

## **Equality Impact Assessment (EqIA)**

### **National Park Partnership Plan 2022 - 2027**

#### **Background**

The National Park Partnership Plan (NPPP) sets out how all those with a responsibility for the Park will co-ordinate their work to tackle the most important issues and deliver the four aims<sup>1</sup> of National Parks in Scotland collectively. In particular, the NPPP:

- Sets out the vision and overarching strategy for managing the Park.
- Guides the work of all public bodies and other partners to deliver the aims of the Park.
- Provides the strategic context for the Local Development Plan.
- Sets out the regional land use framework and regional spatial strategy for the Park.
- Sets out the economic and sustainable tourism strategy for the Park.

The NPPP is arranged in three sections: Nature, People and Place. In each section we set out long-term objectives up to 2045 (the year Scottish Government has committed to achieving net zero), followed by a set of policies and actions for the next five years. The Partnership Plan is in turn underpinned by a series of action plans,

#### **Scope**

This equality impact assessment focuses on the potential impact of the NPPP in relation to the National Park's communities, residents, visitors as well as stakeholders, investors and the business community; visitors. Specifically, it focusses on groups with protected characteristics under Equality Act 2010. This impact assessment will cover:

- Legislative Responsibilities
- Evidence
- Consultation
- Impact
- Actions taken to date

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<sup>1</sup> The Four Aims of Scottish National Parks are to be pursued collectively unless there is conflict between the first aim and any of the others, when greater weight must be given to the first aim (as set out in Section 9.6 of the National Parks (Scotland) Act 2000).

1. To conserve and enhance the natural and cultural heritage of the area.
2. To promote sustainable use of the natural resources of the area.
3. To promote understanding and enjoyment (including enjoyment in the form of recreation) of the special qualities of the area by the public.
4. To promote sustainable economic and social development of the area's communities.

- Future actions required.
- Recognised timeline for updates and review.

The draft NPPP will be consulted on in public, before being finalised and signed off by the Scottish Ministers. Further information on its potential impact on groups with protected characteristics may be gathered during the consultation and via individual actions or projects during its implementation.

### **Legislative Responsibilities**

The Equality Act (2010) came into force in April 2010 and puts a general duty on public authorities to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. In addition the specific duties for Scottish public authorities require that CNPA assesses the impact on equality groups of all proposed new or revised policy or practice against the needs of the general duty.

Under the Equality Act (2010) the following protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. While there is a legislative responsibility to assess the impact on these groups, CNPA intends to assess any groups where there is evidence of adverse impact for example socio-economic status and rurality.

Assessing impact is an effective way of improving policy development and service delivery, making sure we consider the needs of the National Park's communities and visitors; identify potential steps to advance equality and foster good relations; and do not discriminate unlawfully.

### **Evidence**

In assessing the impact this EqlA has taken into account data from Census 2011, Scottish Index of Multiple Deprivation 2020 (SIMD) and Cairngorms Visitor Survey 2020.

Information from EqlAs carried out for current Cairngorms National Park Authority plans, policies and programmes that are closely related to the NPPP and other documents related to equalities have been taken into account:

- EqlAs carried out for the Local Development Plan 2021 and the National Park Partnership Plan 2017-2022,
- EqlAs carried out for other plans produced for the Cairngorms National Park,
- Cairngorms National Park Authority Equality Outcomes 2021-2024,
- Generic EqlAs carried out for other publications (which provide evidence for the publication of the NPPP) and websites (which provide evidence for any web based material associated with the NPPP), and
- National Standards for Community Engagement.

### **Consultation undertaken to date**

- Meetings with key Stakeholders
- Discussion with Cairngorms Equality Advisory Forum
- Informal consultation using social media and Commonplace engagement platform: <https://cairngormsviews.commonplace.is/>

### **Consultation Proposed**

- Further consultation on the draft NPPP and EqIA is proposed through the public consultation period and targeted promotion with young people and minority ethnic groups.

### **Impact**

The NPPP sets out strategic direction, objectives, policies and actions, identifying the things that will make the biggest contribution to a successful National Park over the coming years. However, it should be noted that the NPPP is a strategic document and many of its objectives, policies and actions are a signpost to future detailed projects and delivery that will themselves may require EqIA.

### **Monitoring and Review**

This impact assessment will continue to be reviewed as the consultation on the NPPP is carried out. Following the consultation, the EqIA will be reviewed in light of changes made to the NPPP. Many of the projects and actions that will deliver the NPPP will be subject to their own more specific EqIAs.

