



# Local Development Plan 3: Equality and Fairer Scotland Impact Assessment

Dan Harris (26 June 2023)

This assessment combines the public sector duties relating to the Equality Act 2010 and Fairer Scotland Duty ('the Duty'), which came into force in Scotland on 1 April 2018.

Equality Impact Assessment (EqIA) is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. An EqIA is a process of analysing a proposed or existing project (such as a policy, a service, a facility, research, a management paper, building or access work, an event or a publication). The aim is to identify any discriminatory or negative effects or impacts the project could have on a particular group or sector of the community or workforce. These effects could be as a result of people's race, disability, gender, age, religion or beliefs, or sexuality (referred to throughout as 'equality groups' or 'protected characteristics'). The outcome of the EqIA is to make sure that we prevent or limit, as far as possible, any negative effects or barriers our projects have. We also use the EqIA to take full advantage of any opportunities for promoting equality. Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty places a legal responsibility on public sector bodies to actively consider ('pay due regard to') how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. Fairer Scotland Duty Guidance for Public Bodies in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>.

The Cairngorms National Park Authority has produced an Equality and Fairer Scotland Impact Assessment (EqFSIA) to meet both the requirements of an EqIA and Fairer Scotland Duty in one document. EqFSIA screening will be undertaken as part of the scoping exercise prior to the final report being produced. Should the EqFSIA determine actions, policies or strategies that require further investigation, a more



detailed report may be required (a full impact assessment). Further investigation will be required when the screening report highlight likely impacts across any or all of the protected characteristics and / or socio-economic disadvantaged.

## Details of assessment

<b>Project Name</b>	Local Development Plan 3
<b>Project Manager / Policy or Service Lead</b>	Dan Harris Planning Manager (Forward Planning & Service Improvement)
<b>Others involved in the project / policy/service</b>	Gavin Miles (Head of Strategic Planning), Katie Crerar (Planning Officer), Nasim Mehrabi (Planning Officer), Sarah Fletcher (Planning Officer), Karen Aldridge (Planning Ecological Advice Officer)

### *Description of Plan*

<b>Background</b>	<p>The planning system in Scotland is 'plan led' and the statutory Development Plan for any place in Scotland consists of National Planning Framework 4, which covers the whole country, and the Local Development Plan for the planning authority area where the place is. This means the Cairngorms National Park Authority must prepare a Local Development Plan setting out a strategy for future development within the National Park. The Local Development Plan will be the main document which will influence future built development in the National Park and must include sites and proposals for development as well as the policies that are used to make decisions on applications for planning permission. It will address a wide range of policy issues, including housing, retail, economic development, transport, recreation, and built and natural heritage. The Local Development Plan will cover a 10-year period from around 2027 to 2037, as well as provide a general indication of the likely scale and location of development as far as 20 years beyond that.</p>
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Strategic direction within the National Park is also provided by the Cairngorms National Park Partnership Plan 2022. The Partnership Plan is the overarching management plan for the Cairngorms National Park which has been approved by Scottish Ministers. It sets out the vision and over-arching strategy for managing the National Park, as well as identifying priorities for action and an overall strategic policy framework. Furthermore, the Partnership Plan acts as the Regional Spatial Strategy for the National Park, which is intended to address strategic development and issues.

Scottish Government guidance states that Local Development Plans for National Parks should be consistent with the Partnership Plan and Regional Spatial Strategy. The Partnership Plan therefore provides the strategic context for the Local Development Plan, and the Local Development Plan will help to deliver a number of the Partnership Plan's policies and priorities.

