



RACE EQUALITY SCHEME

(November 2007)

CNPA RACE EQUALITY SCHEME

FOREWORD

This is the Race Equality Scheme for the Cairngorms National Park Authority (CNPA) and it forms an integral part of the CNPA's wider commitment to promote equality of opportunity in the delivery of its public functions and as an employer.

The CNPA is committed to ensuring equality of opportunity and encouraging diversity across all its functions and in its dealings with all stakeholders and partner organisations. The Race Equality Scheme sets out how we intend to reinforce this commitment and ensure that race equality is embedded at the heart of our work as a National Park Authority.

Jane Hope

Chief Executive

Cairngorms National Park Authority

INTRODUCTION

1. The Board of the Cairngorms National Park Authority (CNPA) made an early commitment that the Cairngorms National Park should be available to all people regardless of age, culture, background or ability, and they embraced the ethos of a “Park for All” which has underpinned all the strands of the CNPA’s work to date. Much work has been done since the inception of the CNPA in 2003 to establish strong links with relevant community networks (geographical and of interest) in order that they can advise and inform the way in which equality is embedded at the core of everything the CNPA seeks to achieve.
2. The CNPA’s Race Equality Scheme builds on existing legislation: The Race Relations Act 1976 (Statutory Duties) (Scotland) Amendment Order 2006 which gives the Cairngorms National Park Authority a deadline 30th November 2007 to produce its Race Equalities Scheme.
3. **The general duty requires that in carrying out its functions we pay due regard to the need to:**
 - a) Eliminate unlawful discrimination and harassment
 - b) Promote equality of opportunity and
 - c) Promote good relations between persons of different racial groups.
4. **The specific duties include:**
 - a) The preparation and publication of a race equality scheme.
 - b) Assessing which functions are relevant to the duty (with a review of that assessment at least every three years).
 - c) Setting out arrangements for assessing and consulting on the likely impact on the promotion of race equality of proposed new policies.
 - d) Monitoring of policies for adverse impact on the promotion of race equality.
 - e) Publishing the results of assessments, consultations and monitoring.
 - f) Ensuring access to information and services.
 - g) Training staff on issues relevant to the duty.
5. This Race Equality Scheme sets out how the CNPA has addressed equality issues in its work to date, but more importantly, details in an Action Plan how it will reinforce this commitment in line with the legislation above.

Context of the Cairngorms National Park

6. One of the first Acts of the Scottish Parliament in 2000 legislated for National Parks in Scotland. There are now two National Parks: Loch Lomond and the Trossachs, established in 2002 and the Cairngorms, established in 2003.
7. Scotland’s National Parks are a distinctive model that combines conservation of the natural and cultural heritage with sustainable use, enjoyment and development of the areas communities. Not only do National Parks seek to conserve and enhance the qualities that make these places special, they offer significant benefits to the people of Scotland. In particular, National Parks offer the following opportunities:

- a) **Delivering better outcomes** – National Parks, by more co-ordinated efforts of the public, private, community and voluntary sectors, can deliver more integrated and sustainable results in terms of environmental, economic and social benefits.
- b) **Developing solutions for rural Scotland** – National Parks provide the opportunity to develop and test innovative solutions to rural issues which can be applied to benefit other areas across Scotland. National Parks are an opportunity to develop and disseminate best practice that makes a difference to people living and working in rural Scotland.
- c) **Providing a Park for All** – National Parks offer excellent opportunities for people of all backgrounds, cultures, interests and abilities to enjoy, learn and benefit from these special places.
- d) **Promoting ‘The Pride of Scotland’** – National Parks represent Scotland’s most iconic landscapes and reflect the natural and cultural heritage that shapes our nation’s identity. They are national assets and by showing how people and place can thrive together, National Parks can make a significant contribution to Scotland’s national identity.

