

Cairngorms Equality Advisory Panel

25th January 2022

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Becca Mayo
Bo Hickey	Donald Ross
Heather Earnshaw	Kevin Hutchens
Lilliana Corrieri	Lina Payne
Linda Bamford	Peter Kennedy
Stuart Hall	

Attending

Fiona McLean	Kate Christie
Katherine Willing	Laura Baird
Oliver Davies	Vicky Walker

1. Introduction

- 1.1. Everyone was welcomed to the meeting. Three new members were welcomed to the group and introduced themselves.
- 1.2. The minutes for the previous meeting were accepted on the condition of some minor changes before they were uploaded to the website:
 - Add in capitals on point 3.5
 - On point 3.5, the University of the Highlands and Islands was to be followed by the abbreviation UHI in brackets and from then on to be referred to as UHI.
- 1.3. An update was given on the action log.

2. Demographics of the National Park Partnership Plan (NPPP)

- 2.1. Oliver gave an overview of the demographics of those who responded to the NPPP consultation and how this has compared to previous years.
- 2.2. The group raised that it was important that all responses were listened to even if they came from a small demographic. The group were reassured that all responses

will be read and looked at in detail regardless of whether the points raised are said by one or by many.

- 2.3. The group asked whether there will be any follow up, particularly where there has been responses from minority demographics. Oliver explained that there is an understanding that these groups are under a lot of pressure to be involved with consultation so it is now CNPA's responsibility to use the data that has been provided.

3. CNPA Internal Equalities Group

- 3.1. An overview of the progress of the internal equalities group was given. The group was informed of the decision to involve senior management team members with the internal group on a rotational basis in a listening and observing role. The EAP were informed that one member of the internal equalities group would join the external EAP and vice versa.
- 3.2. The panel discussed the exercise that was used at the internal equalities group and was now being rolled out to staff. The panel focused on how the results were being used and how it could be used to measure improvement.
- 3.3. There was a brief discussion on the policies currently in place and what work would be needed to review these to ensure they were fit for purpose.
- 3.4. The idea of equality champions were discussed. Overall, the group felt this was a good idea, however, they were worried that this may struggle to reach members of the organisation who did not understand equality, diversity and inclusion work. It was agreed that the idea of equality champions would be brought to the attention of the senior management team.
- 3.5. The idea of setting up a safe-space for the equality groups to discuss ideas in between meetings was raised.

4. Public Sector Equality Duty

- 4.1. An overview of the suggested changes to the public sector equality duty were given. The panel were asked the following;
 - Are there any key points the CNPA should include in their response to the consultation?
 - Are there any comments on the CNPA approach?
 - How might the panel help with the proposed duties?
- 4.2. The panel highlighted topics which they felt should be included in the response. The main points were;
 - Moving some of the EQIA work to a more strategic level was welcomed.
 - Overall, the changes suggested are welcomed, however, the panel felt concern that some of the changes will create an intense need for lived experience which would not be sustainable.
 - The panel felt the consultation lacked mention of easy read documents.
- 4.3. When discussing the CNPA approach the panel felt that CNPA have a good consultation process when it comes to equalities, with both the internal and external equalities groups. The panel were concerned that the approach set out by Scottish government may be focused on the experiences in the central belt and that

CNPA should utilise its own consultation process as well, to ensure it reflects the experiences of those in the park and organisation.

No AOBs

END OF MEETING

Next Meeting 22nd February