The process for producing a Local Development Plan is set out in Scottish Government legislation, regulations and guidance. The main stages are as follows:

- Evidence Report
- Gate check
- Proposed Plan
- Examination
- Adoption

A full outline of the process is published in the Development Plan Scheme:

<https://cairngorms.co.uk/wp-content/uploads/2022/09/Development-Plan-Scheme-2022-.pdf>



	<p>National Planning Framework 4 may be accessed on Scottish Government's website: <a href="https://www.gov.scot/publications/national-planning-framework-4/">https://www.gov.scot/publications/national-planning-framework-4/</a></p>
<b>Purpose and outcomes</b>	<p>The Local Development Plan will help pursue the National Park's four distinct aims as set out by Parliament:</p> <ul style="list-style-type: none"><li>• To conserve and enhance the natural and cultural heritage of the area.</li><li>• To promote sustainable use of the natural resources of the area.</li><li>• To promote understanding and enjoyment (including enjoyment in the form of recreation) of the special qualities of the area by the public</li><li>• To promote sustainable economic and social development of the area's communities.</li></ul> <p>It shares the long-term vision for the Cairngorms National Park as set out in the Partnership Plan:</p> <p>“An outstanding National Park, enjoyed and valued by everyone, where nature and people thrive together.”</p> <p>The Local Development Plan will help deliver a number of the Partnership Plan's long-term objectives by making sure:</p> <ul style="list-style-type: none"><li>• the special qualities of the National Park are protected from development that would significantly erode or harm them and are enhanced by new development where possible.</li><li>• new development helps to reinforce the valued built heritage of the National Park and the communities within it.</li><li>• new or improved visitor infrastructure is supported where appropriate and integrated with other visitor sites, services and communities.</li></ul>



	<ul style="list-style-type: none"> <li>• new development is well connected to core paths and other off-road routes, as well as creating attractive places to live and visit.</li> <li>• there is sufficient land for housing to meet identified need and demand, including for inward migration of workers.</li> <li>• more affordable housing is provided to support growth in the working age population and help address the housing pressures faced by young people.</li> <li>• the necessary land and support for business development and diversification is provided.</li> <li>• there are sites for future development that support attractive, vibrant communities and that minimise the need to use energy; and</li> <li>• there is clear guidance on where, when and how the best development will be supported.</li> </ul>
<b>How it links to National Park Partnership Plan</b>	The National Pak Partnership Plan provides the strategic direction for the Local Development Plan.
<b>How we intend to implement the Plan?</b>	Alongside National Planning Framework 4 the Local Development Plan will be used to determine planning applications by the Cairngorms National Park Authority and the five Local Authorities that cover the National Park area.

*Reason for Equality and Fairer Scotland Impact Assessment (tick as applicable)*

<b>Proposed new project / policy / service</b>	✓
<b>Proposed change to project / policy/service</b>	
<b>Undertaking a review of an existing project / policy / service</b>	
<b>Other (please state)</b>	



*Person(s) responsible for the Equality and Fairer Scotland Impact Assessment*

<b>Names and job titles</b>	Dan Harris Planning Manager (Development Planning and Service Improvement)
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## Equality and Fairer Scotland Impact Assessment screening

*Information available about the experience of each equality group in relation to this policy / project / service*

Evidence can come from internal sources such as customer surveys, employee surveys, commissioned research, complaints received; or from external sources such as statistics, surveys, research and evaluations from Government departments, partner organisations, equality groups. Useful sources of evidence are:

- <https://www.scotlandscensus.gov.uk/ods-web/home.html>
- <http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid>
- <http://www.equalityevidence.scot/>
- <https://www.gov.scot/publications/scotlands-equality-evidence-strategy-2017-2021/pages/8/>
- <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>.

Equality characteristics	Evidence source (e.g., web link, report, survey, complaint)	What does the evidence report about the experiences of this group in relation to the Local Development Plan? <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
<b>Age</b>	See Appendix 1, page 44.	The population of the National Park is ageing and in 2021 the proportion at pensionable age (65yrs +) in the National Park is higher than the



<b>Equality characteristics</b>	<b>Evidence source (e.g., web link, report, survey, complaint)</b>	<b>What does the evidence report about the experiences of this group in relation to the Local Development Plan?</b> <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
		<p>National average. The latest population projections also indicate that the profile of the population will age significantly over the next 20 years.</p> <p>The Local Development Plan will identify development land and proposals for the provision of facilities and services. It also protects existing services and facilities where possible. Placemaking and housing type and tenure will need to ensure that it can meet this demographic trend.</p> <p>Engagement with young people can be challenging therefore measures will need to be taken to reach this group.</p>
<b>Disability</b>	See Appendix 1, page 47.	<p>According to the 2011 census 17% of the National Park's population experienced long-term health problem or disability that limited their day-to-day activities.</p> <p>Certain disabilities may present barriers to accessing and understanding the Local Development Plan. Material associated with the Local Development Plan will therefore need to recognize this.</p>



