



## EAP Meeting

Held virtually on Tuesday 29<sup>th</sup> April – 5.30pm – 6.30pm

Present:

Anita Howard  
Becca Mayo  
Heather Earnshaw  
Kate Dowding  
Lina Payne  
Linda Bamford  
Keith Turner  
Kevin Hutchens  
Vanessa Kind  
Stuart Hall  
Micah Daigeaun  
Hannah Grist (Chair)  
Lilliana Corrieri  
Katherine Willing (CNPA)

Apologies:

Marisa Ginger  
Shreoshi Das

1. Item one: Welcome

- Hannah welcomed everyone to the meeting.

2. Item two: Review of Minutes of March 2025 Meeting

- The minutes from March 2025 were agreed.
- It was requested and agreed that the action points from the March meeting will be reviewed at the next meeting.
- It was requested that the speaker notes from the March meeting be shared with the panel.

3. Item three: Discussion about the Park Authority's partnership with LGBT Youth Scotland, and recent criticism of this and the actions towards achieving accreditation.

- Kate Christie gave information on the process and timeline of the decision to partner with LGBT Youth Scotland. Kate Christie also provided information on the actions taken to achieve accreditation and the opportunities given for to CNPA staff for Consultation.



- Kate Christie explained that as per the CNPA's Public Sector Equality Duty the CNPA's Equality Mainstreaming Report had been published which included the equality outcomes which the panel had been consulted on.
- Kate Christie provided information on the process for developing the Gender Diversity Policy including the origins of the template, groups who had been consulted, changes made because of the consultations, legal advice and the impacts of this policy. Kate Christie explained as a result of the Supreme Court ruling; further revisions have been made to the policy where there is mention of staff using toilets of their choice. Prior to the ruling most toilets in CNPA owned offices were single use, unisex toilets, following the ruling, all toilets have now been made single use, unisex toilets. Kate Christie explained that the policy is currently being reviewed by CNPA's lawyers to determine whether there are any other changes that are required.
- The panel praised Kate and CNPA for the passion and hard work. It was requested by some panel members for a communications piece on why equalities work is essential to the work of the National Park.
- The panel expressed that it was key to carefully consider the recent Supreme Court ruling on the definition of the protected characteristic of sex within the Equalities (2010) act and to proceed with any work that is needed as a result.
- The panel discussed whether a zero-tolerance policy towards attacks on volunteers and staff was needed. It was agreed that legal advice had been sought on this topic. CNPA will continue to monitor the situation and respond accordingly.
- The panel thanked CNPA staff for quickly responding to requests for removal of information which had raised concern for individuals' safety.
- The panel discussed their biographies being on the website. Following this discussion, the panel agreed that where panel members are comfortable CNPA will continue to publicise panel member biographies on the website. If any panel member would like their biography removed from the website or any amendments made, please contact a member of CNPA staff and this will be removed or changed. It was agreed that CNPA staff will work with the CNPA communications team to create a template for panel member biographies.
- The panel agreed that the CNPA website page discussing the EAP should be clearer on the work it does and what the panels remit is by linking to the equalities report then immediately showing the terms of reference for the panel. CNPA staff explained that on the new website all equalities work will come under one page.
- The panel suggested that following other court rulings, there may need to be a review as to whether CNPA is required to provide single sex toilets as well as single use toilets.
- The panel were reminded that in some circumstances CNPA may have some influence into visitor toilet facilities (e.g. if we are grant funding them), but CNPA does not own any land and therefore does not own any visitor toilets.



- The panel suggested that CNPA consider implementing a process to monitor external publicity where individual staff or volunteers are named to help ensure the safety of those impacted and that there is support put in place.
- The panel requested that any guidance or policy that helps staff to understand how to interact online should also be shared with current and future volunteers such as a social media policy. It was also suggested that guidance on how situations where individuals are named in external publicity are managed. The panel also requested media training; this could be in-house. It was agreed that the social media policy will be shared with the panel.

4. AOBs

- No AOBs

## End of meeting

Next meeting 27 May 2025

### Action Log

Meeting date	Action	
29 April	Consideration of panel member bios on the website	
	Consideration of more clarity about role of EAP on CNPA website	
	Share with EP members any guidance about their use of social media and how it relates to their role as EAP member	KC
	Consider developing process to monitor external publicity where individual staff or volunteers are named to help ensure the safety of those impacted and that there is support put in place	HR/Comms
	Consider Media training for EAP	HR/Comms



25 March 2025	CNPA to consider signing up to the Young Women's Work Pledge	HR team
	CNPA consider writing an article about CNPA's wellbeing practices for the Scottish Association for Mental Health	
	CNPA to consider how Kirsty McNeill could use her role to support the work of the EAP	HG to raise with Exec
	EAP to consider having a horizon scanning exercise to identify how the EAP can best support the CNPA	
	Benchmark exercise to see if any other NPAs have a panel like the CNPA's EAP, and if so how do they publicise the work of the EAP	KC