

CAIRNGORMS NATIONAL PARK AUTHORITY

ÙGHDARRAS PÀIRC NÀISEANTA A'
MHONÀIDH RUAIDH

Cairngorms Equality Advisory Panel

25th May 2021

5:00pm – 6:30pm - Held virtually

Minutes

Present:

Fiona McLean (Chair)	Anita Howard
Heather Earnshaw	Kirsteen Allison
Kevin Hutchens	Linda Bamford
Vanessa Altweck	

In Attendance:

Kate Christie	Vicky Walker
Louisa McDaid (Captioner)	Gail (Captioner)
Andy Ford	Katherine Willing
Pip Mackie	Oliver Davies
Pete Crane	Jacki Munro

Apologies: Bo, Pammy, Peter and Gemma

1. Introduction

- 1.1. Fiona welcomed everyone to the meeting and the minutes from the previous meeting were approved by the group.
- 1.2. Fiona reminded the group that if anyone would like a one-to-one meeting to get in contact via the equalities email address.

2. Equality Mainstreaming Report – Kate Christie

- 2.1. Kate explained that CNPA published the Equalities Mainstreaming report on time and in line with requirements. However, Kate felt that the report required more work and this would be undertaken over summer.
- 2.2. Kate asked the panel what successes can be picked up when reading the paper, how are we able to celebrate these and which areas could be improved upon. Secondly, Kate asked for any additional comments on the equalities outcomes.

Response from Panel

- 2.3. The panel identified a number of positive aspects of the report and equalities work of CNPA, such as;
- The panel
 - Meaningful engagement with stakeholders on equalities work, it was felt this should be shown earlier in the report so as not to dilute its importance.
 - Equality Impact Assessments
 - Gender balance work, the report reflects that CNPA has not met the Senior Management target but has achieved the middle management target and continues to increase the number of female applicants.
 - CNPA's genuine interest in equalities is reflected in the report, it was suggested that the report should show more that CNPA not only takes the Public Sector Equality Duty (PSED) seriously but actively tries to push beyond the minimal obligation set out in the PSED.
- 2.4. The panel identified a number of suggestions of what they felt was missing from the report, such as;
- There should be more focus on the work being done with stakeholders.
 - There should be more information included on work being done to inform those without IT access of the work in the national park and how to access it.
 - There should be an action plan which shows how CNPA aim to involve disabled people in exploring nature and the environment.
 - There should be more visual graphics, such as infographics, to help demonstrate the data. It is important to include images which are representative of all groups and ensure they have descriptions for those using screen readers.
 - There should be more consideration of the language used. It was felt it was important to use the social model of disability as this is what is used in the UK. For example, a disabled person instead of a person with a disability. This reflects how individuals are disabled by society as opposed to a disability being a burden we carry with us.
- 2.5. The panel identified a number of suggestions of shadow areas in the report, such as;
- The gender pay gap needs to be addressed at both ends of the spectrum, it is important to have this at in top management roles but also in lower graded roles.
 - More work could be done on encouraging shared parental leave for CNPA staff, this could include case studies.
 - There could be more information included in the report on ensuring that people on low incomes continue to visit the park post pandemic.
 - The CNPA could increase their links with mental health charities.
- 2.6. The panel also gave some suggestions on the revised equalities outcomes stated in the report, such as;
- Each outcome has a different approach to how they have been written. For example, outcome one is very detailed whereas outcome two is a lot broader. They may all need to be written in the same style so that it is not implied that one outcome has more weighting than another.

- It is important to tie the equalities outcomes into CNPA's organisational strategy so that it becomes embedded into daily operations.

3. Item 2: Future Face to Face Meeting

3.1. CNPA would like to hold a face to face meeting for the panel at some point but acknowledge when this has been discussed previously, there has been some hesitation. CNPA would like to make this accessible for all panel members and ideally invite senior management to part of the meeting. The panel was asked how we can make a face to face event accessible for the panel members.

Response from Panel

- 3.2. The panel discussed that timing would be very important due to Covid. Although it is later the group discussed how spring 2022 could be more appropriate as it means more of the meeting would be able to take place outdoors.
- 3.3. Accessibility would need to be carefully considered. This would include looking beyond the meeting itself and considering aspects such as travel and accommodation as well.
- 3.4. The panel suggested that it may be helpful to have virtual options available for the meeting as well so that those who did not feel comfortable with face to face meetings at the time could still be included and listened too.
- 3.5. The panel were all supportive of a longer meeting in which senior management could attend.
- 3.6. The panel also suggested that if the face-to-face meeting is going to be several months away, having a virtual coffee morning for the panel members to get to know each other better may be helpful.

4. Any Other Business

- 4.1. Communications/equalities discussion – Following research published by the Equality and Human Rights Commission showing that those with little or no access to IT had lost out. The panel would appreciate a future discussion on how the Park Authority currently communicates with those who are not able to access IT or who have low literacy levels. It was agreed that Oliver Davis, Head of Communications, would be invited to a future meeting to discuss this topic.

Next Meeting 29th June

End of Meeting