<b>Equality characteristics</b>	<b>Evidence source (e.g., web link, report, survey, complaint)</b>	<b>What does the evidence report about the experiences of this group in relation to the Local Development Plan?</b> <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
		<p>People with disabilities may also require specialist provision through the Local Development Plan itself. For example, people with limited mobility may need housing with enhanced access.</p>
<b>Race</b>	See Appendix 1, page 51.	<p>There are approximately 100 Gypsy / Travelers living within the National Park, though this is likely to be an underestimate. This group has specific housing needs and therefore the Local Development Plan will need to take account of this in its policy and / or land allocations.</p> <p>There are a small minority of people living in the National Park with limited English language skills. This may present barriers accessing and understanding the Local Development Plan. Material associated with the Local Development Plan will therefore need to recognize this.</p> <p>Data from across the UK suggests people from ethnic minority communities are more likely to feel unsafe in a public environment.</p>





Equality characteristics	Evidence source (e.g., web link, report, survey, complaint)	What does the evidence report about the experiences of this group in relation to the Local Development Plan? <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
		<p>The Local Development Plan has influence over the way places are developed and must ensure that places are inclusive, safe, welcoming and accessible.</p>
<b>Sex</b>	See Appendix 1, page 53.	<p>In 2021 the estimated population of the National Park was 18,711 (Scottish Government, 2023). This was comprised of 50.5% female (9452) and 49.5% male (9259).</p> <p>Where it can be measured, the gender pay gap in the National Park is around 7.6, which is higher than the Scottish level of 3.7.</p> <p>UK level data shows that 50% of women aged 16 to 34 years, have experienced harassment in the last year and that this results in them feeling less safe in public spaces.</p> <p>The Local Development Plan has influence over the way places are developed and must ensure that places are inclusive, safe, welcoming and accessible.</p>



<b>Equality characteristics</b>	<b>Evidence source (e.g., web link, report, survey, complaint)</b>	<b>What does the evidence report about the experiences of this group in relation to the Local Development Plan?</b> <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
<b>Gender reassignment</b>	See Appendix 1, page 56.	Data from the Gender Recognition Register is not available to the public.  Only 28% of lesbian, gay, bisexual, transgender and intersex (LGBTI) young people surveyed for the Life in Scotland Report believe rural areas are good places for LGBTI young people to live. 69% of those surveyed believe that transphobia is a big problem in Scotland.  The Local Development Plan has influence over the way places are developed and must ensure that places are inclusive, safe, welcoming and accessible.
<b>Sexual Orientation</b>	See Appendix 1, page 56.	No data is currently available for the geographical area of the National Park. This section will be updated once the data from the 2022 Scotland Census is released.  Only 28% of LGBTI young people surveyed for the Life in Scotland Report believe rural areas are good places for LGBTI young people to live. 27% believe that homophobia and 22% believe that biphobia is a big problem in rural areas.



Equality characteristics	Evidence source (e.g., web link, report, survey, complaint)	What does the evidence report about the experiences of this group in relation to the Local Development Plan? <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
		The Local Development Plan has influence over the way places are developed and must ensure that places are inclusive, safe, welcoming and accessible.
<b>Religion or Belief</b>	See Appendix 1, page 61.	The largest religious group within the National Park belong to the Church of Scotland 37.4%. 38.3% of the population state that they have no religion.  It is unlikely that the Local Development Plan will have a negative effect on the religious practices of people living within the National Park.
<b>Pregnancy, maternity, paternity<sup>1</sup></b>	See Appendix 1, page 62.	The birth rate in the National Park is 6.7 births per 1000 residents, compared to 9.1 births per 1000 people across Scotland.  Pregnant people and those caring for young children may have accessing buildings or facilities due to the accessibility and / or safety of buildings and places or the timings of events. This may therefore present barriers in

