformiad.
 - Byrddau i gael trafodaeth am amcanion amrywiaeth a chynhwysiant ac amcanion y Cadeiryddion i gael eu trafod gan grwpiau rhanddeiliaid perthnasol a'u cytuno gan Weinidogion.
 - Prif Swyddogion Gweithredol pob corff cyhoeddus i nodi un amcan cynhwysiant ac amrywiaeth, gyda ffocws ar wrth-hiliaeth.
 - Cyfres o hyfforddiant i'w gaffael mewn perthynas â'r Strategaeth Amrywiaeth a Chynhwysiant i gynnwys hyfforddiant gwrth-hiliaeth ar gyfer... Byrddau cyrff cyhoeddus yng Nghymru.
 - Pob corff cyhoeddus i fod â hyrwyddwr cydraddoldeb, amrywiaeth a chynhwysiant ar lefel Bwrdd.

[D] Materion eraill

13. Gan gydnabod yr heriau y mae sector yr amgylchedd yn eu hwynebu'n fwy cyffredinol, rydym wedi dechrau trafodaethau gyda Chyrff Anllywodraethol Amgylcheddol (eNGOs), gan gynnwys yr RSPB, ynghylch dulliau cydweithredol o gefnogi ymgysylltiad ehangach â chymunedau ledled Cymru. Byddwn am adlewyrchu hyn mewn unrhyw Gynllun ar gyfer y tair blynedd nesaf.
14. Mae datblygiadau eraill ar y gweill o ran polisi cyhoeddus. Mae hyn yn cynnwys ymgynghoriad, sydd ar y gweill ar hyn o bryd, ar Gynllun LHDTC (pobl Lesbiaidd, Hoyw, Deurywiol, Trawsryweddol, a Chwiar/cwestiynu) Llywodraeth Cymru.
15. Dros yr haf, cafwyd rhywfaint o sylw yn y wasg hefyd i adroddiad yn edrych ar amryw o sefydliadau diwylliannol Cymru a'u hymgysylltiad â phobl o gefndiroedd pobl dduon a lleiafrifoedd ethnig – ac yn awgrymu bod rhai o'u polisiâu iaith Gymraeg yn allgáu pobl o'r cefndiroedd hynny. Byddwn yn datblygu ein Strategaeth Iaith Gymraeg yn ddiweddarach yn 2021-22.

Asesiad

16. Mae'r ystod o faterion a gwmpesir gan EDI yn eang ac yn amrywiol ac mae wedi'i chydbblethu â'n diben a'n gwerthoedd fel sefydliad. Mae ein gwaith ar y prosiect EDI wedi ceisio, gyda chanlyniadau cymysg, cynnwys staff o bob rhan o'r sefydliad yn ogystal â rhanddeiliaid allanol, i helpu'r ddau i ddeall ble rydym ni fel sefydliad, yn ogystal â'n blaenoriaethau wrth symud ymlaen. Mae gennym ddealltwriaeth 'sylfaenol' dda o ble rydym ni fel sefydliad ac mae llawer o'r awgrymiadau gan y Grŵp Gorchwyl a Gorffen mewnol yn adlewyrchu ac yn adeiladu ar hynny.
17. Ar ddechrau dau gam y prosiect mewnol, pwysleisiwyd pwysigrwydd edrych ar agenda EDI mewn ystyr eang a oedd yn cwmpasu holl bobl a chymunedau Cymru. Yn yr ail gam, trafodwyd gyda'r Grŵp Gorchwyl a Gorffen fanteision bod yn sefydliad gwirioneddol amrywiol a chynhwysol a sut y byddai hynny'n ein galluogi i gyflawni ein diben craidd – rheoli ein hadnoddau naturiol yn gynaliadwy. Atgyfnerthodd y Grŵp Gorchwyl a Gorffen yr agwedd hon yn ei gasgliadau – bod mabwysiadu'r ymddygiadau cynhwysol cywir ac, yn benodol, bod yn agored i amrywiaeth meddwl, yn hanfodol i ni wrth ddatblygu fel sefydliad. Mae hyn yn cyd-fynd yn agos â'r gwaith sydd gennym ar y gweill mewn perthynas â'n Strategaeth Cwsmeriaid, ein Strategaeth Pobl newydd a'r gweithgareddau sydd gennym ar y gweill i ymgorffori ein gwerthoedd ymhellach, a sut rydym yn datblygu ac yn cyflwyno polisiau ar lawr gwlad, o ddarnau polisi eang fel Datganiadau Ardal i fentrau ac ymyriadau unigol fel rhan o Lle.
18. Y cam nesaf yw defnyddio'r allbynnau o waith Grŵp Gorchwyl a Gorffen EDI ac adlewyrchu datblygiadau ac ymrwymadau eraill fel yr Amcanion Cydraddoldeb a Rennir a'r Cynllun Cydraddoldeb Hiliol drafft, a datblygu cynllun wedi'i flaenoriaethu o amgylch yr agenda hwn am y tair blynedd nesaf. Mae'r Grŵp Llywio wedi awgrymu bod allbynnau Grŵp Gorchwyl a Gorffen EDI yn darparu sylfaen dda ar gyfer cynllun â ffocws. Byddai gennym ddiddordeb mewn clywed barn holl aelodau'r Bwrdd ar y mater hwn i lywio ein syniadau, cyn dod â chynllun drafft gerbron y Bwrdd i'w ystyried.

Argymhelliad

19. Dylai aelodau'r Bwrdd ystyried a thrafod eu blaenoriaethau ar gyfer Cydraddoldeb, Amrywiaeth a Chynhwysiant yn CNC dros y tair blynedd nesaf. Byddem hefyd yn croesawu safbwyntiau ar ba gyfraniadau penodol y gallech eu gwneud fel aelodau'r Bwrdd.

Risgiau Allweddol

20. Os na fyddwn yn dod yn sefydliad mwy amrywiol a chynhwysol, mae perygl y byddwn yn cyfyngu ar ein cyrhaeddiad a'n heffeithiolrwydd o ran cyflawni ein diben – rheoli ein hadnoddau naturiol yn gynaliadwy. Mae hon wedi bod yn thema bwysig i'n gwaith dros y naw mis diwethaf a bydd angen ymhelaethu arni yn y Cynllun.
21. Mae perygl o niwed i enw da os nad oes gennym gynlluniau credadwy neu gynlluniau wedi'u blaenoriaethu ar waith, neu os nad oes digon o ymgysylltiad â'r agenda hon ymhlith uwch staff. Bydd rhoi Cynllun penodol i CNC ar waith sydd â chamau gweithredu clir sy'n berthnasol i uwch-arweinwyr (Bwrdd a Staff) yn mynd i'r afael â'r risg hon.

22. Os na fyddwn yn integreiddio ein hamcanion mewn perthynas ag EDI yn effeithiol i fentrau ehangach (e.e. ein Strategaeth Cwsmeriaid; sut rydym yn gweithio o ran Lle; ein polisiâu Pobl ehangach), mae perygl na fyddwn yn sicrhau'r newidiadau diwylliannol ac ymddygiadol sydd eu hangen.
23. Os nad oes gennym adnoddau priodol ar waith, mae perygl y byddwn yn methu â gweithredu Cynllun digon uchelgeisiol. Bydd yr adnoddau yn y maes hwn, a'r blaenoriaethau ar gyfer y Cynllun, yn cael eu hystyried yn y cam nesaf.

Y Camau Nesaf

24. Bydd y drafodaeth hon yn llywio'r gwaith o ddatblygu'r Cynllun Gweithredu a fydd yn cael ei ystyried gan y Tîm Gweithredol a, maes o law, y Bwrdd yn ddiweddarach eleni.

Goblygiadau Ariannol

25. Dim ar hyn o bryd. Bydd unrhyw oblygiadau ariannol yn cael eu hystyried yn fanylach fel rhan o ddatblygu'r Cynllun Gweithredu. Ar hyn o bryd, mae adnodd staff bach ar waith sy'n cefnogi'r gwaith hwn.

