

CNPA Equality Action Plan 2013-15
Update April 2015

Action	Aim/output	Equality / outreach group	Delivery / Lead partner/s	Update April 2014	Update March 2015
<p>Key equality outcome 1: Engagement By removing barriers, more equality groups, including young people, will enjoy, learn about and help to conserve and enhance the Park.</p>					
<p>I.1 Remove barriers to equality groups engaging with the Park by:</p> <ul style="list-style-type: none"> a) *Building relationships with equality groups - using and promoting best practice to engage with voluntary and equality groups: b) *Building commitment and confidence of equality groups and Park service providers (see outcome 3) c) *Raising awareness and providing information (see outcome 3) d) *Providing practical support: more in outcome 2 <p>* These are the key recommendations made from the ‘Barriers to engagement’ research project (2009) that underpin our equalities and inclusion work to date. Actions to address these barriers are detailed in the outcomes below: -</p>					
<p>I.2 Create opportunities for young people and other equality groups to get involved in and learn about the National Park through CNPA projects:</p> <p>These are specific Park projects that engage with equality groups:</p>					
<p>a) Volunteering</p>	<p>Develop opportunities for environmental volunteering –</p>	<p>Young people, outreach groups</p>	<p>CNPA (Outdoor Learning</p>	<p>Current audit of environmental volunteering provision and recommend</p>	<p>The Authority, in partnership with Cairngorms Outdoor Access Trust (COAT) has continued to support voluntary activity in guided walks benefiting many equalities</p>

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	providers, activities and volunteers		Officer) / partner	future opp's	groups. Looking forward CNPA hope to employ a Volunteer Co-ordinator to take this work forward and are continuing to look at suitable funding models for this post
b) John Muir Award		Young people, disadvantaged groups	CNPA (Outdoor Learning Officer), JMA	15% of JMA participants come from disadvantaged backgrounds	25% of JMA participants come from disadvantaged backgrounds.
c) Outdoor learning in National parks	Focus on OL to deliver curriculum for excellence	Young people, students	ES, EnFor, LAs	OL in NPs – future OL embedded in ES directorates	The outdoor learning project has completed with some education authorities now utilising outdoor learning within their mainstream curriculum. The CNPA has put in place transport grants to encourage groups – in particular youth and school groups – into the national park to undertake learning activities.
d) Skills development and training for young people	Encourage higher standards in land management practice	Includes age 16+, no upper age limit	CNPA	YOBS – info service / Cairngorms Skills	Land management training project rural skills training, 30% cost reimbursement. Working with COAT, we have a Scottish Qualifications Authority (SQA) accredited course in environmental management and path construction which has attracted significant application numbers each year.
e) Community Leadership Project – Backbone training	Training 12 multi-cultural community group leaders in leadership, skills, pers development.	BME, young people, inner city	Rank Foundation, others, CNPA (in kind)	Launch of CLP 4 in Feb 2014, Woodland module held at Mar Lodge in April 14.	Over 4 years, Community Leadership Programme has trained 48 leaders from BME and marginalised communities, benefiting a further 869 people to engage with their environment.

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	Using CNP as training venue.				CNPA working with Backbone to develop next three year community leader programme with Backbone
f) 'Festival for All', October 2014	introducing new equality groups to opportunities in CNP, part of Active Cairngorms	BME groups, young people, disabled people	Backbone, CNPA, FCS Rangers	Funding in place (CNPA/FCS) Venue Blair Atholl, 11 October 2014 Programme being developed, participants targeted.	Park for all event held in Blair Atholl in Oct 2014 – over 350 people from multi-cultural communities and disability groups took part in various environmental, recreational and learning activities. Building relationships with rangers and gaining knowledge and confidence to visit the Park in the future.
g) Active Cairngorms	Getting people more active	Older people, young people, health inequality, people who are inactive		2,004 Health walks delivered across the Park from April 2011 to Jan 2013	There were 337 Health walks in 2013/14 and 652 in 2014/15. Active Cairngorms developed with Inclusive Cairngorms – draft out for consultation, with anticipated adoption date of June 2015.
h) Travel grant scheme	Subsidy to support schools and outreach groups to visit and learn about the CNP	Young people. Disadvantaged groups	CNPA SNH Rangers	21 schools and 1 youth group awarded grants. Engaged schools from disadvantaged areas and who had not visited the Park before. Scheme continuing in 2014-15.	11 secondary, 12 primary and 9 disadvantaged groups awarded grants in 2014-15. Benefiting 1,139 students, teachers/leaders, over half of whom are from deprived areas or who have never visited the Park before
i) Inclusive Cairngorms advisory forum	Involving and consulting with IC to make CNPA	Various incl Young people, disabled	CNPA	IC involved in 2 Equality impact assessments	IC consulted on 4 EqlAs for projects: Local Development Strategy, Active Cairngorms, Comms and Engagement Strategy, Easy