<sup>1</sup> The National Park also considers Paternity alongside Maternity



<b>Equality characteristics</b>	<b>Evidence source (e.g., web link, report, survey, complaint)</b>	<b>What does the evidence report about the experiences of this group in relation to the Local Development Plan?</b> <i>Is there information missing which would preventing the completion of the EqFSIA process? Lack of evidence? Is there a gap in knowledge / need for consultation?</i>
		<p>accessing consultation or engagement material.</p> <p>The Local Development Plan also has an influence over the way places are developed and must ensure that places are inclusive, safe, welcoming and accessible.</p>
<b>Marriage or civil partnership</b>	See Appendix 1, page 62.	<p>In the National Park of all people 16 years and older, 51.3% identified as married and 0.2% reported being in a registered same-sex civil partnership.</p> <p>It is unlikely that the Local Development Plan will have a negative effect on the relationship status of people living in the National Park's.</p>
<b>Socio-economic Disadvantage (fairness)</b>	See Appendix 1, page 65.	<p>While the National Park records relatively low levels of deprivation compared to Scotland as a whole, poverty and inequality exists at a local level. In particular, housing and wage inequality are prevalent within each Housing Market Area within the National Park, which is policy area the Local Development Plan has significant influence over.</p>



## Summary of how important / relevant the Local Development Plan is likely to be for each group.

The Local Development Plan may have an effect on a number of particular groups, both during its preparation and implementation. During its preparation it will be important to ensure that consultation and engagement activities and material do not exclude any groups. In particular, the needs of groups such as young people, disabled people, gypsy and travellers and people with limited English language skills will need to be specifically addressed.

The content of the Local Development Plan, which, alongside National Planning Framework 4, will be the policy by which all development within the National Park will be determined against, will also need ensure that it addresses the needs of specific groups. Of importance is the need to create safe, welcoming, accessible and inclusive spaces that do not exclude or place certain groups in danger i.e., disabled people, women, pregnant people, people with young children, people from ethnic minorities and LGBTI people.

Through its influence over the delivery of affordable housing and land for economic and community development, the Local Development Plan may address certain causes and symptoms of inequality within the National Park.

### Screening assessment

*If any of the following questions are Yes - then a full assessment is required, if not then this document is signed off on the last page.*

Outcome of above steps following initial evidence gathering and relevance to equality characteristics	Yes / No
Does the Plan have a high or medium impact on people?	Yes
Is it a major policy / project / service, significantly affecting how Park Authority functions are delivered?	Yes
Does it relate to an area where Park Authority has set Equality Outcomes?	Yes
Does it relate to an area where there are known inequalities?	Yes



## Full assessment

*Names of people / organisations consulted with internally or externally.*

- Cairngorms Equality Advisory Panel: <https://cairngorms.co.uk/working-together/supporting-communities/forums/equality-advisory-forum/>
- Cairngorms National Park internal Equality, Diversity and Inclusion Advocacy Group.

## Impact on equality and fairness groups and proposed actions

### Protected characteristics

Age	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		Failure to consult and engage with young people could lead to them being indirectly discriminated against. Therefore, the consultation and engagement methods and materials used to develop the Local Development Plan need to include a particular focus on young people. To address this, specific engagement events will be targeted and children and young people under the age of 25.



Age	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				<p>It also needs to be recognised that different age cohorts have differing abilities, levels of access and levels of confidence or comfort with different types of media, be it digital or physical. Therefore, to avoid indirect discrimination, consultation and engagement materials will need to be provided in a number of formats and methods of reaching different cohorts will need to be tailored to their preferred methods of communication and media consumption.</p> <p>The aging population presents numerous challenges, particularly with regards mobility and access to services. It is therefore important the Park Authority follow good placemaking principles in its preparation of the Proposed Local Development Plan, which are proportionate to the scale at</p>



Age	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				which the Local Development Plan operates, to ensure that places are accessible, inclusive and safe for elderly people with limited mobility.
Potential for developing good relations	✓			Directly targeting young people for specific engagement and taking their needs into account in the Local Development Plan should lead to improved relations. Tailoring consultation and engagement materials to specific audiences should also lead to better relations.
Potential to advance equality of opportunity	✓			There are two elements where an advance may be achieved. Firstly, targeting children and young people for specific engagement should mean their needs are clearly identified and may be addressed in the Local Development Plan. Secondly targeting age cohorts in a way that suits them should mean that a wide and representative range of views are received allowing their needs to be





Age	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				addressed in the Local Development Plan.

