

CAIRNGORMS NATIONAL PARK AUTHORITY

ÙGHDARRAS PÀIRC NÀISEANTA A'
MHONÀIDH RUAIDH

Cairngorms Equality Advisory Panel

29th June 2021

5:00pm – 6:30pm - Held virtually

Minutes

Present

Anita Howard	Bo Hickey
Heather Earnshaw	Kevin Hutchens
Linda Bamford	Peter Kennedy
Stuart Hall	Vanessa Altweck

Attending

Donald Ross	Fiona McLean
Gavin Miles	Grant Moir
Kate Christie	Katherine Willing
Oliver Davies	

1. Introduction – Fiona McLean

- 1.1. Fiona welcomed everyone to the first meeting back after the summer break. Fiona introduced the guests; Donald Ross, Grant Moir, Gavin Miles and Oliver Davies.
- 1.2. The minutes were agreed with the understanding that the version without names would be added to the website.
- 1.3. The action log was discussed and agreed. The change in the schedule was discussed. Originally, Oliver Davies was due to continue the communications discussion from the previous meeting but it was felt that the Park Partnership Plan and the Communications discussion deserved separate meetings, the communications discussion will be continued at the next meeting.

2. National Park Partnership Plan (NPPP) – Grant Moir

- 2.1. Grant presented the panel with an overview and logistics of the NPPP. Grant discussed the key objectives, planned achievements and finance sections. Further, the consultation timelines were outlined.

Response from Panel

- 2.2. The panel stated to make the NPPP accessible it needed to be produced in easy read format, in plainer English and accessible for those with low literacy levels or no literacy. The panel suggested using videos or dramatization. It was also felt it should be organised to help show thematic links, perhaps through tabulating it, this is can be helpful neurodiverse groups. Oly explained the text given to the panel is the starting point. In its finalised version it will be presented as a micro-website and a printable document. The communications team will go through the document to reword as much as possible into plain English, anything more complex terms that need to be there will be included in a glossary. Several members of the panel expressed concern that this does not address how it will be accessible for those with low or no levels of literacy.
- 2.3. One member of the panel suggested the NPPP should be presented to the Equalities and Human Rights Parliamentary Committee. Grant clarified the current process but stated that he is happy to continue to discuss this with the panel member following the session once he has a better understanding of the role of the committee.
- 2.4. A number of panel members raised the new partnership between the SNP and Green Party and whether some of these new parliamentary commitments would affect the current NPPP. However, it was felt by those presenting that CNPA were already considering and working on these priorities so the NPPP should be unaffected.
- 2.5. Active travel was discussed by the panel. The panel discussed that all infrastructure needs to be considered when encouraging active travel, for example considering pedestrian areas such as bus stops to ensure they are safe and accessible for all users, as opposed to just looking at the bus routes and times. Grant acknowledged this and stated it would be reflected in the active travel section.
- 2.6. The panel discussed missing policy objectives surrounding reducing the amount of job roles which asked for mandatory driving licenses within the park. The panel emphasised if CNPA wishes to reduce outward migration of younger residents then this necessary. Grant felt this was a well-made point however, Grant felt this may be better placed in a different document, such as the wellbeing action plan and discussion with the Business Partnership.
- 2.7. The supporting statement surrounding living wage was welcomed by the panel, however, the panel asked whether other Businesses within the park would be encouraged to do so as well, perhaps through making this a condition of funding. Grant responded to this, Grant reminded the panel that all businesses must pay minimum wage which is legally dictated but the living wage is voluntary and therefore, as an authority it is not possible for us to dictate this to businesses.
- 2.8. Several members of the panel mentioned the opportunity for mainstreaming equalities using the NPPP. Grant explained that CNPA hopes that equalities will be a part of all of the plans stated in the NPPP and the panel will continue to be consulted.
- 2.9. Grant explained to the panel that within the NPPP, CNPA wished to include an equalities indicator so that the authority can see whether we are progressing in this area. The panel also have a policy of asking speakers for the one thing that they have taken away from the meeting. Grant asked the panel if they had any thoughts on

what would be a good indicator, and what would their one thing be for the next five years of the Cairngorm National Park Authority.

- Indicator - Looking at how welcome all visitors feel in the park, what is their sense of belonging. The panel felt this was a good overall indicator, however it is difficult to measure.
- Indicator - Is there increased participation from the groups we are trying to reach?
- One Thing – To have CNPA staff and all the organisations that the authority works with become more informed on what equalities, inclusivity and diversity mean so that all organisations feel comfortable to implement strategic change.
- One Thing – To mainstream equalities so that the park is able to provide equal opportunities and access that are affordable for all.

3. AOB

3.1. There were no AOB's raised.

4. Conclusion

4.1. The panel were thanked for their time and reminded that the next meeting will be held virtually on the 28th September.

END OF MEETING