



EAP Meeting

Held virtually on the 30 May 2023

Present:

Adam Streeter-Smith
Bo Mansell
Dan Harris
Fiona McLean (Chair)
Kate Christie
Katherine Willing
Kevin Hutchens
Lina Payne
Linda Bamford
Murray Ferguson
Stuart Hall
Vanessa Altweck

Apologies:

Anita Howard
Becca Mayo
Heather Earnshaw
Peter Kennedy

1. Item one: Welcome

- Fiona welcomed the group to the meeting.

2. Item two: Recap and actions from previous meeting on 25 April 2023.

- Minutes from the previous meeting were agreed.
- The action log was reviewed.

3. Item three: The next local development plan and EQIA

- Dan began by explaining the purpose of the local development plan, the changes that have been made to the system since the last plan was written. Dan asked the panel to consider and feedback on the EQIA that had been circulated prior to the meeting.
- The panel commented on breadth, honesty, structure, and accessibility of the EQIA. The panel felt overall that the EQIA was done to a very high standard, the panel encouraged the use of this EQIA as a template which should be shared and utilised by other staff members. The panel suggested several changes or additions to the template including:
 - Including numbers throughout so it could correlate to the actions section.



- A summary of the equality outcomes to the template and updating this after each reporting cycle to make this more visible for those who are unfamiliar with the outcomes.
- Adding a section to the template under impact on how the situation could be improved.
- A section on intersectionality.
- It was agreed that comments on the EQIA template were welcomed, and a blank copy would be circulated to the panel for any further comments.
- The panel mentioned that any form of consultation will need to be done with accessibility in mind, for example considering the safety that groups feel to speak about issues effecting them, facilities that may be needed for in person meetings such as spaces for breastfeeding parents and childcare, as well as access for those with low level of literacy by providing easy read copies of documents and providing for those who may not have access to digital copies of documents.
- The panel noted the development plan EQIA currently states that it does not link to the equality outcomes however the panel felt that there is a clear link to outcome four and potentially to outcome three which should be included.
- The panel felt several groups had been missed from the EQIA and from potential consultation. The panel recognised that these groups of people may not feel as safe in the park so individual consultation would need sought, perhaps with help from organisations who work with these groups. Examples of the groups suggested included:
 - BAME groups
 - LGBT groups
- The panel felt that there was data lacking in places and some data sources needed reviewing. The panel suggested the following:
 - Levels of literacy and numeracy will affect the consultation; therefore, this data should be included.
 - The data utilised to demonstrate disability and levels of deprivation was dated, it was suggested that more recent research should be used. It was suggested that for data, the Scottish Parliament Information Centre may be able to provide more recent data.
 - The panel felt that the gender recognition register was not a suitable way of gathering data on the number of trans people in the national park. The panel suggested that as it is hard to get reliable data for this, it would be best to work on the assumption that there are trans people within the national park and acknowledge the difficulty of gathering and obtaining data.



- The panel felt that using the ranking from the Scottish Index of Deprivation on its own did not provide an accurate measure. The panel suggested using intersectionality to better demonstrate this data.
 - The panel felt there was information lacking on the forward look of the gender pay gap.
 - The panel also questioned how this would be affected by the data from the 2022 census was released. It was agreed by the panel that the changes in the data would need to be included and that this may affect the groups recognised in the EQIA.
 - The panel suggested data and consultation should also be gathered from churches, religious groups, Scottish Regional Equality Councils, and police on safety.
 - Dan thanked the panel for their comments and reiterated that this EQIA is not the only assessment for the plan, there will also be an Environment assessment, relevant Census data should be available, and the Scottish Household data may be available. Dan explained that it will be reviewed throughout the life cycle of the plan. Dan asked the panel if they had any additional comments for them to be made by the 23 June 2023.
4. Item four: Active Cairngorms Action Plan
- Adam and Murray Introduced the plan to the panel. They highlighted the progress and what they had the ability to change.
 - The panel felt the actions could be Improved In the following ways:
 - Creating an "adopt a path" scheme where schools or daycare centres could adopt a path.
 - Involve Scout or Guide groups by creating a badge they could participate in.
 - Increase volunteer rangers.
 - Look at volunteer ranger statistics and demonstrate if it has become more Inclusive following equalities training.
 - The panel suggested delivering participation and engagement priorities in the following ways:
 - Include good news stories about the positive impacts on people's health.
 - Create and SVQ qualifications for the those participating in the junior ranger programme.
 - Continue to grow the volunteer ranger, and junior ranger programmes. The panel suggested looking at ways to diversify recruitment and participation.
 - Include goals to partner with transport organisations to help different groups reach the activities.
 - The panel suggested that there should be research into the barriers that people and groups face when trying to attend or access initiatives.
 - All leaflets, signage and way markers should be available in accessible formats.



5. Item five: AOBs

- Kate Christie Informed the group that she is hoping to get a colleague along who will be able to talk about the Heritage horizons projects concluding the application stage for delivery.
- The group were Informed of free funding for LGBT under 30s and were given contact details to share with their network.

End of meeting

Next meeting 27 June 2023