Equality Group	Impact	Mitigation	Further actions
<p><b>Age</b></p>	<p>The NPPP will seek to increase accessibility to the Park and the ability of people of all ages, including under-represented groups such as young people, to experience and enjoy its special qualities. This impact is likely to be positive.</p> <p>The NPPP also acts as the Regional Spatial Strategy (RSS) for the National Park, which forms part of the suite of planning policy documents, including the Local Development Plan (LDP). While the NPPP will not itself identify development land and proposals for the provision of facilities and services, it will provide direction for the next LDP and does set out a settlement strategy. This impact is likely to be positive as the aim is to improve the social, economic and social sustainability of the area.</p> <p>Potential negative impacts may arise if young people do not participate in the consultation.</p>	<p>Due to the NPPP being a high level document, many of the policies and objectives are too vague to enable meaningful assessment it is not possible to suggest specific long term mitigation measures.</p> <p>Consultation materials will be made as accessible as possible, including using plain English, social media, physical copies and the Commonplace engagement platform.</p> <p>The Cairngorms Youth Engagement Team will be consulted explicitly.</p> <p>The CNPA has contracted a market research company to provide advice on the targeting of communications and consultation to groups that are harder to reach or underrepresented on society.</p>	<p>Targeted consultation with younger people, including using the Cairngorms Youth Action Team as a focus group.</p> <p>Further discussion with the Cairngorms Equalities Advisory Forum.</p>

Equality Group	Impact	Mitigation	Further actions
<b>Disability</b>	<p>The National Park Partnership Plan will seek to increase accessibility to the Park and the ability of all people to experience and enjoy its special qualities. This impact is likely to be positive. Furthermore, its role as an RSS means that it includes a 'settlement strategy' that promotes social, economic and environmental sustainability.</p> <p>Potential medium negative impacts may arise as documentation and consultation material may not be easily accessible to all groups.</p>	<p>Due to the NPPP being a high level document, many of the policies and objectives are too vague to enable meaningful assessment it is not possible to suggest specific long term mitigation measures.</p> <p>Consultation materials will be made as accessible as possible, including using plain English, social media, physical copies and the Commonplace engagement platform. Documents will be in form that can be read electronically.</p> <p>The Cairngorms Equalities Advisory Forum will be asked to promote and share the consultation through their networks.</p> <p>The CNPA has contracted a market research company to provide advice on the targeting of communications and consultation to groups that are harder to reach or underrepresented on society.</p>	<p>Further discussion with the Cairngorms Equalities Advisory Forum.</p>
<b>Gender Reassignment</b>	<p>Neutral impact on this group.</p>	<p>N/A</p>	

Equality Group	Impact	Mitigation	Further actions
<b>Marriage / Civil Partnership</b>	Neutral impact on this group.	N/A	
<b>Pregnancy / Maternity</b>	Neutral impact on this group.	N/A	
<b>Race</b>	<p>The NPPP will seek to increase accessibility to the Park and the ability of people of all ages, including under-represented groups such as young people, to experience and enjoy its special qualities. This impact is likely to be positive.</p> <p>Potential negative impacts may arise if documentation and consultation material may not be easily accessible and/or understood by non-English speakers. Furthermore, the National Park has a very low resident BAME population who may be hard to reach. BAME people also account for a low proportion of visitors again causing potential consultation issues.</p>	<p>Due to the NPPP being a high level document, many of the policies and objectives are too vague to enable meaningful assessment it is not possible to suggest specific long term mitigation measures.</p> <p>Consultation materials will be made as accessible as possible, including using plain English, social media, physical copies and the Commonplace engagement platform. Documents may be translated on request.</p> <p>The consultation will target these groups through Backbone project.</p> <p>The CNPA has contracted a market research company to provide advice on the targeting of communications and consultation to groups that are harder to reach or underrepresented on society.</p>	Further discussion with the Cairngorms Equalities Advisory Forum.

<b>Equality Group</b>	<b>Impact</b>	<b>Mitigation</b>	<b>Further actions</b>
<b>Religion and Belief</b>	Neutral impact on this group.	N/A	
<b>Sex (gender)</b>	Neutral impact on this group.	N/A	
<b>Sexual Orientation</b>	Neutral impact on this group.	N/A	

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