



Equality Advisory Panel Meeting Held virtually on 28 February 2023

Present:

Anita Howard
Bo Mansell
Calum Hendry
Fiona McLean (Chair)
Kate Christie (CNPA)
Katherine Willing (CNPA)
Kevin Hutchens
Lina Payne
Linda Bamford
Peter Kennedy

Apologies:

Becca Mayo
Lilliana Corrieri

1. Welcome and Minute Review

Discussed

Action

- Fiona welcomed the group to the meeting.
- The minutes from the previous meeting were reviewed and agreed. The action log was agreed.
- The group identified issues with the meeting joining link, it was agreed that a future action is to resend the meeting invites.

2. Item 1: Able to Adventure

Discussed

Action

- Calum gave an overview of Able to Adventure and explained how Access Mhor links to Able to Adventure. Calum asked the group to comment on the following:
 - What else could we include or change?
 - Would a separate Impact Statement for Access Mhor Cairngorms be helpful?
 - Suggestions for people and groups to contact.
 - Ideas of where the off-road mobility scooters are which were previously based at Glenmore.



- How do the website pages look?
- The panel suggested several possible sources of funding such as banks or building societies and reaching out to charities such as Motability who help fund active travel projects.
- The panel suggested several organisations to contact regarding possible publicity:
 - SCVO
 - Social work departments
 - Community Councils
 - Benevolent Associations
 - Talking Newspapers
 - Contact for Families with Disabled Children Scotland
- The panel identified that there were areas of improvement for the website surrounding accessibility. The panel suggested that Calum looks at using one of the online website accessibility checkers as this will help with some suggestions on how the website can be made more accessible. The panel also suggested to help with accessibility on using software such as the newest version of Microsoft word to check that all text is in plain English. The panel also suggested looking at the contrast on the website to help aide accessibility.
 - The panel also identified some ideas for content and information that could be included on the website: An explanation on what groups the organisation is aimed at serving.
 - Details of paths and places which are accessible, the panel suggested it may be helpful to work with other organisations such as the Badenoch and Strathspey Access Panel who have created an app called the Disabled Access Guide.
 - A profile on each piece of equipment to explain the specification and who it is best suited to.
 - A section on getting to Access Mhor, specifically for those who do not have a car.
 - More imagery that has an intersectional approach.
- The panel suggested contacting the local access panel regarding the off-road mobility scooters. The panel felt that off-road mobility scooters were the best option as they do not require as much



balance as some other options but there are alternative options that could be considered such as tandems which can be helpful for blind or partially sighted people who require a guide.

3. Item 2: EAP Review - Fiona McLean

Discussed

Action

- Fiona explained that it was identified at the previous review meeting that it would be beneficial to continue the discussion at a future meeting. This had allowed Fiona to review the main topics and to consider how to address these. Fiona summarised that the main topics raised were:
 - The impact of the panel
 - The effectiveness of the panel
 - A lack of breadth of representation on the panel
 - Promotion of the work of the panel
 - Identifying what the panel did well and aiming to do more of this
- The impact of the panel was discussed. It was agreed that there would be a more systematic approach to measuring the impact of the panel going forward. To aid this it was agreed that the survey which goes to presenters and the guidance document that is to be created will be shared with the panel members. The panel were reminded that their contribution and advice is valued by CNPA officers.
- The effectiveness of the panel was discussed. It was agreed that the lack of representation may be a contributing factor. The panel discussed and agreed that having sessions from individuals with lived experience would be helpful but that this would not go far enough to overcome the lack of representation. It was agreed that there would be another round of recruitment of members to the panel. The advertising will be explicit about what groups the panel is aiming to increase representation from.
- It was agreed that the panel would benefit from identifying what they felt they did well.
- The panel requested a change in how the meetings were structured. The panel have requested to have one discussion segment and one learning segment where speakers come. It was



agreed that there would be benefit in panel members suggesting potential speakers. The panel were reminded to keep in mind the objectives of the panel and to ensure that CNPA officers were still able to get benefit from these learning sessions.

- The panel discussed possible places that the work of the panel could be promoted:
 - Presentation at the SCVO gathering
 - Article in Third Force News
 - Article in the Press and Journal
 - Articles in talking newspapers
 - Article in the Inverness Courier
 - Article in the new Cairngorms National Park Magazine
- It was agreed by all in attendance that the time for reflection had been useful and that this dialogue should be continued to help improvement.

4. Any Other Business

Discussed

- The panel were advised that several items would be discussed via email correspondence.

Action

5. Next Meeting will be the 28 March 2023

End of Meeting