

EQUALITY OUTCOMES FOR CAIRNGORMS NATIONAL PARK AUTHORITY (2013 – 2017)

Introduction

1. As part of CNPA's public equality duties, it must develop equality outcomes which will further the three parts of the general equality duty, these being:
 - Eliminating discrimination, harassment, victimisation or any other prohibited conduct.
 - Advancing equality of opportunity by having due regard to:
 - Removing or minimising disadvantage
 - Meeting the needs of particular groups that are different from the needs of others
 - Encouraging participation in public life.
 - Fostering good relations – tackling prejudice, promoting understanding.
2. These outcomes must:
 - be published by 30 April 2013;
 - involve people with protected characteristics in preparing outcomes;
 - consider relevant evidence.
3. The nine 'protected characteristics' (referred to as equality groups/strands) covered by the Equality Act 2010 include: age, disability, gender, sexual orientation, race, religion and belief, gender reassignment, pregnancy and maternity, marriage and civil partnership.
4. This paper details CNPA's set of equality outcomes, which have been developed in consultation with Inclusive Cairngorms and CNPA senior managers (see Annex 1). Annex 2 provides the evidence that helped to inform the outcomes along with an Action Plan.
5. Separately but related to this report, the CNPA has produced a mainstreaming report showing how equalities is embedded into our day to day systems, and the good practice and inclusion work we are already involved in. This report is available on our website www.cairngorms.co.uk.

Context

6. **Cairngorms National Park Authority**
As an employer, the CNPA has a staff of c60 based in its offices in Grantown-on-Spey and Ballater.
7. As a service provider, the CNPA's role is to:
 - Provide leadership and coordination with partners to deliver the National Park Partnership Plan and other activities.
 - Support and add value to activities of partners in delivering National Park Plan.
 - Deliver functions directly:

- planning and development management – as the planning authority for significant applications, and as the Authority responsible for the area’s Local Development Plan, we aim to ensure a well designed sustainable place to live and work;
 - access management – as the Access Authority under the Land Reform Act (2003) we facilitate responsible outdoor access in the area.
8. The role of the CNPA as an ‘enabling organisation’ is about promoting good practice in equality to its partners to deliver the NPP, as much as it about demonstrating it within the Authority.
9. **National Park Partnership Plan 2012-17**
In the National Park Partnership Plan, ‘Parks for All’ is included as a key National Park principle which underpins the whole ethos of the Plan and the management of the Park.
10. The Plan contains three long-term outcomes:
- a sustainable economy supporting thriving businesses and communities;
 - a special place for people and nature with natural and cultural heritage enhanced;
 - people enjoying the Park through outstanding visitor and learning experiences.

11. **CNPA Corporate Plan 2012-15**

The Corporate Plan (2012-15) sets out CNPA’s contribution to delivering the Park Plan outcomes, through 8 programmes of work. Although equality is thread throughout the Plan, the specific areas where equality and inclusion activities are highlighted include:

Programme 2 – Getting Involved, community empowerment (local communities), outdoor learning, engaging equality groups, eg young people

Programme 5 – Developing opportunities for recreation (visitor and access infrastructure, active cairngorms)

Programme 8 – High quality effective planning services (engaging communities in planning process)

Development of equality outcomes

12. Considering CNPA’s role and functions above, it doesn’t have a statutory duty to deliver many services directly. Therefore, for outcomes to be achievable and SMART, they should ideally focus on those services we deliver and have control over, these being planning and access.
13. With regards to CNPA’s delivery programmes, there are key areas which promote equality and lend themselves to the development of equality outcomes, ie communications and engagement, outdoor access and planning.
14. Considering these along with equality issues identified through consultation with staff, equality groups and Inclusive Cairngorms (see Annex 2), the following outcomes have been developed.

Outcome 1 (main outcome)

By removing barriers, more equality groups, including young people, will enjoy, learn about and help to conserve and enhance the Park.

Outcome 2

People of all abilities will be able to access more barrier-free paths in the Park.

Outcome 3

People from equality groups will be aware of and able to access information about the Park, including its recreation opportunities.

Outcome 4

Communities, including young people and people with disabilities, will be able to easily engage with the planning process

Outcome 5

The CNPA will have a more diverse, inclusive and positive working environment for staff.