Disability	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		<p>Negative impacts may arise at both the preparation and implementation stages of the Local Development Plan.</p> <p>At the preparation stage the Park Authority will need to ensure that venues and materials are accessible to those with disabilities, for example for those with limited mobility, limited sight and limited hearing. With respect to materials, everything published in the public domain, both digitally and physically, will be compliant with the latest 'Disability Discrimination Act 2005' guidelines. Large</p>



Disability	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				<p>print documentation will be provided on request.</p> <p>The Park Authority will need to target disabled groups for early stakeholder engagement. The Cairngorms Equality Advisory Group could be used for this purpose.</p> <p>It is also important that the Park Authority follow good placemaking principles in its preparation of the Proposed Local Development Plan, which are proportionate to the scale at which the Local Development Plan operates, to ensure that places are accessible, inclusive and safe for disabled people.</p>
Potential for developing good relations	✓			Directly targeting disabled people for specific engagement and taking their needs into account in the Local Development Plan should lead to improved relations.
Potential to advance	✓			The needs of disabled people may be addressed in the Local Development Plan following



Disability	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
equality of opportunity				targeted consultation and engagement with them on a range of topics.

Race	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		<p>Race within context of The Equality Act 2010 and this assessment encompasses a range of protected characteristics including skin colour, nationality and ethnicity.</p> <p>The Local Development Plan is not likely to result in discrimination for most of these characteristics, however there are three characteristics that may result in indirect discrimination if they are not taken account of.</p>



Race	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				<p>While the number of Gypsy / Travellers living in the National Park is low, this group has specific housing needs which the Local Development Plan needs to take account of. The Park Authority therefore has a duty to specifically engage with this group in the production of the Local Development Plan and to arrive at a policy position or land allocations should need be identified.</p> <p>English language ability is another area in which indirect discrimination may arise, as those with a poor spoken or written understanding of the language may struggle to access material associated with the Local Development Plan. It is therefore appropriate to make translated documents available on request.</p> <p>Data from across the UK suggests that people from ethnic minority communities</p>



Race	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				are more likely to feel unsafe in a public environment. It is therefore important the Park Authority follow good placemaking principles in its preparation of the Proposed Local Development Plan, which are proportionate to the scale at which the Local Development Plan operates, to ensure that places are accessible, inclusive and safe for people who may be targets of discrimination or harassment.
Potential for developing good relations	✓			Directly targeting representatives of Gypsy / Travellers for specific engagement and taking their needs into account in the Local Development Plan should lead to improved relations. Offering translated documents on request should also lead to better relations.
Potential to advance equality of opportunity	✓			The needs of Gypsy / Travellers may be addressed in the Local Development Plan following targeted consultation and engagement



Race	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				with them on a range of topics. Providing translated documents on request will provide a wider group of people with access to the Local Development Plan process.

Sex	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		It is unlikely that discrimination will arise during the preparation of the Local Development Plan. However, Local Development Plan's are intended to be map based and contain masterplan or development brief level detail for sites or settlements. Therefore, while it should be noted that the Local Development Plan will not go into significant detail on the development of sites,



Sex	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				placemaking principles will be embedded as policy within the Local Development Plan. It is therefore important the Park Authority follow good placemaking principles in its preparation of the Proposed Local Development Plan, which are proportionate to the scale at which the Local Development Plan operates, to ensure that places are accessible, inclusive and safe for people who may be targets of discrimination or harassment.
Potential for developing good relations			✓	While good design and placemaking may help reduce discrimination or harassment, for example by ensuring places benefit from natural surveillance, the absence of discrimination or harassment is unlikely to be easily measurable or easily causally linked to the implementation of the Local Development Plan. The potential for developing good relations will therefore rely on publicity to highlight



Sex	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				good practice created by the Park Authority itself.
Potential to advance equality of opportunity	✓			Ensuring that development follows good design and placemaking principles and creates places that are safe, pleasant and welcoming to be in, then opportunities for discrimination and harassment should be reduced.