National Park Designation and Aims

8. The National Parks (Scotland) Act 2000 sets three conditions which an area designated as a National Park must satisfy:

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| <ol style="list-style-type: none">a) That the area is of outstanding national importance because of its natural heritage, or the combination of its natural and cultural heritage;b) That the area has a distinctive character and a coherent identity;c) That designating the area as a National Park would meet the special needs of the area and would be the best means of ensuring that the National Park aims are collectively achieved in relation to the area in a co-ordinated way. |
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9. The Act also sets out four aims for National Parks in Scotland:

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| <ol style="list-style-type: none">a) To conserve and enhance the natural and cultural heritage of the area;b) To promote sustainable use of natural resources of the area;c) To promote understanding and enjoyment (including enjoyment in the form of recreation) of the special qualities of the area by the public;d) To promote sustainable economic and social development of the area’s communities. |
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10. The Cairngorms National Park Authority is principally an enabling and facilitating body rather than a regulatory body. Its enabling and facilitating powers include:
- a) anything that will help the Park Authority achieve its aims
 - b) fixing and recovering charges for goods or services provided in the course of carrying out the aims
 - c) carrying out research and related activities

- d) entering into agreements with any person in the Park with an interest in land to ensure that the aims of the Park are met
 - e) giving grants and loans (with the consent of Scottish Ministers)
 - f) securing the provision of nature reserves
 - g) providing information and educational services and facilities to promote understanding and enjoyment of the Park
 - h) providing facilities to encourage visitors to national parks for leisure purposes including camp sites, accommodation, meals and refreshments where necessary
 - i) being a consultee on a range of matters undertaken by other public bodies, for example Scottish Enterprise or Highlands and Islands Enterprise (HIE), the creation of Sites of Special Scientific Interest (SSSIs), forestry activities and traffic regulation orders
11. It does have regulatory powers to:
- a) deal with those planning decisions which may have significant impacts on the Park (by calling in the application for determination).
 - b) make management laws and byelaws to:
 - i. protect the natural and cultural heritage of the Park.
 - ii. prevent damage to the land or anything in or under it.
 - iii. secure the public's enjoyment of and safety in the Park.

Cairngorms National Park – the Area

12. The Cairngorms National Park is the UK's largest National Park covering 3,800 square kilometres, equivalent to 5% of Scotland's land area. The Park sits at the meeting point of many cultural and administrative boundaries. It includes areas within four local authorities – Highland, Aberdeenshire, Moray and Angus. Being centred on a mountain massif, communities within the National Park naturally look out to and have strong links with the surrounding areas. The transport and social links naturally tend to follow the major river systems.
13. The National Park therefore looks out to the four cities of Inverness, Aberdeen, Dundee and Perth as well as other regional centres such as Elgin. The major transport routes into the Park link to these cities and these links play an important part in the economic and social life of people in the area. Given this central position, the Cairngorms National Park has the potential to be a significant asset to the wider region.
14. Approximately 16,000 people live in the Park, and approximately 1.4 million people visit the Park each year.
15. The Cairngorms National Park Authority, which co-ordinates the sustainable development of the Park area, employs a staff of 60 based in its offices in Granttown-on-Spey and Ballater on Deeside. Of these, 1.7% are from ethnic backgrounds

DEVELOPMENT OF THE CNPA RACE EQUALITY SCHEME

Process

16. The development of this scheme has been led by our Education and Inclusion Manager and our Human Resources Manager, with input from across the organisation. Externally there have been contributions from members of the Inclusive Cairngorms group and other partner organisations with an interest in promoting good relations between people from different race and cultures.

Progress to Date

17. The main actions that underpin the commitment of the CNPA to promote race equality have been developed by CNPA staff in consultation with “Inclusive Cairngorms” and other organisations that specifically promote best practice in this area.
18. This is built on existing areas of good practice which are already in place including reviewing our staff hand book regularly to ensure that adequate guidance is available on all equality issues. Staff and Board members have taken part in equalities training covering race awareness, and this will be built on as part of an on-going training programme.
19. As part of the restructuring of Inclusive Cairngorms, we have widened our existing networks and data bases to include more racial equality groups, and migrant worker groups.
20. We will continue to identify areas for improvement in all aspects of equality and diversity through our action plan.