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	projects more inclusive; promoting good practice in equalities	people, low income, BME			access Guide
j) Cairngorms Nature	Campaign to raise the profile of the Park as outstanding place for nature, to engage more people with Cairngorms nature	Young people and families			<p><i>Promoting Cairngorms Nature Festival to schools and outreach groups. Each area involved in the Festival has an all-abilities option and opportunities for young people. Junior rangers are involved in the events. The Festival has been specifically advertised via backbone and schools have been targeted. Advertisements have been placed with newspapers, magazines and the radio in/around Inverness, Elgin, Aberdeen and Perth – encouraging inner city groups to attend</i></p> <p><i>In terms of wider engagement,: One of the four aims of the Cairngorms Nature Action Plan is 'Involving people'; specifically Action 4.3 "Further develop work with young people" through working with schools, the John Muir award, ranger and junior ranger activities, and promoting skills development in volunteering. 16% of Facebook followers are 'young' and 'old' audiences. 25% of followers are from cities, notably 15% of these are from London & Manchester. Action 4.5 is to "Help communities</i></p>

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					engage with and realise the benefits from, the natural heritage around them". Community development officers, ranger services and local authority staff are directly involved with delivery.
<p>1.3 Identify who uses our services so we can make our information and activities accessible to them:</p> <ul style="list-style-type: none"> • Work with project coordinators to collate equality data of project participants eg projects, grants programme, Land management training project, public events, customer survey, etc • Explore other approaches to gathering equality data of visitors / visitor surveys 			<p>CNPA</p> <p>Project Managers</p>	<p>Ranger annual reporting to include stats on engagement with equality groups</p> <p>Event feedback surveys to include information about equalities</p> <p>National Park visitor survey 2014-15 includes questions on gender, age, SE group, ethnic origin, disability</p> <p>SPANS survey 2015-16 – possibility of boosting questions on equalities</p>	<p>Feedback form used for Cairngorms Nature Festival in 2014, which included equalities questions. This will be done every year.</p> <p>Equalities data was gathered from all funding applicants of LEADER funding for the old programme ending in 2014. The new programme commencing in 2015 will also involve gathering equalities data of funding applicants, which will be used to monitor programme delivery. The LEADER local development strategy also has specific objectives and indicators relating to hard to reach groups which overlap with some equalities groups, and we will be collecting specific data on them and actively targeting activities to reach hard to reach groups.</p> <p>National Park Visitor Survey results due in June 2015.</p> <p>Data gathered on participants attending the Outdoor Festival for All. Will help us</p>

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					to target our resources according to the needs of groups.
Outcome 2: Access Infrastructure People of all abilities will be able to access more barrier-free paths in the Park					
2.1 CNPA focus on core paths – missing links and major upgrades together with appropriate way-marking and signage.	<i>Target: 70% of core paths will be fit for purpose by 2017</i>		CNPA/COAT		<i>Speyside Way extension from Aviemore to Newtonmore now under construction and being built as accessible as the terrain allows. Anticipated completion date of 2017, dependant on availability of funding</i>
Using and promoting best practice in accessible design of paths and signage, working with partners, land managers.			CNPA		<i>CNPA continues to use and promote the Design Guidance for Paths signs with new signs being installed in nearly all the communities of the Park:</i> <i>Community Path Leaflets have been developed for all (excluding Newtonmore) communities as well as new “paths with easy access” guide for Badenoch and Strathspey</i> <i>New map boards use best practice and the Community Path Leaflet design guide</i> <i>Community path leaflets are downloaded from the web and can be printed off in larger formats</i> <i>CNPA Access Staff continue to promote Country Access for all design guidance to</i>

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					<i>path builders and developments</i>
Outcome 3: Communications People from equality groups will be aware of and able to access information about the Park, including its recreation opportunities					
<p>3 Improve provision, promotion and accessibility of corporate information:</p> <p>3.1 Review of National Park brand and corporate identity (completed)</p> <p>3.2 Include statements in CNPA publications and documents re large print / alternative formats available on request</p> <p>3.3 Use a range of media to promote the availability of publications (websites, social media, email, local press, CDO's, partner networks, Advisory forums)</p> <p>3.4 Quarterly update of new CNPA publications (to circulate to networks)</p> <p>3.5 Review of CNPA publications re use of Plain English</p>			CNPA	<p>Both the CNPA logo and Park brand have been reviewed to increase the use of Gaelic and their use is being monitored</p> <p>Website review is ongoing to ensure information is more accessible for all</p> <p>All CNPA publications are listed and available on the Cairngorms National Park website</p>	<p><i>Both the CNPA logo and Park brand have been reviewed to increase the use of Gaelic and their use is being monitored</i></p> <p><i>The CNPA website is being redesigned, with one objective to ensure that the website itself, and information available through the website, is more accessible for all.</i></p> <p><i>All CNPA publications are listed and available on the Cairngorms National Park website</i></p> <p><i>Inclusive Cairngorms was consulted on the Communications & Engagement Programme for 2015/16</i></p> <p><i>Gaelic Language Place Names leaflet is being reprinted and distributed.</i></p> <p><i>Gaelic Language training courses have been offered to ranger services and other public facing service providers.</i></p>