Gender Reassignment	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		It is unlikely that discrimination will arise during the preparation of the Local Development Plan. However, Local Development Plan's are intended to be map based and contain masterplan or development brief level detail for sites or settlements. Therefore, while it should be noted that the Local





Gender Reassignment	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				Development Plan will not go into significant detail on the development of sites, placemaking principles will be embedded as policy within the Local Development Plan. It is therefore important the Park Authority follow good placemaking principles in its production of the Proposed Local Development Plan, which are proportionate to the scale at which the Local Development Plan operates, to ensure that places are accessible, inclusive and safe for people who may be targets of discrimination or harassment.
Potential for developing good relations			✓	While good design and placemaking may help reduce discrimination or harassment, for example by ensuring places benefit from natural surveillance, the absence of discrimination or harassment is unlikely to be easily measurable or easily causally linked to the implementation of the Local Development



Gender Reassignment	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				Plan. The potential for developing good relations will therefore rely on publicity to highlight good practice created by the Park Authority itself.
Potential to advance equality of opportunity	✓			Ensuring that development follows good design and placemaking principles and creates places that are safe, pleasant and welcoming to be in, then opportunities for discrimination and harassment should be reduced.

Sexual Orientation	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		It is unlikely that discrimination will arise during the preparation of the Local Development Plan. However, Local Development Plan 's are intended to be map based and



Sexual Orientation	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				contain masterplan or development brief level detail for sites or settlements. Therefore, while it should be noted that the Local Development Plan will not go into significant detail on the development of sites, placemaking principles will be embedded as policy within the Local Development Plan. It is therefore important the Park Authority follow good placemaking principles in its production of the Proposed Local Development Plan, which are proportionate to the scale at which the Local Development Plan operates, to ensure that places are accessible, inclusive and safe for people who may be targets of discrimination or harassment.
Potential for developing good relations			✓	While good design and placemaking may help reduce discrimination or harassment, for example by ensuring places benefit from natural surveillance, the absence of



Sexual Orientation	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				discrimination or harassment is unlikely to be easily measurable or easily causally linked to the implementation of the Local Development Plan. The potential for developing good relations will therefore rely on publicity to highlight good practice created by the Park Authority itself.
Potential to advance equality of opportunity	✓			Ensuring that development follows good design and placemaking principles and creates places that are safe, pleasant and welcoming to be in, then opportunities for discrimination and harassment should be reduced.

Religion or Belief	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination			✓	



Religion or Belief	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for developing good relations			✓	
Potential to advance equality of opportunity			✓	

Pregnancy or maternity or paternity	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination		✓		<p>Indirect discrimination is possible during both the preparation and implementation of the Local Development Plan.</p> <p>The Park Authority will need to ensure that engagement events, either through the venues they are held at or the times that they are carried out, will need to ensure that they do not exclude people who are</p>



Pregnancy or maternity or paternity	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				<p>pregnant or caring for young children. For example, venues should be accessible for those with pushchairs. The events will need to be held at times that enable those with young children to attend them, which can be achieved by running events over an extended period of time or across several different timeslots.</p> <p>In the context of implementation, Local Development Plan's are intended to be map based and contain masterplan or development brief level detail for sites or settlements. Therefore, placemaking principles will be embedded as policy within the Local Development Plan. It is therefore important the Park Authority follow good placemaking principles in its production of the Proposed Local Development Plan to ensure that places are accessible, inclusive,</p>



Pregnancy or maternity or paternity	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				welcoming and safe for the people that use them. For example, they should be wheelchair accessible and be safe places for young children to be in.
Potential for developing good relations	✓			Good relations may be fostered at the engagement stage by ensuring that venues and events are accessible.
Potential to advance equality of opportunity	✓			Ensuring that development follows good design and placemaking principles and creates places that are safe, pleasant and welcoming to be in, then opportunities for discrimination and harassment should be reduced.