Involving the Community

21. To date the CNPA has worked closely with many organisations in shaping the Park For All theme, and will continue to do so. Our Inclusive Cairngorms group, which seeks to promote social inclusion in the National Park, represents a diversity of organisations and interests. Those relevant to race issues include: Black Environment Network, Backbone (outdoor recreation agency working with minority ethnic groups), Local Authority Equalities officers, Highlands and Islands Equality Forum, and other community groups. Involvement with these groups has included consultation on development of social inclusion policies, provision of funding to promote equality and inclusion, and provision of equalities advice to the National Park Authority.
22. In developing the Race Equalities Scheme, a Sub group of Inclusive Cairngorms was formed to take it forward, with assistance from Highlands and Islands Equality Forum. The Backbone project (minority ethnic outdoor recreation agency) held a consultation event in October 2007 (funded in part by the CNPA) to identify barriers and ways of addressing them to enable minority ethnic groups to access and enjoy the Cairngorms National Park.

23. Internally, the CNPA has an Equalities Working Group which is responsible for overseeing the production and implementation of our equalities schemes, and has representation from across the organisation including Economic and Social Development, Corporate Services and Communications.
24. Our 60 staff come from a wide mix of backgrounds and individually or collectively can offer a useful sounding board for discussing equalities issues. This is facilitated through the Staff Consultative Forum whereby 'equalities issues' is a standing item on agendas.

Impact Assessment

25. CNPA aims to proactively identify aspects of our policies and procedures which may cause barriers to people from differing ethnic backgrounds, and to amend policies accordingly to stave off any potential discrimination.
26. CNPA is in the process of developing a template for reviewing existing policies, practices and procedures and this will be used to assess new policies as they are developed. The aim of this is to ensure that any issues of race are considered in relation to our policies. This process may already be partly addressed through the Park for All section in Board papers. However race is not specified (nor are the other equality strands), so this should be highlighted in the guidance to writing Board Papers. (see Action Plan)
27. This template will be reviewed in light of advice from representatives from race equality organisations, and in consultation specifically with Inclusive Cairngorms.
28. It is intended that a sub-group of Inclusive Cairngorms will undertake impact assessments on our policies against the various equalities strands including race, disability and gender. This group will work with CNPA staff to prioritise the policies to be assessed first.

DELIVERING EQUALITY THROUGH THE NATIONAL PARK PLAN

29. As already stated in the introduction, the CNPA is largely a facilitating and enabling body, which works in partnership with a wide range of organisations across the Park area. This means that much of our work involves influencing others to change the ways in which they work in order to achieve particular aims. The CNPA achieves this through a range of methods including influencing and negotiation, providing training, funding support, relevant appropriate information on the National Park, community involvement and a range of other methods.
30. This section details how race equality is being addressed within the different parts of the National Park Plan, including the Guiding Principles, the strategic objectives and priority actions.

Social Justice – A Park for All

31. The CNPA has established links with inclusion and equalities groups and interests, and will continue to involve them in creating opportunities for everyone to engage with the Park. This has actively sought to broaden its networks to include groups and individuals from diverse ethnic and cultural backgrounds. The Cairngorms on a Shoestring project is an example of engaging with groups who find it difficult to access the Park due to low incomes. This could include minority ethnic groups who are likely to be on low income because of marginalisation from society.

People Participating In The Park – A National Park For People

32. The CNPA has established links with inclusion and equalities groups and interests, and will continue to involve them in shaping the Park and its management. This includes amongst others, people from different racial groups. Within the Park area - to our knowledge - the existence of different racial groups is low, so our interaction with these groups tend to be focussed on those from outwith the Park, due to the need to accommodate the needs of a racial mix of visitors.