Asesiad o'r Effaith ar Gydraddoldeb

26. Bydd hyn yn cael ei ddatblygu fel rhan o'r broses o ddatblygu'r Cynllun.

Papur Bwrdd CNC

	Manylion y Papur
Teitl y Papur:	Cyflawni Blaenoriaethau Strategol y Cynllun Busnes o ran y Môr a'r Arfordir
Cyfeirnod y Papur:	21-09-B15
Noddir y Papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu, a Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Cyflwynir y Papur gan:	Rhian Jardine, Pennaeth Cynllunio Datblygu (DPAS) a Gwasanaethau Morol, a Mary Lewis, Rheolwr Mannau Cynaliadwy – Tir a Môr
Diben y Papur	Trafodaeth a chyngor ar faterion a chyfleoedd allweddol mewn perthynas â gwaith morol CNC

Mater/Cyfle

1. Mae'r papur hwn yn adrodd yn ôl ar faterion a chyfleoedd allweddol mewn perthynas â gwaith morol CNC a drafodwyd yn flaenorol gyda'r Bwrdd ym mis Medi 2019. Cyflwynir ardaloedd blaenoriaeth yn unol â chyflawni blaenoriaethau Cynllun Busnes CNC.
2. Yn y maes morol, mae'r berchnogaeth wahanol, gydag un perchennog ar gyfer gwely'r môr (Ystad y Goron) ond dim "perchnogion môr" yn y ffordd y mae gennym berchnogion tir i weithio gyda nhw ar y tir, yn golygu bod ein holl waith yn gofyn am ddull cydweithredol o weithio mewn partneriaeth gyda nifer o ddefnyddwyr a phenderfynwyr gwahanol. Mae cymhlethdodau a chostau gweithio ar y môr, ac amgylchedd sydd ag adnoddau cyfyngedig ar ben hynny, hefyd yn golygu ei bod hi'n hollbwysig bod yn arloesol a datrys problemau wrth fynd i'r afael â heriau sy'n

ymwneud â rheoli adnoddau naturiol morol yn gynaliadwy. Caiff y dull hwn ei egluro drwy gydol y papur.

Cefndir

3. Mae'r amgylchedd morol yn gyfrifol am 43% o diriogaeth Cymru, hyd at y ffin diriogaethol o 12 milltir forol (gweler Atodiad 1). Mae gan Lywodraeth Cymru hefyd awdurdodaeth dros gynllunio, pysgodfeydd a chadwraeth natur yn rhanbarth môr mawr Cymru y tu hwnt i 12 milltir forol, ac mae gan CNC hefyd rai swyddogaethau rheoleiddio penodol yn y rhanbarth hwn.
4. Mae diben CNC a'n prif swyddogaethau statudol yr un mor berthnasol i CNC yn yr amgylchedd morol ag y maent ar y tir. Mae ystod eang swyddogaethau CNC mewn perthynas â'r amgylchedd morol yn rhychwantu, er enghraifft: cyngor, tystiolaeth, rheoleiddio, ymateb i ddigwyddiadau a rheolaeth uniongyrchol. Mae rhagor o fanylion yn Atodiad 2. Rydym yn gweithredu ac yn llywodraethu ein gwaith morol yn CNC drwy un Rhaglen Forol integredig, gan gynnwys ein rolau strategol amrywiol a gwaith y Gwasanaeth Gweithrediadau Morol.
5. Mae fframwaith polisi a deddfwriaethol unigryw yn llywodraethu'r gwaith o gynllunio a rheoli'r amgylchedd morol. Ceir eglurhad o'r berthynas rhwng cyfundrefnau cynllunio a rheoli morol, daearol a Chymru gyfan yn Atodiad 3.
6. Mae gweithgarwch dynol wedi effeithio ar yr amgylchedd morol dros ganrifoedd. Mae SoNaRR II (Adroddiad ar Sefyllfa Adnoddau Naturiol) yn cyflwyno darlun cymysg ar gyfer bywyd gwylt o amgylch ein harfordiroedd a'n moroedd, gydag effeithiau'r newid yn yr hinsawdd, llygredd a rhywogaethau anffordorol i gyd yn rhoi pwysau, ac ardaloedd arfordirol (lle mae 60% o boblogaeth Cymru yn byw neu'n gweithio) sy'n cael eu heffeithio gan gynnydd yn lefel y môr, erydu arfordirol a llifogydd. Er gwaethaf yr heriau presennol y mae hyn yn eu cyflwyno, mae moroedd Cymru yn parhau i fod yn amgylchedd amrywiol a dynamig iawn. Mae Adroddiad ONS 2021 yn nodi bod asedau cyfalaf naturiol morol y DU yn werth £211 biliwn. Yng Nghymru, mae adnoddau naturiol morol ac arfordirol yn darparu nifer o fanteision cynaliadwy i gymdeithas, megis bwyd iach, ynni adnewyddadwy, deunyddiau adeiladu, telathrebu is-fôr, adnodd twristiaeth a hamdden, iechyd meddwl a lles, dal a storio carbon, diogelu naturiol rhag llifogydd. Gall y manteision hyn helpu i fynd i'r afael â materion allweddol megis argyfyngau hinsawdd a natur a chefnogi lles.
7. Mae gan yr amgylchedd morol a rôl CNC o ran hwyluso rheolaeth gynaliadwy adnoddau naturiol morol gyfraniad allweddol i'w wneud wrth gyflawni blaenoriaethau Cynllun Busnes CNC. Mae'r asesiad isod yn nodi'r meysydd cyflawni allweddol a materion a chyfluoedd allweddol, ac yn dangos y dull cydweithredol, arloesol a datrys problemau y mae CNC wedi bod yn ei ddefnyddio ymhob agwedd ar ein rhaglen forol ers yr adroddiad blaenorol i'r Bwrdd.

Asesiad: Cyflawni blaenoriaethau'r Cynllun Busnes o ran y môr

Ymateb i argyfwng yr hinsawdd

Ynni adnewyddadwy morol

8. Mae'r cyfuniad o swyddogaethau rheoleiddio a chynghori yn rhoi CNC ar flaen y gad o ran cefnogi datblygiad ynni adnewyddadwy morol (MRE) cynaliadwy yng Nghymru. Yn 2019, sefydlwyd Rhaglen Ynni Adnewyddadwy ar y Môr (OREP) CNC fel ymateb uniongyrchol i:
- Raddfa gynyddol datblygiad ynni adnewyddadwy morol a diddordeb gwleidyddol, cyhoeddus a pholisi cynyddol yng Nghymru, a
 - Chyfarfodydd â'r Prif Weinidog yn 2019 i archwilio rôl CNC o ran helpu i hwyluso datblygiad ynni adnewyddadwy morol cynaliadwy i gefnogi targedau lleihau carbon
9. Nod cyffredinol OREP yw lleihau risgiau amgylcheddol a chydsynio datblygiad ynni adnewyddadwy morol (MRE). Rydym hefyd yn gweithio'n ofalus i fynd i'r afael â'r gwrthdaro canfyddedig rhwng yr argyfyngau hinsawdd a bioamrywiaeth (Gweler Blwch 1). Rydym wedi rhoi 15 o staff ar benodiad cyfnod penodol (FTA) ar waith o fewn cyngor Tystiolaeth, Polisi a Thrwyddedu (EPP), Trwyddedu a Gweithrediadau i gyflawni'r rhaglen, gan greu dull cydweithredol ac integredig ar draws CNC o ymdrin â chyngor, tystiolaeth, polisi, canllawiau a rheoleiddio CNC sy'n cwmpasu pob sector MRE: ynni tonnau, ffrwd lanw, gwynt sefydlog ac ansefydlog ar y môr ac amrediad llanw. Hyd yma, mae'r rhaglen wedi sicrhau:
- Gwell rheolaeth achos, effeithlonrwydd a darpariaeth cyngor cyn ymgeisio a chyngor statudol a buddsoddi'n sylweddol mewn arbenigedd hanfodol

Blwch 1: Ynni Adnewyddadwy ar y Môr: Mynd i'r afael â'r ddau argyfwng a chefnogi adferiad gwyrdd

Mae Llywodraeth Cymru wedi ymrwmo i ddarparu 70% o'r trydan a ddefnyddir o ffynonellau ynni adnewyddadwy erbyn 2030. Mae lleihau allyriadau carbon a chynyddu cadernid i effeithiau'r newid yn yr hinsawdd wedi ei nodi fel cam blaenoriaeth ar gyfer adferiad gwyrdd mewn ymateb i COVID. Ar yr un pryd, mae Llywodraeth Cymru, drwy Ddeddf yr Amgylchedd (Cymru) a'i Chynllun Adfer Natur, wedi cydnabod yr angen am weithredu brys i gynyddu cadernid ein hecosystemau er mwyn gwrthdroi'r dirywiad mewn cynefinoedd a rhywogaethau. Felly, mae CNC yn ymateb i'r ddau nod o gefnogi'r defnydd o ynni adnewyddadwy i sicrhau y gellir cyflawni uchelgeisiau carbon isel, gan sicrhau ar yr un pryd y caiff effeithiau sylweddol ar yr amgylchedd eu hosgoi drwy gymhwyso prosesau a deddfwriaeth asesu amgylcheddol yn ofalus.