Marriage or civil partnership	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination			✓	



Marriage or civil partnership	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for developing good relations			✓	
Potential to advance equality of opportunity			✓	

### Fairer Scotland Duty Assessment: Socio-economic disadvantage

Low Income / Income Poverty <sup>2</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination			✓	
Potential for developing good relations	✓			Households that occupy affordable housing should see an improvement in their wellbeing due to lower housing costs.
Potential to advance	✓			The Local Development Plan will set targets for affordable housing encompassing

<sup>2</sup> Cannot afford to maintain regular payments such as bills, food, clothing.





Low Income / Income Poverty <sup>2</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
equality of opportunity				numerous tenure types, including social housing, mid-market rent, shared equity, shared ownership and discount for sale. This will have a positive benefit on those who struggle to pay bills as it provides good quality housing at a price, either through rent or sale, which is below the market rate.

Low and / or no wealth <sup>3</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination			✓	
Potential for developing good relations	✓			Households that occupy affordable housing should see an improvement in their wellbeing due to lower housing costs.

<sup>3</sup> Enough money to meet basic living costs and pay bills but have no savings to deal with unexpected costs and provision for the future.



Low and / or no wealth <sup>3</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential to advance equality of opportunity	✓			The Local Development Plan will set targets for affordable housing encompassing numerous tenure types, including social housing, mid-market rent, shared equity, shared ownership and discount for sale. This will have a positive benefit on those who struggle to pay bills or who are unable to save as it provides good quality housing at a price, either through rent or sale, which is below the market rate.

Material Deprivation <sup>4</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination			✓	
Potential for developing	✓			Households that occupy affordable housing should see

<sup>4</sup> Being unable to access basic goods and services i.e., financial products like life insurance or repair and replace appliances or improve thermal performance in housing.



Material Deprivation <sup>4</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
good relations				an improvement in their wellbeing due to lower housing costs.
Potential to advance equality of opportunity	✓			<p>The Local Development Plan will set targets for affordable housing encompassing numerous tenure types, including social housing, mid-market rent, shared equity, shared ownership and discount for sale. This will have a positive benefit on those who struggle to pay bill or who are unable to save s as it provides good quality housing at a price, either through rent or sale, which is below the market rate.</p> <p>While the Local Development Plan has no influence on the adaptation of existing buildings to improve thermal performance, new affordable homes are built to the Scottish Housing Quality Standard and therefore have significantly better thermal performance than older housing stock.</p>



Area Deprivation <sup>5</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination			✓	
Potential for developing good relations	✓			Good relations may be made with those delivering services or facilities, particularly where they have been able to engage in the Local Development Plan process in a way that supports their aims and objectives.
Potential to advance equality of opportunity	✓			<p>Access to facilities, which is largely determined by drive times and access to public transport, is the SIMD domain in which areas of the Cairngorms National Park have high levels of deprivation relative to the rest of Scotland.</p> <p>The Local Development Plan does not have a direct impact on public transport provision. However, by implementing a settlement strategy that supports the 20-minute neighbourhood concept, development will help support the delivery of local services, reducing the need to travel</p>

<sup>5</sup> Living in a deprived area, rural area and lacking accessibility of public transport.



Area Deprivation <sup>5</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				<p>and the reliance on private motor vehicles and / or public transport.</p> <p>The Local Development Plan may also allocate sites for uses that may reduce aspects of deprivation, for example healthcare facilities, community halls, sports facilities etc.</p> <p>Therefore, the Local Development Plan may have a positive impact on deprivation within the National Park.</p>

Socio-economic background <sup>6</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
Potential for discrimination	✓			Skills in literacies are closely linked to socio-economic background. Difficulties in

<sup>6</sup> Social class, including parent's education, employment and income.



