

CAIRNGORMS NATIONAL PARK AUTHORITY

FOR INFORMATION

**Title: PUBLIC SECTOR EQUALITY DUTY REPORT
2021: UPDATE 2022**

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DEVELOPMENT**

Purpose

This paper presents the update to the Public Sector Equality Duty Report 2021.

Recommendations

That the Board note the Report.

Introduction

1. This Public Sector Equality Duty (PSED) Report: Update 2022 is a reissue of the report published in April 2021. This Update does not serve to update on progress made on Equality outcomes and actions (2021 – 2024). A separate report detailing our progress for the reporting period 2021 to 2024 will be issued in April 2023.
2. The report published in April 2021 met compliance of the PSED. However, given time constraints and barriers to delivery caused by Covid and working under lockdown conditions, the report was “bare”, with no graphics/imagery or embellishment. At the time we made the commitment to publish the bare report so as to meet legal compliance, but to use the next 12 months to enhance and update the report.
3. One of the changes to this report is a restructure of the content. We have determined three outcome areas: Staff and Leadership; Visitors and Community; and Consultation and Partnerships. This structure better aligns our equality work and Equality Outcomes with our organisational structure and remit.
4. Another change is the addition of images, case studies, testimonials, infographics and hyperlinks to partner reports and initiatives. We hope these additions highlight what we achieved over the reporting period and will inspire our community to follow our lead in mainstreaming the Equality Duty.

CAIRNGORMS NATIONAL PARK AUTHORITY
Formal Board Paper 5 10th June 2022

5. The Update also provides additional evidence to underline our Mainstreaming activities, demonstrate our progress on Equality Outcomes (2017 – 2020) and provide a better rationale for setting new Equality Outcomes (2021 – 2024).
6. Finally, we have given great focus to enhancing the accessibility of the report, going beyond screen reader compliance to improving navigability and readability through formatting and content consistency. Some examples of this include colour coded chapters, ensuring PDF accessibility, using standardised table formats and visual aids (such as infographics) to present information clearly, providing a 'How to use this Report' section, using hierarchical numbering systems for easy referencing and headings/subheadings to break up content.
7. The report was presented to Resources Committee at its recent meeting. Committee endorsed the report.

Kate Christie
2 June 2022