- Datblygu datganiadau sefyllfa allweddol a chanllawiau sy'n creu cysondeb a mwy o sicrwydd o ran dull gweithredu (Gweler Blwch 2 am enghraifft)
- Mynd i'r afael ag anghenion tystiolaeth hollbwysig, gan leihau ansicrwydd e.e. dulliau monitro ar gyfer pysgod ymfudol ac asesu effeithiau sŵn ar famaliaid morol
- Gwell ymgysylltiad â rhanddeiliaid allweddol a mentrau strategol yng Nghymru a ledled y DU

Blwch 2: Rheolaeth addasol: dulliau newydd o reoli ansicrwydd

Fel rhan o'r OREP, rydym wedi datblygu dull newydd o gydsynio i brosiectau ynni morol gan ddefnyddio rheolaeth addasol pan fo ansicrwydd yn parhau ynghylch y gwir effeithiau ar rywogaethau morol symudol oherwydd yr angen i ddefnyddio data wedi'i fodelu gan fod y sector yn gymharol newydd. Dyma enghraifft o alluogi fel cynghorydd a rheoleiddiwr i sicrhau y gellir cydbwysu ein hymateb i fioamrywiaeth ac argyfyngau hinsawdd

10. Dim ond tan fis Mawrth 2023 y mae adnoddau ar gael ar gyfer y rhaglen hon, ond mae'r maes hwn yn peri risg sylweddol i CNC gan y bydd graddfa'r datblygiad yn cynyddu'n sylweddol i'r dyfodol tymor canolig gyda sectorau newydd yn datblygu megis gwynt ansefydlog, a'r ffocws o'r newydd ar fôr-lynnedd llanw a amlygwyd yn y Rhaglen Lywodraethu. Ar hyn o bryd, mae 15 o gynlluniau MRE mawr a chymhleth gyda CNC mewn gwahanol gyfnodau, gydag eraill yn yr arfaeth, ac rydym yn cynghori ar 5 proses gynllunio MRE bwysig ar lefel Cymru a'r DU. Gweler Atodiad 4. Mae llawer o gynlluniau yn y cyfnodau cyn ymgeisio, gyda'r pwysau mwyaf ar CNC eto i ddod.

Carbon Glas

11. Mae gan yr amgylchedd morol gyfraniad pwysig iawn arall i'w wneud o ran helpu i liniaru'r newid yn yr hinsawdd drwy ddal a storio carbon. Yn dilyn trafodaethau gyda'r Bwrdd yn 2019, gwnaethom gomisiynu ymchwil i fesur potensial carbon glas amgylchedd morol ac arfordirol Cymru (gweler y crynodeb yn Atodiad 5). Cafodd y gwaith sylw sylweddol yn y cyfryngau ac mae wedi bod yn effeithiol o ran codi proffil y manteision ehangach sylweddol a geir o'n moroedd.
12. Rydym wedi blaenoriaethu blaenraglen waith i ymgorffori ystyriaeth o garbon glas ym mhob agwedd ar ein cyngor, ac i ddatblygu ymhellach y dystiolaeth ar sut a ble y gallwn wella'r broses o ddal a storio carbon glas mewn ardaloedd morol ac arfordirol.

Atebion ac addasiadau seiliedig ar natur yn y parth arfordirol

13. Mae'r rhyngwyneb arfordirol yn faes lle mae nifer o gyfundrefnau cynllunio a rheoleiddio yn cwrdd, a lle mae effeithiau'r newid yn yr hinsawdd yn cael eu teimlo'n ddifrifol oherwydd cynnydd yn lefel y môr ac (a) colli cynefinoedd oherwydd gwasgfa arfordirol, a (b) mwy o berygl o lifogydd arfordirol. Mae cyfleoedd i ddatblygu atebion sy'n seiliedig ar natur ar yr arfordir sy'n lleihau colli cynefinoedd, erydu arfordirol a llifogydd, neu'n ymestyn oes yr amddiffynfeydd presennol. Mae codi ymwybyddiaeth o'r amrywiaeth o opsiynau ar gyfer rheoli'r arfordir a gweithio'n rhagweithiol gyda chymunedau wrth gynllunio ar gyfer newid arfordirol yn hollbwysig.

14. Rydym wedi sefydlu Rhaglen Rheoli Arfordirol Integredig (ICMP) i ddod â ffrydiau gwaith gwahanol at ei gilydd yn CNC, gan gynnwys rheoli perygl llifogydd, bioamrywiaeth, cynllunio, rheoleiddio a mynediad, i fynd i'r afael â her benodol y newid yn yr hinsawdd ar yr arfordir. Mae rhaglen waith ICMP yn cyflawni ystod eang o gamau gweithredu, gan gynnwys, er enghraifft, dull cydgyssylltiedig o asesu canllawiau a mynd i'r afael â gwasgfa arfordirol, gan ystyried datblygiad polisi diweddar Llywodraeth Cymru yn y maes hwn.

Ymateb i'r argyfwng ym myd natur

Cynllunio morol

15. Y datblygiad mwyaf arwyddocaol yn ein gallu i reoli'r amgylchedd morol yn gynaliadwy yw cyflwyno cyfundrefn cynllunio morol strategol drwy gyhoeddi Cynllun Morol Cenedlaethol Cymru (WNMP) Llywodraeth Cymru. Mae gweithredu'r Cynllun Morol yn cefnogi holl flaenoriaethau'r Cynllun Busnes ac yn cysylltu'n uniongyrchol â chyflawni nodau Rheoli Adnoddau Naturiol yn Gynaliadwy (SMNR) a lles.
16. Mae'r polisiâu yn y cynllun yn ystyriaeth statudol i gyrff cyhoeddus, gan gynnwys CNC, wrth wneud penderfyniadau a darparu cyngor ac, yn benodol, maent yn darparu'r fframwaith polisi ar gyfer cyngor gwaith achos morol CNC a phenderfyniadau trwyddedau morol CNC. Mae gweithredu'r WNMP yn flaenoriaeth yn y Cynllun Busnes. Rydym wedi gwneud cynnydd gweithredu sylweddol yn ddiweddar e.e. wrth ddatblygu canllawiau gweithdrefnol trwyddedu morol, swyddi cynghori, hyfforddi staff a llawlyfr gwaith achos morol i gefnogi'r broses o gymhwyso egwyddorion cynghori a chynllunio polisi i gynghori gwaith achos morol.
17. Wrth edrych ymlaen, mae CNC bellach yn cymryd rôl arweiniol wrth ddarparu'r dystiolaeth i gefnogi Llywodraeth Cymru i ddatblygu cynllunio mwy rhagnodol yn ofodol, drwy nodi'r ystyriaethau amgylcheddol gofodol ar gyfer gwahanol sectorau. Rydym hefyd yn parhau i ddatblygu canllawiau i ddatblygwyr ar sut i weithredu polisi Cynllun Morol Cenedlaethol Cymru i ddatblygu gwaith adfer a gwella amgylcheddol fel ei fod yn rhan o ddyluniad datblygu, yn unol â'r thema hon yn y Datganiad Ardal Morol.

Ardaloedd Morol Gwarchodedig

18. Wrth wraidd yr ymateb i'r argyfwng natur o safbwynt morol ac arfordirol mae rheoli a gwella cyflwr y rhwydwaith helaeth o ardaloedd morol gwarchodedig yng Nghymru yn effeithiol. (Gweler y map yn Atodiad 6 a Blwch 3). Mae hyn yn flaenoriaeth arall yn y Cynllun Busnes. Mae'r meysydd blaenoriaeth sy'n cael eu cyflawni ar hyn o bryd yn cynnwys:

Blwch 3: Ardaloedd Morol Gwarchodedig (MPA) yng Nghymru – cyfoeth o fioamrywiaeth

Mae'r rhwydwaith MPA yng Nghymru'n cynnwys **139** o safleoedd sy'n cwmpasu **69%** o foroedd tiriogaethol Cymru - sy'n dangos y cyfoeth o fioamrywiaeth ym moroedd Cymru. Mae'r rhwydwaith yn cynnwys, er enghraifft:

- Un o ddim ond dwy ACA a ddynodwyd ar gyfer dolffiniaid trwyn potel yn y DU, gan gynnwys y boblogaeth fwyaf o ddolffiniaid trwyn potel yn y DU
- Terfyn gogleddol tafolen y traeth, ACA Pwynt Abermenai i Aberffraw, sy'n cynnwys 30-50 o blanhigion, o gyfanswm o lai na 650 yn y DU i gyd.
- Mae AGA Skomer, Skokholm a'r Moroedd oddi ar Sir Benfro yn cefnogi 57% o boblogaeth fyd-eang aderyn drycin Manaw, gyda mwy yn cael eu cefnogi mewn safleoedd eraill ledled Cymru.

- Darparu cyngor a thystiolaeth i gefnogi prosiect Llywodraeth Cymru i gwblhau'r rhwydwaith ardaloedd morol gwarchoddedig (MPA) drwy ddynodi Parthau Cadwraeth Morol (gweler Blwch 4). Mae hyn bellach wedi cyrraedd cyfnod ehangach o ymgysylltu â'r cyhoedd, felly rydym yn gweithio'n agos gyda Llywodraeth Cymru i reoli'r risgiau sy'n gysylltiedig ag ymgysylltiad a dealltwriaeth rhanddeiliaid.
- Cyflawni camau gweithredu yn erbyn Cynllun Gweithredu Rheoli Rhwydwaith MPA Cymru
- Cyflawni Prosiect Gwella Cyflwr MPA CNC
- Datblygu dull newydd o adrodd ar gyflwr holl nodweddion a safleoedd MPA.

