

CAIRNGORMS NATIONAL PARK AUTHORITY

ÙGHDARRAS PÀIRC NÀISEANTA A'
MHONÀIDH RUAIDH

Cairngorms Equality Advisory Panel

26th October 2021

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Bo Hickey
Heather Earnshaw	Linda Bamford
Peter Kennedy	Vanessa Altweck

Attending

Fiona McLean	Kate Christie
Katherine Willing	Polly Freeman
Vicky Walker	

Apologies

Kevin Hutchens	
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1. Introduction

- 1.1. The minutes from the previous meeting were agreed subject to the change of the consultation deadline date.
- 1.2. It was agreed that the timeline for recruitment of new members to the panel would be agreed and passed on to Fiona.
- 1.3. It was shared with the group that following their advice the need for a driver's license has been removed from all Heritage Horizons posts.

2. Outdoor Festival for All – Polly Freeman

- 2.1. Polly gave an overview of the festival explaining that it is run by Backbone, CNPA's contribution to the festival and the groups that are involved in the project.
- 2.2. The panel asked whether there were plans to assess the impact of the festival on diversifying the national parks visitors. Polly agreed to speak to Backbone about this

but explained it may be difficult to measure as it aims to have an accumulative effect which is difficult to survey.

- 2.3. The group asked whether participants fill in an evaluation. Poly explained that all participants come as part of wider groups, the group leaders and activity providers will provide feedback, this feedback will be included within the interim reports. It has been agreed with Backbone that CNPA will receive copies of these reports. These reports will be brought to the panel.

3. Panel Response to the National Park Partnership Plan

- 3.1. The panel were asked to discuss the response so far and discuss the next steps before the response is agreed at the November meeting. The panel were specifically asked whether;
 - They agreed with the overall structure of the document.
 - They were happy with the response to the strongly disagree to strongly agree questions.
- 3.2. The panel expressed thanks to the panel member who collated the responses and drafted the response.
- 3.3. It was felt that the length of the consultation response was right given the importance and depth of the consultation. The panel mentioned there were overlaps but that this should be left in as different sections have overlaps.
- 3.4. The panel asked whether their response would be anonymous or named, the panel were advised that it would be known that this response is from the Equalities Advisory Panel.
- 3.5. There was worry from some panel members that due to the deadlines set, there would not be time to include anything that may arise from COP26, however it was felt that this would affect the nature section the most. The panel were advised to focus on the people and economy sections and add in on nature where they can.
- 3.6. The next steps were agreed as:
 - All members would read through the current draft of the report to see if there was anything else that needed to be added.
 - Any members that have not yet been able to contribute were asked to send in responses. A deadline would be sent through correspondence later by the panel.
 - A doodle poll will be sent round to allow all members to agree the responses to the strongly disagree/strongly agree section.

4. CNPA Internal Equalities Group

- 4.1. Kate gave an update on the progress of this group. Kate explained the group was still at the recruitment phase and there will be a discussion once the group has been appointed as to whether a member of the senior management team will be included in the group.
- 4.2. The overall question for the panel was how do the panel see the internal and external groups working together?

- 4.3. The Panel discussed incentives for being part of the group. Many ideas were discussed as to how to encourage individuals to subscribe to the group and recognise their work and achievements.
- 4.4. The senior management team being wanting to be involved was seen as a positive by the group. A different ways this could be incorporated was discussed. It was felt that if the group preferred for the senior management team not to be directly involved with group it would be important to establish a feedback loop to ensure what is discussed has weight.
- 4.5. There was concern that the terms of reference appeared passive, the panel suggested revisiting these to correct this.
- 4.6. There was concern that due to the structure the group will place responsibility on those from equalities groups to educate the rest of the organisation.
- 4.7. It was felt that the way the group was able to feedback needed to be looked at, the panel reinforced that all forms of participation need to be available to the group, including a way to feedback anonymously.
- 4.8. Finally, the makeup of the group was discussed. The panel explained that the group will need to comprise of both those who identify with an equalities characteristic but equally, for real cultural change, buy-in needs to happen from those who do not identify with an equality characteristic.

5. AOB

- 5.1. The group discussed recruitment of new panel members and understanding what skills and knowledge were under represented in the panel. It was decided that the panel will undertake a skills and knowledge matrix. Once gaps have been identified, adverts will be able to go out stating that the panel is particularly interested in the skills and knowledge that has been identified as being as gap.

6. Conclusion

- 6.1. Fiona thanked the panel for their time and confirmed the next meeting as the 30th November.

END OF MEETING