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					All Corporate publications are available in large print and follow plain English principles.
<p>Improve provision, promotion and accessibility of Park information:</p> <p>3.6 Support rangers with training:</p> <ul style="list-style-type: none"> - auditing paths for Phototrails website, - equality and diversity awareness; - outreach through promotion and partnership <p>3.7 Working with COAT / other partners to provide and promote information on all abilities paths. Eg guide for west side of Park.</p> <p>3.8 Support volunteers, eg Access panels to audit paths for accessibility</p> <p>3.9 Work with Cairngorms Business</p>				<p>3.6 Rangers – equalities and outreach training held in October 2013, followed up by workshop at ranger gathering in Mar 14 and future involvement in Backbone projects.</p> <p>Easy Access Guide for Badenoch and Strathspey being developed (in assoc with B&S Access Panel)</p>	<p>3.6 All services have under gone Equalities training</p> <p>All service have Equality and Diversity Statements:</p> <p>Grant aided work programmes have specific requirements to support equality and diversity groups to visit and enjoy the Park for example the Community Leadership Programme supported by the CNPA and BACKbone</p> <p>3.7 Three thousand copies of Paths with Easy Access Guide published in March 2015 with support from Inclusive Cairngorms and Badenoch and Strathspey Access Panel. Primarily aimed at less able bodied users and those returning to walking after periods on inactivity. Is being distributed via GP medical practices, BSAP and VIC's.</p> <p>3.8 This has not been taken forward</p>

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Partnership: <ul style="list-style-type: none"> • providing guidance and templates to help make business case for widening audiences (to include equality groups) • involvement in Accessible Tourism project and encouraging businesses to provide accessibility statements • to promote accessible experiences on www.visitcairngorms.com, and using other marketing methods 					<p><i>due to uncertainty over future of http://www.phototrails.org/. As part of Active Cairngorms Action Plan it is intended to audit community paths and grade them according to new national path grading scheme http://www.pathsforall.org.uk/pathgrading)</i></p> <p><i>3.9 CBP have been through a challenging year with the loss of their CEO and the loss of funding due to recent guidance on State Aid. As a result this is a low priority for the organisation and no progress has been made. The CNPA will be funding CBP at a much lower level in the future so any work we wish to influence them to deliver must demonstrate a business benefit – this is entirely possible in this case but may not be a priority for them. We may need to consider alternative actions to deliver this aim.</i></p>
Outcome 4: Planning Communities, including young people and people with disabilities , will be able to easily engage with the planning process					
4.1 Provide and promote range of accessible options for community involvement in planning (by undertaking EqIA of development management			CNPA	<i>Internal meeting in May 14</i>	<i>There has been no further progression on this action</i>

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processes)					
4.2 Revise and implement protocol involving Inclusive Cairngorms (and Access Panels) in planning			CNPA	IC consulted on 5 applications in 2013-14	IC consulted on 7 applications in 2014-15
4.3 Work with Community council planning network and Developers Forum to raise awareness of and promote equality (best practice in inclusive design)			CNPA	Inclusive Cairngorms rep sits on Community Council planning network	Inclusive Cairngorms are actively consulted on all relevant planning applications
4.4 Work with schools to embed planning awareness/ involvement in curriculum, building on IMBY project			CNPA, schools, PAS	4 more primary schools involved in IMBY in 2013	Developing proposals to deliver IMBY-type programme by CNPA staff
Outcome 5: Engagement (corporate)					
CNPA will have a more diverse, inclusive and positive working environment for staff					
5.1 Undertake staff survey – seeking information on equality / protected characteristics so that as an employer, we can address barriers / improve working conditions for all			CNPA	Survey done in August 2014	Staff survey carried out in Feb 2015. To date, no interventions have been implemented as a result of survey, but survey data will be closely monitored and interrogated by HR to identify if any interventions might be required.
5.2 Actions arising from staff survey			CNPA		In addition to the information gathered on protected characteristics, the CNPA staff survey conducted every 2 years specifically seeks anonymous feedback

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					<p><i>from staff on the organisation as an employer and on whether staff have any feedback on the CNPA's approach to equalities. Feedback has been positive, with staff valuing the ethos and values of the Cairngorms National Park Authority as an employer eager to actively promote and embed an equalities culture.</i></p>