Blwch 4: Rhwydwaith ecolegol gydlynol o MPA

Mae'r rhwydwaith MPA yng Nghymru yn cynnwys sawl math o ddynodiad sydd, gyda'i gilydd, wedi'u dylunio i gyd-fynd â chanllawiau Comisiwn OSPAR ar gydlynol ecolegol. Crëir cydlynol ecolegol drwy gymhwysu ystod o feini prawf, er enghraifft: bod 10% o bob cynefin ar raddfa fras yn cael ei ddiogelu o fewn y gyfres MPA, a bod nodweddion o bwysigrwydd cadwraeth yn cael eu hailadrodd mewn o leiaf dri MPA.

19. Mae prosiect adrodd ar gyflwr MPA yn dilyn cyhoeddiad 2018, cyfres lawn o adroddiadau asesu cyflwr *dangosol* nodwedd MPA. Canfu'r rhain fod 46% o nodweddion MPA mewn cyflwr ffafriol a bod 45% yn anffafriol, gyda graddau amrywiol o hyder (gweler Atodiad 7 am ragor o fanylion am y dull arloesol a ddefnyddiwyd a'r canlyniadau). Bydd y dull adrodd ar gyflwr newydd yn cael ei gwblhau eleni; yna, rydym yn bwriadu defnyddio'r dull hwn i gefnogi adolygiad llawn o gyngor amcanion cadwraeth CNC ar gyfer MPA er mwyn sicrhau ein bod yn rhoi'r cyngor a'r asesiadau gorau i gefnogi'r broses o wneud penderfyniadau ar weithgareddau mewn MPA ac yn agos atynt. Mae'r gwaith pellach hwn hefyd yn hanfodol er mwyn lleihau'r risg o gyngor aneglur, cyngor anghyson neu, yn absenoldeb amcanion cadwraeth mwy penodol, cyngor rhagofalus diangen. Bydd hon yn flaenoriaeth yn y flaenraglen forol.
20. Mae'r twf parhaus mewn datblygiad ar yr arfordir a'r môr yn golygu bod cyfran sylweddol o gapasiti cyngori ar le wedi'i neilltuo ar gyfer cyngor gwaith achos adweithiol, gyda chapasiti mwy cyfyngedig ar gyfer prosiectau gwella rheolaeth MPA rhagweithiol. Rydym yn dibynnu ar grantiau a rhaglenni blynyddol sy'n llesteirio'r gallu i ddatblygu prosiectau aml-flwyddyn a chynllunio ar gyfer y tymor hwy, gyda'r ddau ohonynt yn hanfodol yn yr amgylchedd morol lle mae'n cymryd amser i weld newid, lle mae ymyriadau'n ddrud a lle mae prosiectau'n gofyn am waith cyflawni gan nifer o wahanol bartneriaid sy'n gofyn am lawer o amser.

Adfer a chadernid

21. Mae angen gweithredu ar draws moroedd ac arfordiroedd i adfer a gwella cadernid ecosystemau er mwyn helpu i fynd i'r afael â'r argyfwng ym myd natur. Adlewyrchir hyn yn ein Cynllun Busnes. Un ffocws blaenoriaeth yw parhau i reoli pwysau i wella cyflwr y rhwydwaith MPA fel dull allweddol o adeiladu cadernid cyffredinol ecosystemau morol.
22. Mae gwaith adfer gweithredol yn yr ardal forol yn dal i fod yn ei ddyddiau cynnar ac mae'n cyflwyno heriau ymarferol sylweddol, yn enwedig o ran ymgysylltu â'r gymuned leol er mwyn sicrhau y gellir cyflawni cynlluniau'n effeithiol. Serch hynny,

mae ffocws cynyddol ar adfer gweithredol yn fyd-eang, gan gynnwys ymrwymiad diweddar o fewn y Rhaglen Lywodraethu ar gyfer rhaglen wedi'i thargedu i adfer cynefinoedd morfa heli a morwellt (hefyd storffeydd carbon glas allweddol). Mae CNC eisoes yn arwain ar brosiect a ariennir gan Gronfa'r Môr a Physgodfeydd Ewrop sy'n adfer cynefin wystrys brodorol yn Aberdaugleddau gyda phwyslais ar ddysgu sut i gynyddu prosiectau o'r fath. Mae Natur am Byth yn cynnwys elfen forol uchelgeisiol sy'n canolbwyntio ar adfer morwellt, wystrys, môr-wyntyll binc a'r cimwch coch. Rydym hefyd wedi cyhoeddi mapiau cyfle sy'n nodi ardaloedd posibl ar gyfer adfer amrywiaeth o gynefinoedd morol ac arfordirol. Yn fwyaf diweddar, rydym wedi cytuno i ddatblygu blaenraglen waith integredig wedi'i blaenoriaethu ar gyfer adfer gweithredol sy'n adlewyrchu'r goblygiadau ymarferol, tystiolaeth, cyngor a rheoliadol ehangach i CNC yn y maes datblygu hwn.

Cysylltiadau rhwng y tir a'r môr

23. Mae'r materion diweddar mewn perthynas â chyflwr afonydd Ardaloedd Cadwraeth Arbennig (ACA) Cymru a gweithredu gorlifoedd stormydd hefyd yn amlygu'r angen i ystyried effeithiau dalgylchoedd yn eu cyfanrwydd a mynd i'r afael â materion yn gyfannol ar draws y tir a'r môr, o ran rheoli'r ffynhonnell a deall yr effaith. Mae pob dalgylch yn llifo i lawr yr afon i'r môr ac yn y fan honno ansawdd dŵr yw'r ffactor mwyaf arwyddocaol sy'n effeithio ar gyflwr nodweddion MPA.

Datblygu a defnyddio ein tystiolaeth gyda phartneriaid i ddadlau dros reoli adnoddau naturiol yn gynaliadwy a sicrhau bod hynny'n digwydd

Y Datganiad Ardal Morol

24. Mae'r datganiad ardal morol yn gyfle allweddol i CNC ymgysylltu'n weithredol â phartneriaid a rhanddeiliaid er mwyn cyflawni blaenoriaethau allweddol ar gyfer SMNR yn yr ardal forol. Y tair thema yn y Datganiad Ardal Morol, sydd wedi'u hintegreiddio'n llawn yn ein rhaglen forol, yw:
- Adeiladu cadernid ecosystemau morol
 - Cefnogi gweithredu cynllunio morol, gan gynnwys polisiau ynni adnewyddadwy
 - Atebion ac addasiadau seiliedig ar natur yn y parth arfordirol
25. Ym mis Ionawr, cynhaliwyd digwyddiad cydweithredol ar-lein llwyddiannus iawn i ddatblygu gwaith gyda phartneriaid ar gyflawni'r datganiad ardal morol. Mae'r diffyg adnoddau a chyfleoedd i ymgysylltu sy'n gysylltiedig â Covid, a llai o allu i roi grantiau, wedi effeithio ar gyflymder a chyfleoedd ar gyfer mwy o gydweithredu. Serch hynny, rydym yn gweithio'n rhagweithiol gyda phartneriaid ar amryw o flaenoriaethau datganiadau ardal, er enghraifft, wrth ddatblygu Rhaglen Gwella Cyflwr MPA. Gwnaethom gefnogi amryw o brosiectau partneriaeth llwyddiannus drwy ein prosesau grantiau yn 2020/21, er enghraifft, prosiect 'Cymunedau Arfordirol yn Ymaddasu Ynghyd' a gyflwynwyd gan Fforwm Arfordirol Sir Benfro.

Rhaglen Monitro Morol

26. Mae'n hanfodol bwysig ein bod yn deall cyflwr ein hamgylchedd morol ac arfordirol os ydym am wneud penderfyniadau cadarn ynghylch rheoli. Mae rhaglen monitro morol integredig CNC yn cyflawni'n bennaf ar fonitro'r Gyfarwyddeb Cynefinoedd a'r Gyfarwyddeb Fframwaith Dŵr, ond hefyd ar y Gyfarwyddeb Safonau Ansawdd Amgylcheddol a Strategaeth Forol y DU.
27. Dros yr ychydig flynyddoedd diwethaf, mae cyrff cadwraeth natur y wlad, JNCC a phartneriaid eraill yn y DU wedi adolygu opsiynau monitro blaenoriaeth sy'n seiliedig ar risg ar gyfer y rhan fwyaf o grwpiau cynefinoedd a rhywogaethau morol y DU. Mae achos busnes wedi'i ddatblygu i gefnogi'r holl opsiynau monitro a ffeirir a'i gyflwyno i DEFRA. Mae penderfyniad ar yr opsiynau yn amodol ar ganlyniad yr adolygiad nesaf o wariant. Mae'r opsiwn a ffeirir yng Nghymru sef monitro benthig ar y glannau wedi'i gytuno gyda Llywodraeth Cymru ac mae'r gost ychydig dros £3 miliwn (gan gynnwys staff ac adnoddau presennol). Heb gyfrif costau staffio, byddai'n dod i tua £2 filiwn.
28. Yn absenoldeb penderfyniad gan DEFRA neu gytundeb i fwrw ymlaen â'r opsiwn hwn, mae'r adnoddau ar gyfer monitro morol wedi gostwng dros y 9 mlynedd diwethaf. Er mwyn darparu rhaglen fonitro MPA ddigonol, byddai angen i'r gofynion o ran adnoddau ddychwelyd i lefelau 2012/13, a byddai angen rhoi llinell sylfaen i staff a benodir am gyfnod penodol. Byddai hyn yn galluogi'r rhaglen monitro morol nid yn unig i fodloni gofynion adrodd yn fwy digonol, ond hefyd i roi cymorth i'n hanghenion cynghori allweddol megis ynni adnewyddadwy morol, a byddai'n llywio rheolaeth MPA yn fwy effeithiol.