Managing Change – A National Park Open to Ideas

33. The CNPA will seek to listen and work with equalities groups and interests to achieve best possible solutions to manage change within the Park.

Adding Value – A National Park That Makes a Difference

34. The CNPA will encourage cooperation between different interests, including equalities groups and interests, to establish the best way forward to achieve Park aims.

Living and Working in the Park

35. CNPA seeks to ensure that the work done with those living and working in the park engages people from all the communities and ethnic backgrounds present in the local area by being inclusive when engaging with the local community, adopting the National Standards for Community Engagement. However there is little information available on the numbers of people from different racial groups living and working in the Park. This information would provide useful baseline data on who and how many, before we begin to look at how we will encourage good relations between different racial groups.

Community Planning and Provision of Local Services

36. The CNPA will seek to promote the provision of local services that meet the needs of communities through participating in Community Planning and other community development initiatives. The principles of Community Planning can be extended as a means to involve people in management planning across all aspects of this plan, so

that through active engagement the knowledge, needs and ambitions of communities can be shared and realised.

Promoting Equality in Employment

Within the CNPA

37. CNPA seeks to promote good practices in employment by ensuring that its own practices offer equality of opportunity and care is taken to ensure that we not only fulfil our legal obligations as employers, but go beyond this to promote equality of opportunity and diversity within our workforce.
38. Information is gathered at the recruitment stage, and updated regularly throughout employment to allow us to monitor equality. Our HR database enables reporting of equality issues to accurately assess the racial and ethnic balance in relation to recruitment into the organisation, promotion and access to training. There is provision to monitor disciplinary and grievance issues on these grounds as well should they arise. Our recruitment and employment processes are designed to eliminate unlawful discrimination at all levels, and this is monitored on an ongoing basis.
39. CNPA currently has 59 employees, with 1.7% of our workforce identifying themselves as from an ethnic minority background. In addition 5.1% of employees have nationalities other than British. This is representative of the local area, which has a relatively low ethnic minority population and does not have a particularly high racial diversity.
40. We have advertised in “Ethnic Britain” and the “BEMIS” year planner to encourage people from ethnic backgrounds which are currently under-represented within our workforce.

Enjoying and Understanding the Park

Sustainable Tourism

41. Tourism plays a key role in supporting economic growth, encouraging enjoyment and understanding of the National Park and in helping to promote Scotland on a world stage as a place to live, work and enjoy. The CNPA will work with tourism and outdoor recreation providers to improve and maintain the quality of experience in the National Park for all visitors.
42. A first step to help gauge what is required for meeting the needs of ethnic visitors to the Park was a consultation event held in October 2007 involving community and youth leaders who work with minority ethnic groups out with the Park.
43. In order to address any of the barriers for these groups it is useful to know the actual numbers or demand for these groups to access / experience the Park. This baseline data on numbers of visitors from different racial or ethnic groups taking part in

various activities in the Park can help to plan what is required to improve their experience.

Information

44. CNPA needs to ensure that visitors to the Cairngorms are aware of the range of opportunities, places to visit and things to do throughout the Park, and appreciate and respect its special qualities. They do this using a wide range of information tools including publications and signage.
45. The Park Plan states that visitor information will be targeted at specific audiences and encourage responsible outdoor access, visitor safety and the health benefits of regular outdoor access. As well as promoting the special qualities of the Park, information will seek to promote the benefits of outdoor access. CNPA will seek ways to support the ranger services, land owners, tourism and outdoor recreation providers across the National Park to have a greater awareness of racial equality issues and how to provide access opportunities for all.
46. CNPA will respond to requests for publication of information and leaflets in other languages and in different formats in order to support race equality. Due to the cost of translation and publications in potentially several different languages, it is more efficient to respond to requests on an ad hoc basis.

