

CAIRNGORMS NATIONAL PARK AUTHORITY

ÙGHDARRAS PÀIRC NÀISEANTA A'
MHONaidH RUaidH

Cairngorms Equality Advisory Panel

22nd February 2022

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Becca Mayo
Bo Hickey	Heather Earnshaw
Kevin Hutchens	Liliana Corrieri
Lina Payne	Linda Bamford
Peter Kennedy	Vanessa Altweck

Attending

Fiona McLean	Kate Christie
Katherine Willing	Liz Henderson
Vicky Walker	

Apologies

Stuart Hall	
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1. Introduction

- 1.1. Fiona welcomed the panel.
- 1.2. The minutes and action log for the previous meeting were agreed provisionally with an amendment to the present list.
- 1.3. The panel asked for a glossary or easy read version of the minutes to be produced.
- 1.4. It was agreed that there would be a rota set up for panel members attending the internal equalities group. Any panel member who wishes to volunteer is asked to contact the equalities email address.

2. Liz

- 2.1. Liz gave an overview of the work on the Strategic Tourism Infrastructure Plan and asked the panel to comment on three areas;

- Comment on the approach
- Provide key equality issues to consider and how to embed them during the plans development
- Suggest how the EAP could support the plan's development

2.2. The Approach

- The panel suggested that the Strategic Tourism Infrastructure Plan objectives tie into CNPA equality outcomes 2 and 3 and suggested that it would be beneficial to link in with the team's leading these to inform future work.
- The group suggested a few options for what should be planned to be undertaken first. These included building a network of changing places toilets as it was recognised that this can be a big barrier.
- The group also suggested focusing first on small, low cost fixes with quick results. Such as focusing on locations where there are full circular routes which need a small number of quick fixes that would make them accessible for wheeling.

2.3. Key Equality Issues

- Low Income Groups – It was suggested that there was regular contact with benevolent groups to support this and increasing public transport on the west to east corridor to make it more accessible to those without their own means of transportation.
- Toilet and washroom facilities – access to changing places toilets, gender neutral bathrooms and family accessible toilets were all raised by the panel. It was made clear that there needed to be a network of these different facilities to make an effective change, the panel expressed that this is not currently the case.
- Neurodiversity – ensuring the plan considers changes that need to be made to make signage more accessible for neurodiverse people.
- Imagery – Imagery used by the park authority and within the park needs to be representative.
- Personal Security – The panel raised that work needed to be done to help protect vulnerable groups when out using remote places or hitchhiking.
- Website – The panel suggested that a number of additions to the website would help with accessibility to the park. Such as maps to show changing spaces, accessible footpaths, family friendly areas and mobility scooter availability.

2.4. The group also suggested a number of resources for Liz to use, for example;

- Scottish Government policies, such as, the levelling up policy.
- Regional Partnership Boards.
- Local Access Panels.
- Inclusive mobility guidance, which can be found on the Transport Scotland website.

2.5. Liz said that her 'one thing' to take from the meeting was to design funding to support the increase in changing places toilets.

2.6. Liz asked the panel to pass on any links they have to current websites which show facilities such as changing places toilets.

3. Public Sector Equality Duty (PSED) Review – Vicky

- 3.1. Vicky gave an overview of the work that has been done on this so far.
- 3.2. The areas of the consultation that CNPA are focusing on are proposals 2, 4, 5 and area 11.
- 3.3. The panel participated in a menti-meter, an online interactive survey tool, to discuss their views.
- 3.4. The panel focused on the following regarding proposal 2;
 - The panel felt that it should be fed back to Scottish government that for inclusive communications it is important to use plain English, create work in multiple different languages, create easy read versions when needed and that the timeframe for this proposal needs to be brought forward.
 - The panel felt to implement this at CNPA it was important to use photos of diverse visitors and staff on the website, consider the accessibility of the website and use videos with British Sign Language (BSL) support.
- 3.5. The panel focused on the following regarding proposal 4;
 - The panel felt the response to Scottish Government should focus on Equality Impact Assessments (EQIAs), focus on engaging experts by experience, respect for the time needed to implement this proposal and remembering that local demographics are not always representative of minority groups, SMART objectives need to be used and an understanding of what success will look like.
 - The panel felt to implement this proposal CNPA should focus on engaging with the EAP and local access panels, ensure all groups who are represented by the protected characteristics in the Equality Act (2010) are present in discussions, explore anonymous options for feedback and ensure that engagement does not only come from groups who are good at lobbying.
- 3.6. The panel focused on the following areas regarding proposal 5;
 - National equality outcomes could be of benefit to capture overall aims, however CNPA should keep their own unique equality outcomes.
 - The panel felt overarching equality outcomes should be simple but effective, such as, proportionate presence of minority groups in public places, which could be indicative of a sense of safety or social inclusion.
 - The panel felt key metrics needed to be decided on prior to implementation to ensure progress can be tracked and SMART objectives should be set.
 - The panel felt having one single person in a hierarchy in control of equalities risks it becoming a tick-box exercise as opposed to encouraging everyone to take responsibility.
 - The panel felt that equality outcomes should be developed and agreed with user groups.
- 3.7. The panel focused on the following areas during the discussion of area 11, leadership and accountability.
 - The panel felt accountability comes from the top of a hierarchy and filters down. The panel expressed that all staff need to understand their role in relation to the PSED.
 - The panel felt that leadership needs to be visible when it comes to championing EDI.

- The panel expressed the importance of having protected funding to advance equality and human rights across the organisation.
- Some members of the panel felt that embedding equalities via hierarchy is counterintuitive, the panel felt that focusing on organisational change is a better approach.
- The panel felt it was important to stress that accountability for equalities needs to extend to partners as well.
- The panel felt that CEO should be held accountable for equalities, in the same way that the CEO is also the accountable officer for legal compliance across the organisation.
- The panel reflected that this is an opportunity for CNPA to make and record ambitious tasks.

4. AOBs

- 4.1. It was noted that the new panel members' biographies had not been added to the website yet. It was agreed that these would be added as soon as possible.
- 4.2. It was raised that it would be useful to have a tool which could be used to keep track of what the panel had been consulted on and what the results had been. It was agreed amongst the panel members that they would set up an excel spreadsheet to manage this.
- 4.3. It was raised that the website, in particular the landing page lacked diversity.
- 4.4. A member updated the group to explain that they had been in contact with the Scottish Youth Hostel Association (SYHA). The CEO has agreed to come and speak at a future meeting.
- 4.5. A panel member raised that it would be useful for the panel to speak at the Scottish Council for Voluntary Organisations Gathering.

Next Meeting 29th March

END OF MEETING