Rhaglen dystiolaeth forol

29. Yr ardal forol oedd bod yn un o'r swyddogaethau cyntaf i ddatblygu rhaglen dystiolaeth swyddogaethol, fel y bwriadwyd drwy greu'r model darparu tystiolaeth newydd fel rhan o ddyluniad y sefydliad. Mae'r rhaglen bellach yn ei thrydedd flwyddyn, ac rydym yn canolbwyntio ar hyn o bryd ar dystiolaeth i gefnogi cyngor ar ynni adnewyddadwy morol, adfer a chadernid a rheoli'r arfordir ac ardaloedd morol gwarchoddedig. Cyhoeddwyd 25 o adroddiadau tystiolaeth forol yn 2020 a disgwylir i 18 gael eu cyhoeddi yn 2021, gan gwmpasu pynciau yn amrywio o gynhyrchu morloi llwyd bychain i effeithiau'r newid yn yr hinsawdd ar amgylchedd morol Cymru.
30. Drwy brosiect Asesu Gweithgareddau Pysgota Cymru, rydym hefyd wedi darparu 60 o asesiadau unigol i Lywodraeth Cymru o wahanol ryngweithiadau offer pysgota â nodweddion safle gwarchoddedig, gyda 30 yn fwy i ddod eleni; bydd pob un ohonynt yn llywio'r gwaith o reoli pysgodfeydd yn gynaliadwy.
31. Rydym hefyd yn hyrwyddo'r anghenion tystiolaeth i'r byd academiaidd a chyrrff cyflawni allanol eraill. Un mater allweddol yw'r cylch cyllideb blynyddol sy'n atal prosiectau tystiolaeth tymor hwy angenrheidiol.

Datblygu CNC yn sefydliad rhagorol sy'n gwasanaethu cymunedau Cymru

Fframwaith Cymhwysedd Technegol

32. Yn ddiweddar, rydym wedi datblygu Fframwaith Cymhwysedd Technegol a rennir ar gyfer staff morol yn yr adran Tystiolaeth, Polisi a Thrwyddedu (EPP) a Gweithrediadau sy'n cael ei weithredu fel rhan o'r broses cynllunio datblygu perfformiad ar gyfer staff eleni. Rydym eisoes yn gweld y manteision o ran buddsoddi amser ac ystyriaeth i ddatblygu staff a'u cymhwyseddau a nodi a mynd i'r afael ag anghenion datblygu cyffredin. Mae'r dull hwn yn cael ei rannu ar gyfer datblygu fframweithiau cymhwysedd pellach ar draws CNC.

Rheoli gweithgareddau lleol yn uniongyrchol

33. Mae gan CNC rai cyfrifoldebau rheoli gweithgarwch uniongyrchol unigryw, gan gynnwys rheoli pysgodfeydd cocos Cilfach Tywyn ac Aber Afon Dyfrdwy a swyddogaeth Awdurdod Harbwr Gwarchodaeth Afon Dyfrdwy (awdurdod gwarchod, harbwr a goleudai lleol). Rydym wedi gwneud cynnydd sylweddol gyda'r swyddogaethau hyn yn ddiweddar, er mwyn gwella ein gwasanaeth, drwy adolygu a diweddarau'r cynlluniau rheoli ar gyfer pysgodfeydd cocos ac, er bod Gorchymyn Adolygu Harbwr Dyfrdwy yn parhau i fod wedi'i atal, rydym wedi datblygu ein gallu i gymryd camau gorfodi drwy ddulliau eraill. Mae rheolaeth uniongyrchol hefyd yn cynnwys dyraniad sylweddol o amser gweithredol ar gyfer parodrwydd ar gyfer digwyddiadau morol ac ymateb i ddigwyddiadau.

Ymateb i'r pandemig Covid-19 a'r DU yn gadael yr Undeb Ewropeaidd, gan gymryd cyfleoedd i gael adferiad gwyrdd a glas

Adferiad glas

34. Mae'n amlwg bod Covid ac ymadael â'r UE wedi effeithio'n anghymesur ar gymunedau arfordirol yng Nghymru, o ystyried eu dibyniaeth ar sectorau allweddol megis twristiaeth a physgodfeydd. Mae llawer o'r cymunedau hyn hefyd yn wynebu effeithiau tymor hwy newid arfordirol sydd wedi'i ysgogi gan yr hinsawdd. Serch hynny, roedd cynigion a gyflwynwyd i'r Grŵp Gorchwyl a Gorffen Adferiad Gwyrdd yn ystod 2020 yn cynnwys dim ond 11 o brosiectau morol mewn cyfanswm o 170, gan adlewyrchu'r capasiti a'r ymwybyddiaeth gyfyngedig o rai o'r cyfleoedd a gyflwynir gan ein moroedd.

35. Rydym wedi gweithio mewn ffordd gydweithredol drwy Grŵp Cynghori a Gweithredu Cymru ar Faterion Morol (grŵp rhanddeiliaid strategol arweiniol Llywodraeth Cymru) i ddatblygu cynnig 'Adferiad Glas' ar y cyd. Mae'r cynnig yn tynnu sylw at y cyfleoedd penodol a gyflwynir gan ein moroedd – o ran ynni glân, Carbon Glas, bwyd môr iach, moroedd cadarn – a'r angen i fuddsoddi'n well mewn fframweithiau sy'n bodoli eisoes (megis y rhwydwaith MPA a Chynllun Morol Cenedlaethol Cymru) i wireddu'r manteision hyn. Mae hyn wedi'i baru â chamau galluogi sy'n canolbwyntio ar feithrin gallu mewn cymunedau lleol i gymryd rhan mewn gwaith cynllunio ar gyfer eu hamgylcheddau morol lleol a'u rheoli.

Ymadael â'r UE

36. Mae ymateb i ymadael â'r UE yn broses hirdymor. Pysgodfeydd yw'r mater morol mwyaf amlwg, ac rydym wedi cefnogi a chynghori Llywodraeth Cymru ar ddatblygu Cyd-ddatganid Pysgodfeydd y DU a byddwn yn parhau i gynghori ar ddatblygu rheoleiddio a deddfwriaeth pysgodfeydd Cymru. Yn ogystal â physgodfeydd, mae amrywiaeth eang o weithgareddau eraill sydd â goblygiadau i'r môr ar ôl ymadael â'r UE, gan gynnwys, er enghraifft, y Cynllun Ffermio Cynaliadwy, lle mae gwaith manwl iawn llwyddiannus ar yr arfordir yn ddiweddar wedi tynnu sylw at amrywiaeth o faterion rheoli cynefinoedd arfordirol ac ansawdd dŵr i lawr yr afon y dylid ceisio eu hintegreiddio i'r cynllun.

Dull

37. Mae'r ddarpariaeth uchod yn cael ei dwyn ynghyd mewn un rhaglen forol integredig ar gyfer CNC ar draws ein darpariaeth gynghorol, reoleiddiol, tystiolaeth a gweithredol. Ategir hyn gan fframwaith llywodraethu a chydweithio agos rhwng timau, arweinwyr tîm a rheolwyr lluosog. Ystyriir bod y dull hwn yn arfer da yn CNC.

Casgliad ac argymhelliad

38. Mae'r uchod yn nodi ein meysydd cyflawni blaenoriaeth allweddol ar draws cylch gwaith morol ac arfordirol eang CNC, yn tynnu sylw at feysydd cynnydd allweddol, yn cyd-fynd â blaenoriaethau Cynllun Busnes CNC ac yn dangos amryw o ddulliau arloesol a chydweithredol o ymdrin â'r her o reoli adnoddau naturiol morol yn gynaliadwy.

39. Mae'r amgylchedd morol o dan bwysau mawr yn fyd-eang ac yng Nghymru. Mae hefyd yn darparu llawer o'r manteision a'r atebion i'r heriau y mae ein cymdeithas yn eu hwynebu. Mae angen i ni weld yr amgylchedd morol yn rhan *annatod* o'n hymateb i'r ddau argyfwng *ynghyd â'r* holl waith rydym yn ceisio ei wneud ar dir Cymru a chyda chymunedau Cymru, yn hytrach nag yn ychwanegol ato.