Access

47. The National Park is internationally renowned for the exceptional range and quality of outdoor access and recreational opportunities. The area provides many people with the chance to enjoy the natural environment in many different ways.
48. The CNPA will develop a co-ordinated approach to the provision of a range of opportunities in the Park for people of all abilities and backgrounds through the sustainable management of high quality outdoor access and recreation involving the public, private, community and voluntary sector.
49. The CNPA seeks to engage and involve all communities in the planning and management of outdoor access throughout the Park. All consultations will be conducted in line with the National Standards for Community Engagement.

Social Inclusion

50. The Cairngorms National Park should be a place where everyone can experience the benefits, whatever their background or ability. The CNPA's inclusion work is focussed on reaching beyond the "usual suspects" who traditionally visit the National Park, to excluded groups and encourage them to engage with the Park. The CNPA is committed to work with other partners who already operate in this field, to create opportunities through marketing, community engagement, improving access and developing learning and education outreach programmes

51. This will include creating and promoting packages for specific user groups with relevant and user friendly information about the Park which details what is on offer, eg through "Cairngorms on a Shoestring", a publication which gives details of budget options for travelling around and staying within the Cairngorms National Park.
52. Ambassadors will use these materials to help promote the Park to excluded groups and a programme of activities will be developed to increase people's awareness and understanding of the area, for example through volunteering opportunities and the John Muir Award.

Conclusion

53. The CNPA will seek to improve equality of opportunity and eliminate discrimination as detailed above and specifically in the following Action Plan. There is a role for the CNPA to set an example as a good employer and to remain a vigilant guardian of good practice and to lead the way in educating all, including partners, Park service providers and users.
54. There is scope for gathering further baseline information on racial groups, including residents and people visiting the Park, and to analyse where the blockages are to the racial diversity of the area and beyond in accessing life and work in the Park.
55. In addition, the CNPA will look for innovative ways to promote good relations between different racial groups – not just between black and white.
56. The Action plan will be monitored on a yearly basis in line with the requirements of the legislation. The officers who are shown as having responsibility for the individual action points will monitor these areas and this will be pulled together into a single report.

CNPA RACE EQUALITY SCHEME - ACTION PLAN
November 2007 – November 2010

Aim 1 – To Eliminate Unlawful Discrimination.

Outcome	Action	Timescale	Accountable
Objective 1 Ensure that CNPA policies do not allow direct or indirect racial discrimination, harassment and victimisation.	1. Develop Equality Impact Assessment system in conjunction with DES and GES Action Plans.	June 2008	Education and Inclusion Manager
	2. Evaluate guidance on completing Park for All section in Board papers.	March 2008	Head of Communications
Objective 2 Ensure all staff are aware of and understand racial equality; how their work impacts on equality and what their own responsibilities are in terms of promoting equality within the CNPA.	1. Build equality awareness into company training and induction programmes so that all staff attend equality training covering all equality strands on a rolling 3 year programme, building on previous training and utilising skills and knowledge of staff.	First stage of programme already complete – ongoing over next 3 years	HR Manager
	2. Ensure that all staff understand equality and diversity good practice and how to identify particular racial equality issues. Raise awareness of direct and indirect discrimination, harassment and victimisation and what to do should they witness them,	As above	HR Manager
	3. Ensure that all staff involved in recruitment are trained in their specific responsibilities in regard to equality	April 2008 for those not yet trained.	HR Manager
	4. Ensure clear guidelines for the reporting and management of any discriminatory practice, and make clear that discrimination will not be tolerated and will be dealt with.	Review of procedures to be held by November 2008	HR Manager

Aim 2 – To Promote Equality of Opportunity.

