



EAP Meeting

Held virtually on the 27 February 2024

Present:

Anita Howard
Bo Mansell
Fiona McNally (CNPA)
Fiona McLean
Hannah Grist (Chair)
Heather Earnshaw
Heather Trench (CNPA)
Kate Christie (CNPA)
Katherine Willing (CNPA)
Keith Turner
Kevin Hutchens
Liliana Corrieri
Lina Payne
Linda Bamford
Mariana Yarnold
Shreoshi Das

Apologies:

Becca Mayo
Micah Daigeaun
Joanna Rodgers
Vanessa Altweck
Stuart Hall

1. Item one: Welcome

- Hannah welcomed the group to the meeting.
- It was agreed that there would be no March virtual meeting due to the face to face event. Panel members were advised if they have any questions regarding the event to please contact Kate.
- The panel were made aware that the Guidance for Staff Experiencing Pregnancy Loss discussed at the January meeting have been adopted and can now be found on the Cairngorms National Park Authority website on the jobs landing page.
- All those present in the meeting agreed to it being recorded.



2. Item two: Review of Minutes of November 2023
 - The minutes were agreed, and it was asked that a note was made that Kevin had sent through his report on the Scottish Council for Voluntary Organisations Gathering.

3. Item three: Visitor Survey - Heather Trench, Sustainable Tourism Officer
 - Heather gave a presentation on the result of the survey and asked panel members to contribute throughout.
 - The panel asked about the frequency of survey taking and whether all survey sites are used year-round. Heather explained that some survey sites are not practical during the winter or have a limited number of available participants during the winter months. Heather explained there will be more surveys carried out throughout summer or when there will be more participants to mitigate this.
 - The panel were asked which wording they would advise to be used in the equality monitoring section. The options given were 1. "Do you consider yourself to be a trans person?" (C2030 question). 2. "Is the gender you identify with the same as your sex registered at birth?" (Census question). The panel did not reach agreement on which option they preferred. Some panel members preferred option 1 as felt it avoided the participant needing to reflect on prior history which may be difficult or traumatic, it was reiterated that that the participants are likely on holiday. Some panel members preferred option two and felt that more questions should be asked on sex and gender as they felt both are important. There was a suggestion to reword the question to 'Do you consider yourself to be a trans or non-binary person'. Heather explained that the consultants felt this went against stonewall advice. It was suggested that this question should be taken back to the consultants to gather their opinion, as well as considering what is done with this information as that may help to decide which option is used.
 - During the discussion on wording surrounding gender in the equality monitoring questions it was asked whether under-fives would also be asked the same questions. Heather explained that only adults would be surveyed but are asked to answer about the makeup of their family when they are part of the group visiting to understand the demographics of those visiting the national park.
 - There was a discussion surrounding whether there should be thresholds to help determine whether the participant has low income. The panel suggested that the current question may cause confusion in the statistics as many participants may have a different opinion on what low income is or may not identify with or recognise low income.



- The panel suggested that a new survey may be required which looks at those who have not come to the national park and what prevents them from coming. It was noted by Heather that this is important however, may be out with the reach of this survey and may be covered in other groups research.
- The panel suggested changes or additions to the survey and equality monitoring questions such as,
 1. Disaggregating the Gypsy / Traveller question as this group comprises of multiple ethnic groups who do not all consider themselves as white.
 2. For the question regarding whether the participant identifies as disabled, it was suggested to use the wording direct from the Equality Act 2010.
 3. It was suggested that caring responsibilities should be added.
 4. It was suggested adding a question on what could the park do to make the visit easier.
 5. It was suggested to add a question on what mode of transport was used to reach the part of the park where they were surveyed.
 6. It was suggested to remove words such as 'unspoilt' as it was felt that this is not factual.
 7. It was suggested to remove use of the BAME acronym.
 8. It was suggested adding a questions as to whether any of the visitors used mobility aids.
 9. It was suggested that postcodes should be asked as it will help to give information on socio-economic status, however, there was a mixed response from the panel. It was suggested by other members that as this information may be shared with businesses that postcode information should not be asked.
- The panel questioned the purpose of the survey as they felt that this heavily impacted what questions should and should not be asked. The panel felt that if it was not a piece of data that was needed it should not be asked. Heather explained that it is used for lots of different purposes such as monitoring the Action Plans, Park Partnership Plans and Access Plans. Heather explained that Cairngorms National Park Authority is keen on removing barriers to access which this survey helps with and that this may be helpful for local businesses. Heather explained that this means there is a lot to cover in a short period of time with visitors.



- Heather explained to the panel that they are trying to ensure the questionnaire is not too intrusive, all the questions are optional, and they are aiming for the survey to be 12 – 15 minutes. Heather explained that they are also considering using an online questionnaire. It was suggested that the online survey is circulated to groups such as Highland Pride to help make sure groups that may be underrepresented in in-person interviews are still represented.
4. AOBs
- It was suggested by a panel member that the National Park Authority encourage the Scottish Youth Hostel Association relaunch their grant scheme at a youth hostel in the Cairngorm National Park.

End of meeting

Next meeting 30 April 2024