Argymhellion

40. Gofynnir i'r Bwrdd:

- a. Nodi'r pwysau a'r disgwyliadau ar yr amgylchedd morol ac arfordirol wrth ymateb i'r ddau argyfwng, a'r cysylltedd rhwng tir a môr wrth greu pwysau y mae gennym gyfrifoldeb cyffredin i fynd i'r afael ag ef
- b. Rhoi cyngor ar faterion a chyfleoedd morol ac arfordirol allweddol yng nghydestun blaenoriaethau corfforaethol CNC
- c. Rhoi cyngor ar feysydd pellach ar gyfer cydweithredu strategol a chyfannol ar draws tir a môr
- d. Rhoi cymorth i godi materion allweddol a hyrwyddo cyfleoedd allweddol i Lywodraeth Cymru
- e. Cymeradwyo'r angen i gynnal, datblygu ac ymgorffori rhaglenni allweddol gan gynnwys y Rhaglen Ynni Adnewyddadwy ar y Môr, Adferiad, Carbon

Glas a Rheolaeth MPA gan gynnwys effeithiau ansawdd dŵr gan gynnwys, ond heb fod yn gyfyngedig i, faetholion mewn afonydd.

Risgiau Allweddol

41. Mae'r risgiau allweddol o ran cyflawni rhaglen forol â blaenoriaeth CNC i gefnogi blaenoriaethau Cynllun Busnes CNC yn cynnwys:

- Risgiau gweithredol, amgylcheddol ac enw da sydd ynghlwm wrth ddibynnu ar gapasiti penodiadau tymor penodol byrdymor (30% o'r capasiti presennol) i gyflawni gwaith rhaglen forol â blaenoriaeth sy'n llesteirio cadw staff, creu aneffeithlonrwydd, colli sgiliau a phrofiad allweddol a diffyg diogelwch wrth gyflawni, sy'n golygu bod CNC yn methu â chyflawni rhai o'r blaenoriaethau allweddol megis cymorth ar gyfer ynni adnewyddadwy morol cynaliadwy a rheolaeth MPA
- Risg weithredol, enw da ac amgylcheddol sydd ynghlwm wrth golli'r Rhaglen Ynni Adnewyddadwy ar y Môr, a risg ariannol tymor hwy oherwydd risg gynyddol o adolygiad barnwrol o'n penderfyniadau os bydd capasiti'r rhaglen yn dod i ben
- Risg weithredol sydd ynghlwm wrth raglen monitro morol annigonol nad yw'n cefnogi anghenion adrodd a chynghori, oherwydd anallu i sicrhau adnoddau sylfaenol digonol hirdymor
- Difrod i enw da a dargyfeirio amser staff os bydd ymateb anffafriol gan randdeiliaid i gynigion newydd am Barth Cadwraeth Morol (MCZ) a / neu waith craffu pellach ar reolaeth MPA gan y Cynulliad.

Goblygiadau Ariannol

42. Ar draws y meysydd gwaith blaenoriaeth, mae llawer o bwysau newydd a chynyddol ar adnoddau. Caiff y rhain eu bwydo i gylchoedd cynllunio corfforaethol a chyllideb CNC, ceisiadau am gyllid i Lywodraeth Cymru a ffynonellau eraill, ac maent yn cael eu mynegi yn yr ymarfer sylfaenol presennol. Yn gyffredinol, nid oes digon o adnoddau i gyflawni'r rhaglen waith â blaenoriaeth a symud o waith adweithiol i waith rhagweithiol mewn rhai meysydd.

43. Mae'r materion ariannol allweddol yn cynnwys:

- Yr angen i roi adnoddau i'r Rhaglen Ynni Adnewyddadwy ar y Môr yn y tymor hwy, a blaenoriaethau adnoddau eraill sy'n dod i'r amlwg megis yr angen i adnewyddu cyngor amcan cadwraeth ar gyfer MPA a sefydlu rhaglen monitro morol gynaliadwy
- Y ddibyniaeth o **30%** ar gapasiti penodiadau tymor penodol tymor byr i gyflawni gwaith rhaglen forol â blaenoriaeth

Mynegai Atodiadau

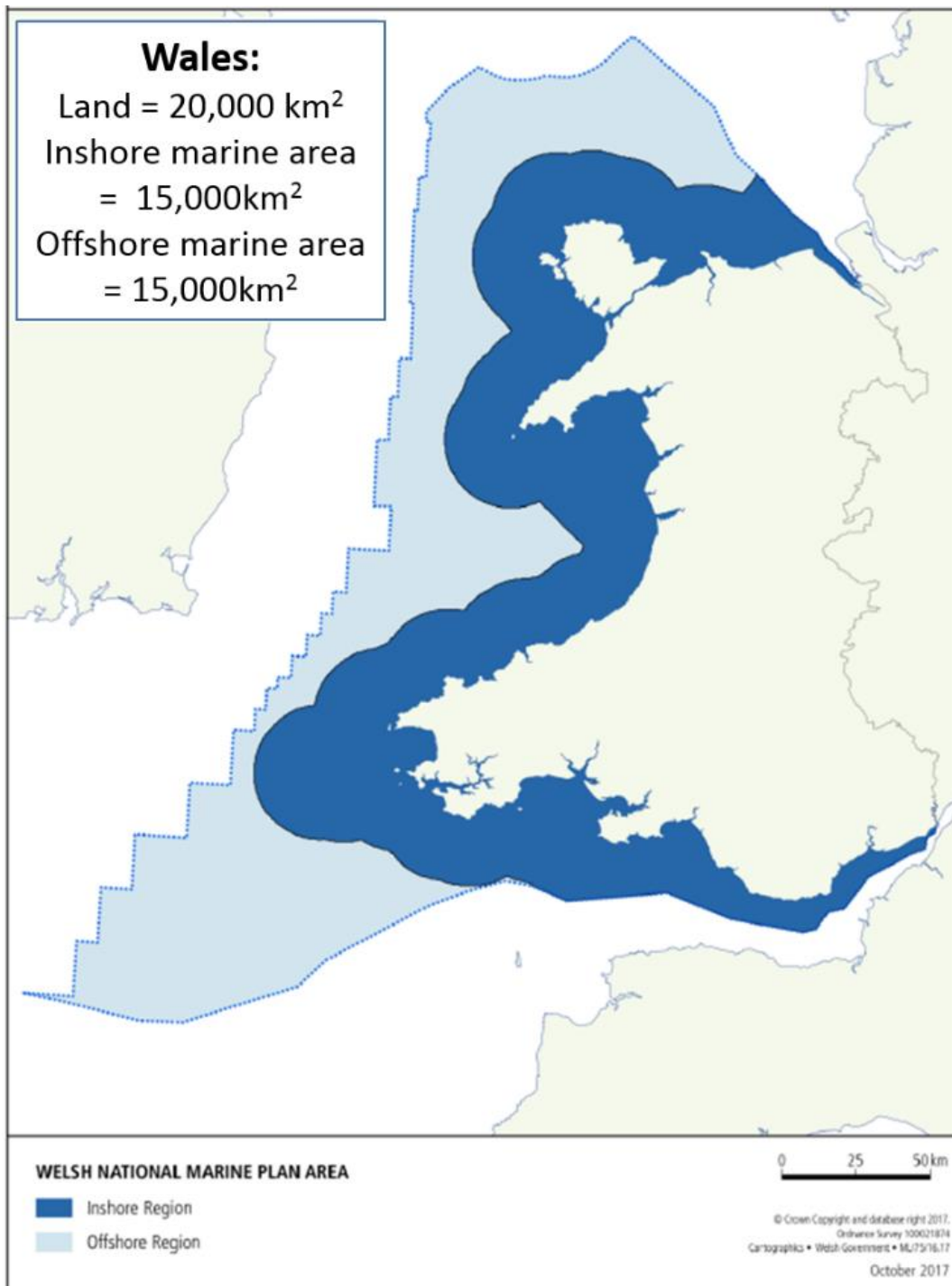
- Atodiad Rhanbarth Glannau Cymru a Rhanbarth Môr Mawr Cymru

- Atodiad 2 Cylch Gwaith Morol CNC
- Atodiad 3 Y berthynas rhwng cyfundrefnau cynllunio a rheoli ledled Cymru
- Atodiad 4 Cynlluniau a phrosiectau presennol yn nyfroedd Cymru ar gyfer pob sector ynni adnewyddadwy morol
- Atodiad 5 Crynodeb o garbon glas ym moroedd Cymru
- Atodiad 6 Map o Ardaloedd Morol Gwarchoddedig yng Nghymru
- Atodiad 7 Aseidiadau dangosol o gyflwr nodweddion lefel safle – ACA ac AGA gan gynnwys sgoriau hyder annatod (2018): dull gweithredu a chanlyniadau

Annex 1: Welsh Inshore and Offshore Marine Area

The inshore region in the map equates to the Welsh territorial waters, out to 12 nautical miles.