Action Plan

15. An action plan is included in Annex 2 (column 3), which highlights activities and approaches that will help to deliver the equality outcomes. These are being built into Operational plans within CNPA, linking into existing work as far as possible. In summary the key work areas that will help deliver CNPA's equality outcomes are around:
- removing barriers (for both staff and those engaging with National Parks);
 - inclusive communications and engagement;
 - demonstrating and promoting best practice in equality and inclusion;
 - gathering equality data.

Reporting

16. A Report on progress made to achieve our equality outcomes is required by 30 April 2015 and every two years thereafter. However, the intention is to embed this progress report into CNPA's annual corporate plan report in April each year.
17. A review of our outcomes is required within four years of publishing this set of outcomes, ie by 30 April 2017.

This document is available in large print, and other formats, on request. Please contact Cairngorms National Park Authority, details below. It is also available to view at www.cairngorms.co.uk

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Annex I

Process to develop equality outcomes

June 2012 – a workshop with Inclusive Cairngorms was held on 16 June 2012 to identify areas of CNPA's Corporate Plan (2012-15) where equality can be promoted. See comments in **column 1** of Annex 2.

September 2012 – meetings held with Programme Managers to discuss feedback, what is already being covered and opportunities for further promotion of equality in Operational Plan.

October 2012 – analysis and identification of emerging themes for equality outcomes based on feedback, CNPA's role and functions, and NPP outcomes.

November 2012 to March 2013 – further consultation and review with Inclusive Cairngorms and Senior Managers to confirm themes and draft outcomes, actions and indicators.

April 2013 – presenting outcomes to CNPA Staffing and Recruitment Committee for approval.

30 April 2013 – publish equality outcomes on website.

Annex 2

Information gathered to inform equality outcomes and action plan

Issue / opportunity for promoting equality (identified by Inclusive Cairngorms, staff, research)	Suggested Equality outcome and link to general duty	Action Plan Indicators and targets (in italics)	Co-ordinated by: CNPA and/or partners
<p>Engagement – Park</p> <ul style="list-style-type: none">Barriers for young people (and other disadvantaged groups) in accessing / engaging with the National Park, eg transport, costs, information, confidence etc <p>(Ref: joint NPs research, schools work. Inclusive Cairngorms)</p> <ul style="list-style-type: none">Lack of information, equality data	<p>Outcome 1</p> <p>By removing barriers, more equality groups, including young people, will enjoy, learn about and help to conserve and enhance the Park</p> <p>General duty: Advancing equality of opportunity</p>	<p>1.1 Remove barriers to equality groups engaging with the Park by:</p> <ul style="list-style-type: none">Building relationships with equality groups - using and promoting best practice to engage with voluntary and equality groups;Building commitment and confidence of equality groups and Park service providers (see <i>outcome 3</i>)Raising awareness and providing information (see <i>outcome 3</i>)Providing practical support: Transport fund and more in <i>outcome 2</i> <p>1.2 Create opportunities for young people and other equality groups to get involved in and learn about the National Park through CNPA projects:</p> <ul style="list-style-type: none">Volunteering (Cairngorms Nature)John Muir AwardOutdoor learningLand Management Training projectSkills development and training for young peopleCommunity leadership project ‘Festival for All’, spring 2014Active Cairngorms	<p>CNPA and partners</p> <p>CNPA/volunteer organisations/land managers/rangers CNPA/John Muir Trust CNPA/Education Scotland, Local Authorities CNPA/Backbone/voluntary groups CNPA/COAT</p>

<p>of CNPA ‘customers’ who access the range of our services.</p> <ul style="list-style-type: none"> Lack of equality data on visitors to the National Park <p>(Note: This is overarching outcome; outcomes 2-4 are sub-outcomes of Outcome 1)</p>		<ul style="list-style-type: none"> Planning (see below) <p>1.3 Identify who uses our services so we can make our information and activities accessible to them:</p> <ul style="list-style-type: none"> Work with project coordinators to collate equality data of project participants eg above projects, grants programme, Land management training project, public events, customer survey, etc Explore other approaches to gathering equality data of visitors / visitor surveys 	<p>CNPA CNPA/other agencies</p> <p>CNPA Corporate services and other teams</p>
<p>Access Infrastructure</p> <p>Barriers for disabled people accessing paths in the Park.</p> <p>Experience of some poor path signage in the Park (for people with visual impairments).</p>	<p>Outcome 2</p> <p>People of all abilities will be able to access more barrier-free paths in the Park</p> <p>General duty: Advancing equality of opportunity</p>	<p>2.1 CNPA focus on core paths – missing links and major upgrades together with appropriate way-marking and signage.</p> <p>Using and promoting best practice in accessible design of paths and signage, working with partners, land managers.</p>	<p>CNPA Outdoor Access team</p>
<p>Communications - corporate</p> <ul style="list-style-type: none"> Issue of legibility and clarity of corporate identity Corporate publications –offer in alternative formats People with visual impairments may not know about publications – or that they are available in other formats. 	<p>Outcome 3</p> <p>People from equality groups will be aware of and able to access information about the Park, including its recreation opportunities</p>	<p>3 Improve provision, promotion and accessibility of corporate information:</p> <p>3.1 Review of National Park brand and corporate identity (completed)</p> <p>3.2 Include statements in CNPA publications and documents re large print / alternative formats available on request</p>	<p>CNPA Communications and Engagement team</p>