Outcome	Action	Timescale	Accountable
Objective 1 Ensure equality of opportunity to access training	1. Gather baseline data on racial mix of area and compare with racial mix accessing employment, goods and services	April 2008	HR Manager
	2. Continue to audit training provision and uptake of training opportunities for racial equality.	April 2008	HR Manager
Objective 2 Ensure all staff are equally encouraged to take up training and career development opportunities.	1. Update appraisal guidance to include a section on equality.	April 2008	HR Manager
	2. Provide information about training and career development opportunities to all across the organisation.	Ongoing from November 2007	HR Manager and other managers
	3. Use findings from monitoring to inform actions		
Objective 3 To promote a good racial balance throughout all levels of the organisation, taking positive action where necessary	1. Job advertisements at all levels will promote equality of opportunity	April 2008	HR Manager
	2. Staff at all levels will be encouraged to seek career development opportunities equally through the appraisal system, with information on career paths available.	April 2008 and ongoing	All line managers through Appraisals
	3. Assess the need for further placement of adverts in publications and venues which may attract applicants from groups which are currently under-represented.	Review in April 2008	HR Manager
	4. Investigate adoption of a relevant kitemark to show we have achieved certain standards on recruitment and other policies	June 2008	HR Manager

Objective 4

Ensure Park service providers and residents are well informed of Park services and facilities including information on needs of specific user groups

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| 1. Continue and increase uptake of Cairngorms Connections course amongst Park service providers and the general public including reference to the needs of specific user groups. | September 2008 | Sustainable
Tourism
Officer |
| 2. Ensure visitor information on the Park is available in alternative formats to specific user groups on request. | Sept 2007 ongoing | Marketing
Officer |

Objective 6

To assess ways to promote understanding of career opportunities for people from all racial groups within the community.

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| 1. Explore the possibility of setting up a work placement scheme within CNPA and ensure that if it is established it is equally available to all. | March 2008 | HR Manager |
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Aim 3 – Promote good relations between persons of different racial groups.

Outcome	Action	Timescale	Accountable
Objective 1 Park Service Providers will understand equalities issues and demonstrate good practice in meeting the needs of all Park users, whatever their background or ability.	1. Discuss with Brand Management Group the potential for including diversity / equalities criteria in Park brand applications, eg training in equalities awareness	Mar 2008	Tourism and Economic Dev team, Social Inclusion officer
	2. Market the business case for equality and diversity to Park Service providers.		
	3. Identify a role for Rangers to promote good practice.	June 2009	Visitor Services Manager
Objective 2 CNPA and other Park service providers will produce materials showing images which are representative of the relevant communities using the Park to promote equal access to services and facilities.	1. Monitor and review CNPA and other organisations' publications showing equality of race in images.	March 2008 ongoing	Communications Officer
	2. In visitor survey, obtain statistics on balance of participation from different backgrounds in different activities and address any stereotyping.	Next Park visitor survey	Visitor Services Manager
Objective3 Different racial groups accessing the Park will be aware of the needs of others	1. Seek advice from Inclusive Cairngorms and participants from Backbone event on what information is useful for other groups to know and how this should be transmitted.	April 2008	Social Inclusion Officer

Aim 4 – To Build Awareness of Specific Barriers to Full Inclusion of different racial groups

Outcome	Action	Timescale	Accountable
Objective 1 Continue to build awareness of any racial issues amongst CNPA staff	1. Add equality as an agenda point on all staff consultative forum meetings	Immediate and ongoing	HR Manager
	2. Hold regular staff surveys/face-to-face focus group meetings		
	3. Consult with staff and trade unions	quarterly	HR Manager
	4. Collate information from complaints procedure	Annually	Head of Corporate Services
	5. Analyse findings eg if not achieving a representative racial mix, investigate possible causes and take action		
	6. Feed back learning into future RES Action Plans	2010	Education and Inclusion Manager and HR Manager
Objective 2 Continue to build awareness of any racial issues amongst CNPA Park Users	1. Hold consultation event with Park Users to identify specific barriers and ways to address them, and take forward.	October 2007 ongoing	Social Inclusion officer
	2. Create feedback forms at CNPA meetings / events that ask pertinent questions about equalities issues to improve our engagement with BEM groups	April 2008	
	3. Continue to work with Inclusive Cairngorms		
	4. Make contact with new groups who hold information eg through Black Environmental Network, Backbone event	Ongoing March 2008	Education and Inclusion Manager