The offshore region represents the Welsh offshore zone out to the mid-line with neighbouring administrations. In this area, Welsh Government has jurisdiction for nature conservation, fisheries management, marine planning and some regulatory functions, with some of those regulatory functions being carried out by NRW.



Annex 2: NRW's Marine Remit

NRW has an extensive statutory marine remit covering territorial seas to 12 nm. Elements of marine work are embedded within all of NRW's functional areas, the most significant ones being advice, evidence and regulation. Further details are provided in the table below.

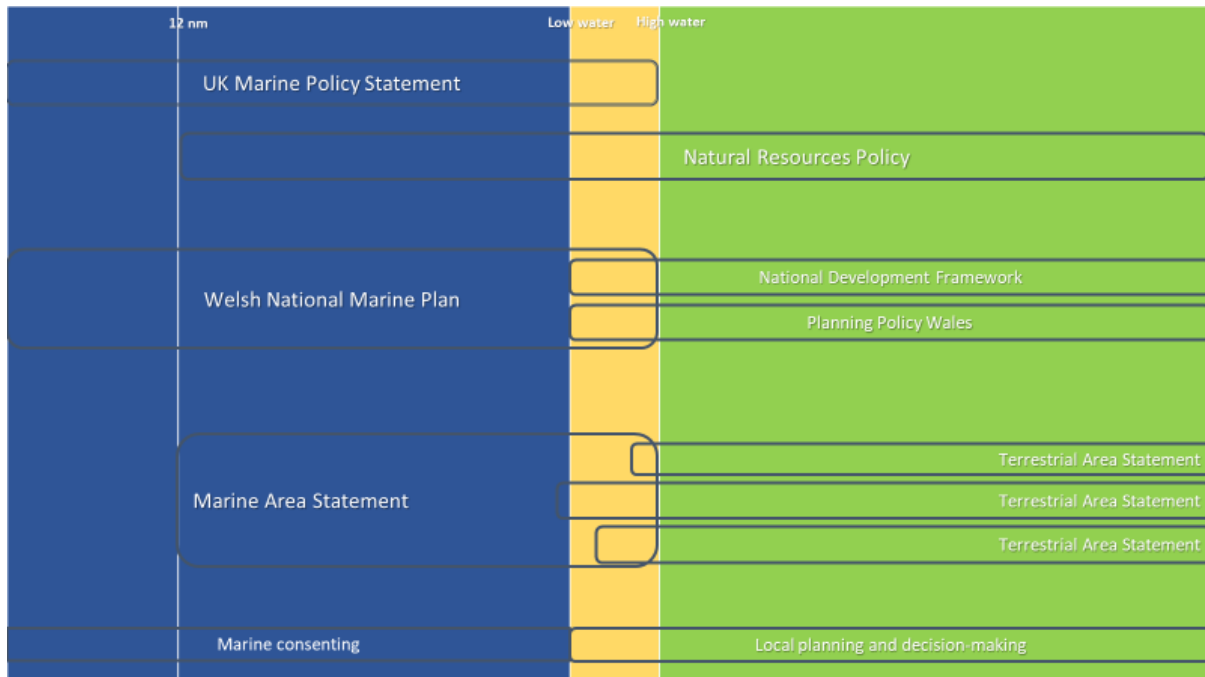
Within these broad functions, NRW also has a significant number of specific statutory functions that only apply in the marine environment. a few examples include: regulatory body for marine licensing (the broad equivalent of planning permission at sea); advice on designation and management of European marine sites and Marine Conservation Zones; delivery of key elements of the Marine Strategy Framework Directive; and advice on dispersant use in marine pollution incidences.

Key: **Dark grey shaded** activities have a direct statutory basis;
Light grey shaded activities are *in support* of delivery of statutory functions.

Categories of Activity	Examples of specific statutory functions (Note: this column is illustrative only, it is not an exhaustive list)
1. Technical and statutory advice to Welsh and UK Government, and EU on all marine legislation, plans, programme, strategies and assessments as they relate to Wales	<ul style="list-style-type: none"> • e.g. Statutory nature conservation advisor to Govt out to 12 nautical miles
2. Technical advice to others (not Govt) on marine plans, programme, strategies and assessments	<ul style="list-style-type: none"> • e.g. Advice to management authorities on conservation objectives and operations/activities for European marine sites and Marine Conservation Zones (MCZs)
3. Statutory consultee for planning, permits and nationally significant infrastructure projects; cradle to grave service	As activity. Includes consultee on some marine-specific authorisations.
4. Environmental planning - internal and external	<ul style="list-style-type: none"> • Production of River Basin Management Plans
5. Internal advice and guidance on 1-4 above.	
6. Marine licence determination and compliance	As activity
7. Other licences/permits (e.g. Sites of Special Scientific Interest (SSSI), protected species licence, Environmental Permitting Regulations etc.)	<ul style="list-style-type: none"> • European Protected Species licence (numerous marine EPS) • Radioactive materials/ship breaking out to 12nm • Regulating land-based discharges and pollution incidents out to 3nm
8. Direct fisheries management	<ul style="list-style-type: none"> • Regulating authority for Dee Estuary and Burry Inlet cockle fishery regulating order • Regulation of migratory fisheries out to 6nm

Categories of Activity	Examples of specific statutory functions (Note: this column is illustrative only, it is not an exhaustive list)
9. Harbour, navigation and lighthouse authority	<ul style="list-style-type: none"> • Dee conservancy function
10. Designation of, consents and assent for SSSI	As activity
11. Sample, measure, monitor and survey	<ul style="list-style-type: none"> • Water Framework Directive (WFD) monitoring • Bathing Waters monitoring
12. Data interpretation, assessment and modelling	
13. Statutory reporting – both NRW's, and in support of Government	<ul style="list-style-type: none"> • Marine input to SoNaRR • Habitats Directive Article 17 reporting in support of Govt duty • WFD • Marine Strategy Framework Directive reporting in support of Govt duty
14. Develop the evidence base to support Government and NRW programme delivery, alone and in partnership	
15. Data management	
16. Coastal flood risk planning and management	<ul style="list-style-type: none"> • Provision/maintenance of some sea defences
17. Respond to and advise on marine pollution incidences, and forward plan response	<ul style="list-style-type: none"> • Statutory advisor on the use of chemical dispersants in marine pollution incidents
18. Marine Conservation Zone direct management	
19. Work in partnership with stakeholders; develop relationships and partnerships; enabling others	
20. External funding and grants	

Annex 3: The relationship between planning and management regimes across Wales



The Natural Resources Policy extends across Wales out to 12nm and informs the content of the Welsh National Marine Plan. The NRP confirms the marine plan as a key mechanism to deliver the national priorities in the NRP in the marine area.

Similarly, on land the NRP informs the National Development Framework and Planning Policy Wales. The terrestrial planning framework extends to low water, whilst the marine planning framework extends to high water. This overlap in planning regimes encourages integrated planning and decision-making, as does the coverage of the NRP across the terrestrial and marine area.

Area Statements must facilitate the implementation of the NRP in the local context. For the marine area, a single marine area statement can support implementation of SMNR through the marine planning process.