<ul style="list-style-type: none"> • Publications available on-line are not necessarily accessible for people with visual impairments / elderly 	<p>General duty: Advancing equality of opportunity</p> <p>Fostering good relations</p>	<p>3.3 Use a range of media to promote the availability of publications (websites, social media, email, local press, CDO's, partner networks, Advisory forums)</p> <p>3.4 Quarterly update of new CNPA publications (to circulate to networks)</p> <p>3.5 Review of CNPA publications re use of Plain English</p>	
<p>Communications – Park</p> <ul style="list-style-type: none"> • Need more information on all abilities paths in the Park. • Comprehensive and all together in one publication. • Available in various formats not just on web. • Paths should be access audited – involving Local Access Panels if possible • Promote use of Phototrails website, and adding local accessible paths • Communication is crucial in terms of increasing awareness and promoting paths / opportunities to different equality groups. 		<p>Improve provision, promotion and accessibility of Park information:</p> <p>3.6 Support rangers with training:</p> <ul style="list-style-type: none"> - auditing paths for Phototrails website, - equality and diversity awareness; - outreach through promotion and partnership <p>3.7 Working with COAT / other partners to provide and promote information on all abilities paths. Eg guide for west side of Park.</p> <p>3.8 Support volunteers, eg Access panels to audit paths for accessibility</p> <p>3.9 Work with Cairngorms Business Partnership:</p> <ul style="list-style-type: none"> • providing guidance and templates to help make business case for widening audiences (to include equality groups) • involvement in Accessible Tourism project and encouraging businesses to provide accessibility statements 	<p>CNPA/ranger services</p> <p>COAT/Community path groups/land managers</p> <p>CNPA/Access Panels</p> <p>CNPA, CBP, VisitScotland</p>

		<ul style="list-style-type: none"> to promote accessible experiences on www.visitcairngorms.com, and using other marketing methods 	
<p>Planning</p> <ul style="list-style-type: none"> Planning service improvement plan – opportunities for improving engagement with communities Clarify planning application criteria for when to consult Inclusive Cairngorms Disability awareness for Community Councils (in planning) 	<p>Outcome 4</p> <p>Communities, including young people and people with disabilities, will be able to easily engage with the planning process</p> <p>General duty: Advancing equality of opportunity</p> <p>Fostering good relations</p>	<p>4.1 Provide and promote range of accessible options for community involvement in planning (by undertaking EqlA of development management processes)</p> <p>4.2 Revise and implement protocol involving Inclusive Cairngorms (and Access Panels) in planning</p> <p>4.3 Work with Community council planning network and Developers Forum to raise awareness of and promote equality (best practice in inclusive design)</p> <p>4.4 Work with schools to embed planning awareness/ involvement in curriculum, building on IMBY project</p>	<p>CNPA Planning team and Education and Inclusion team</p>
<p>Engagement – corporate</p> <p>Lack of information, equality data of CNPA staff</p>	<p>Outcome 5</p> <p>CNPA will have a more diverse, inclusive and positive working environment for staff.</p> <p>General duty: Eliminating discrimination</p> <p>Advancing equality of opportunity</p>	<p>5.1 Undertake staff survey – seeking information on equality / protected characteristics so that as an employer, we can address barriers / improve working conditions for all</p> <p>5.2 Actions arising from staff survey</p>	<p>CNPA Corporate Services</p>

Abbreviations

CBP Cairngorms Business Partnership
CDO Community Development Officer
CNPA Cairngorms National Park Authority
CNP Cairngorms National Park

COAT Cairngorms Outdoor Access Trust
EqIA Equality Impact Assessment
IMBY In My Back Yard (Planning Aid for Scotland programme)
NPP National Park Plan
NP National Park