

## CAIRNGORMS NATIONAL PARK AUTHORITY STAFFING AND RECRUITMENT COMMITTEE

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### FOR DECISION

**Title:** CNPA GENDER AND RACE EQUALITY SCHEMES:  
3 YEAR REVIEW

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### Purpose

The purpose of this paper is to review the CNPA's Gender Equality Scheme (GES) and Race Equality Scheme (RES) after three years and set new priorities for action. This is a statutory requirement for CNPA, to show how we are promoting equality of opportunity and eliminating discrimination in the work we do in delivering the Park Plan and as an employer. The new Schemes will be published on 29 June 2010.

### Recommendation

The Committee is requested to:

- a) Acknowledge the progress made on implementing the GES and RES Action Plans in the past 3 years. (Annex 1 and Annex 2 respectively)
- b) Agree with the additional actions being proposed in the GES and RES (2010-13) that build on the previous Action Plans.
- c) Note the requirement for a Single Equality Scheme covering seven equality strands which comes into force in 2011. Guidance from Equality and Human Rights Commission (EHRC) on specific Public Sector duties will be forthcoming in December 2010.

### Executive Summary

The CNPA published its first GES in June 2007 and RES in November 2007 and must be reviewed every three years. CNPA have reviewed the Schemes in consultation with staff and Inclusive Cairngorms, the CNPA's equalities advisory forum. The Annexes attached acknowledge the actions which have been achieved, highlighting those that need to be ongoing and embedded into CNPA's day to day operations, and suggests new actions which have been identified from evidence gathered and building on what has already been achieved.

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