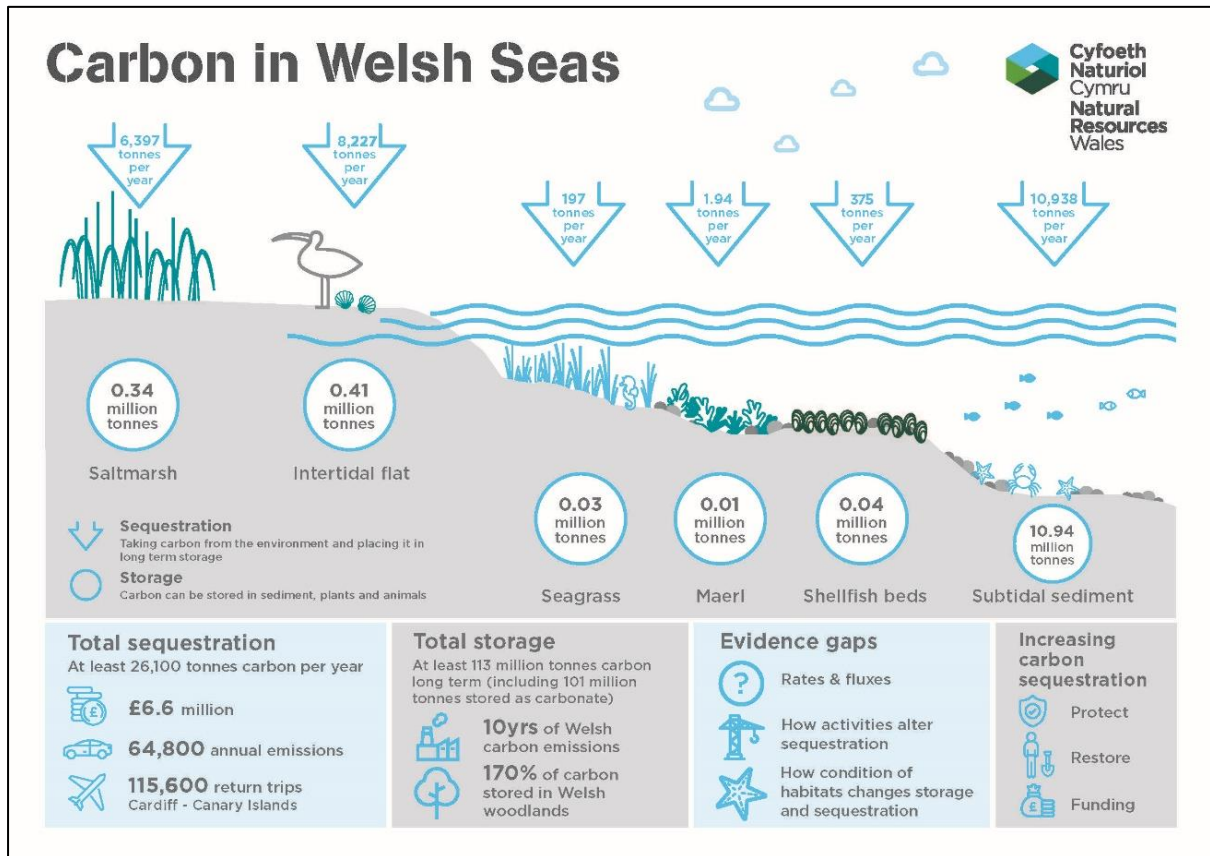
Six terrestrial Area Statements share a coastal boundary with the marine Area Statement. This offers an additional mechanism for engaging with stakeholders on more local coastal and marine issues. Through working collaboratively to develop a suite of Area Statements, NRW can avoid duplication of effort and enable activity at the appropriate scale/ operational location to address issues.

Planning decisions on land are driven by Local Development Plans informed by the NDF/PPW. One role for terrestrial Area Statements is to provide additional information to inform the development of local planning and decision-making. At sea, where the WNMP guides all decision-making, the development of a marine area statement is an important opportunity to provide further evidence to support implementation of marine plan policies through regulatory processes that govern decision-making for the marine area.

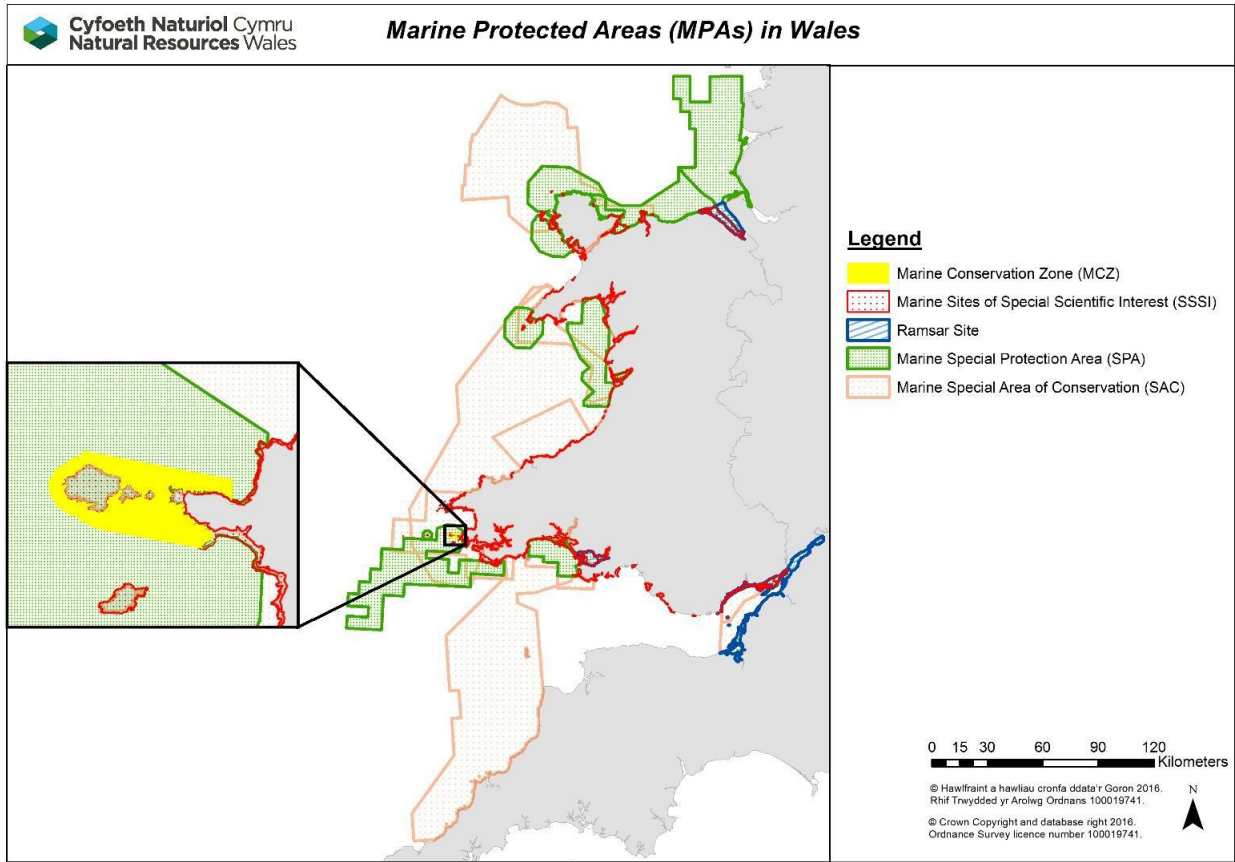
Annex 4: Current plans and projects in Welsh waters for all marine renewable energy sectors

Sector	Project/Plan			Location	Scale (MW)
Floating Offshore Wind (FLOW)	Project Erebus			Celtic Sea	96 (Phased)
	Project Valorous			Celtic Sea	~300
	Falck Renewables (1 x Welsh Waters & 1 x English Waters)			Celtic Sea	TBC
	RWE renewables			Irish Sea	TBC
	Pembrokeshire Demonstration Zone			SW Pembrokeshire	TBC
Fixed Offshore Wind	BP/EnBW Round 4 projects x 2 (1 x Welsh Waters & 1 x English Waters)			Irish Sea	2 x 1500
	RWE Awel-y-Mor (Gynt-y-Mor extension)			Irish Sea	550
Tidal Range	Swansea Bay Tidal Lagoon (<u>N.B. Now deemed withdrawn as of 1st July</u>)			Swansea Bay	320
	Dragon Energy Island			Swansea Bay	~350
	Port of Mostyn lagoon			Dee Estuary	128
	Mersey Tidal lagoon			Mersey Estuary	TBC
Tidal stream	Nova innovation			Bardsey Sound	0.5 (Phased)
	TIGER project			Ramsey Sound	TBC
	Minesto array			Holyhead Deep	10 (Phased)
	Morlais tidal demonstration zone			Anglesey	240 (Phased)
Wave energy	Bombora mWave			SW Pembrokeshire	1.5
	Marine Energy Test Area Phase 1 & 2			SW Pembrokeshire	N/A
Energy Plans & programmes	UK Offshore Energy Plan			All Wales/UK	N/A
	WG Marine Energy Programme			All Wales	N/A
	Tidal Lagoon Challenge			All Wales	N/A
	The Crown Estate Round 4 plan			UK	N/A
	The Crown Estate strategic plan for FLOW			All Wales	N/A
Not in contact with NRW at present	Consented (discharge of conditions)	Under determination	Pre-application (NRW advisory only)	Pre-application (MLT only)	Pre-application (Advisory and MLT)

Annex 5: Summary of blue carbon in Welsh seas



Annex 6: Map of Marine Protected Areas in Wales



Annex 7: Indicative site-level feature condition assessments – SAC & SPA including integral confidence ratings (2018): approach and results

Producing full condition reports for marine protected sites and features is challenging due to availability of data and the time required to assessment multiple attributes. To address this challenge an innovative new approach was developed to provide a full suite of indicative site condition report for all marine SACs and SPAs. The approach used readily available evidence* and expert judgement in an intensive collective workshop process including site and feature specialist across NRW. The outputs provided an *indication* of the feature condition at site level, along with a confidence rating associated with the assessment. The reports actively inform NRW's management advice, SoNaRR and multiple other processes.

(*including long-term monitoring/surveillance datasets, sampling programmes, bathymetric data and datasets collected for Environmental Impact Assessments).

Indicative site-level feature condition assessments	Number	Percentage
Favourable / High confidence	40	31%
Favourable / Medium confidence	12	9%
Favourable / Low confidence	8	6%
Unfavourable / High confidence	33	26%
Unfavourable / Medium confidence	15	12%
Unfavourable / Low confidence	9	7%
Unknown	11	9%
Total	128	100%