Socio-economic background <sup>6</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				literacies may be a barrier to accessing Local Development Plan consultation and engagement materials. Those 65 and are more likely to experience difficulties. This highlights the needs for consultation and engagement materials need to be provided in a number of formats and methods of reaching different cohorts will need to be tailored to their preferred methods of communication and media consumption.
Potential for developing good relations	✓			Households that occupy affordable housing should see an improvement in their wellbeing due to lower housing costs.
Potential to advance equality of opportunity	✓			Considered through the lens of Maslow's Hierarchy of Needs <sup>7</sup> , and class as an economic construct as much as a social one, the Local Development Plan may encourage social mobility by helping individuals

<sup>7</sup> [www.simplypsychology.org/maslow.html](http://www.simplypsychology.org/maslow.html)



Socio-economic background <sup>6</sup>	Potential impact on people who share the characteristic			What changes or actions will be built into the Plan to reduce any negative impacts (i.e., mitigation), or maximise positive impacts, including potential justification to not make change despite potential for adverse impact?
	Positive Impact	Negative Impact	No Impact	
				<p>fulfil the 'deficiency needs' identified by the model.</p> <p>For example, providing good quality affordable housing, encouraging the development of a wellbeing economy and providing spaces for leisure and recreation, may help fulfil psychological, safety and security needs. According to the model these needs must be satisfied before individuals can attend to higher needs. In the context of the Local Development Plan, with the struggle to attain secure and affordable housing removed, individuals may engage in training, education or other activities that improve their economic or personal wellbeing.</p>



## Outcome of full assessment

Implications for the Local Development Plan	Select “✓”
<p><b>No major change</b></p> <p>The assessment demonstrates that the Local Development Plan is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and fairness, subject to continuing monitoring and review.</p>	
<p><b>Adjustment required (go to next section)</b></p> <p>Additional steps need to be taken to remove any barriers, to better advance equality of opportunity and fairness. Actions have been identified to address this and have clear ways of monitoring the impact of the Plan when implemented.</p>	✓
<p><b>Continue the Plan with adverse impact.</b></p> <p>The Local Development Plan delivery will continue despite the potential for adverse impact. This has been justified with this assessment and shown how this decision is compatible with the CNPA’s obligations under the public sector equality duty. Any discrimination that has been objectively justified is recorded in this assessment what this is and how the decision was reached.</p>	
<p><b>Stop and remove the Plan.</b></p> <p>The Local Development Plan will not be implemented due to adverse effects that are not justified and cannot be mitigated.</p>	

## Adjustments to the Local Development Plan

Action number	Action	Outcome	Who is responsible	Timeline
1	<p>Target the following groups for specific engagement:</p> <ul style="list-style-type: none"> <li>• Disabled people</li> <li>• Gypsy and Travellers</li> <li>• Children and young people</li> </ul>	<p>The needs of these groups are taken into account in the preparation and content of the Local Development Plan.</p>	Dan Harris	<p>During the Evidence Report and Proposed Local Development Plan stages of the plan process</p> <p>2023 - 2025</p>





Action number	Action	Outcome	Who is responsible	Timeline
	<ul style="list-style-type: none"><li>• People from ethnic minority communities</li><li>• LGBTQI people</li></ul>			
2	Ensure engagement events are held at venues that are accessible to people with disabilities and who are pregnant or responsible for the care of young children.	That all groups have access to consultation and engagement events.	Dan Harris	During the Evidence Report and Proposed Local Development Plan stages of the plan preparation process  2023 - 2026
3	Local Development Plan engagement and consultation materials to be made available in a range of formats (digital and physical) and at a range of locations.	That all groups have access to consultation and engagement materials.	Dan Harris	Throughout the plan preparation process  2023 - 2026
4	All Local Development Plan materials published within the public domain to be compliant with the latest 'Disability Discrimination Act 2005' guidelines	That all groups have access to consultation and engagement materials.	Dan Harris	Throughout the plan preparation process  2023 - 2026



Action number	Action	Outcome	Who is responsible	Timeline
	and large print documentation to be provided on request.			
5	Should it be requested, key Local Development Plan materials to be translated into languages other than English.	That all groups have access to consultation and engagement materials.	Dan Harris	Throughout the plan preparation process  2023 - 2026
6	Ensure that any development briefs or masterplans embedded within the Local Development Plan follow the Six Qualities of Successful Places as set out in Policy 14 of NPF4.	That the Local Development Plan's spatial proposals encourage development that creates places that are safe, pleasant, welcoming and easy to move around and beyond thereby encouraging inclusion and reducing the risk of discrimination and harassment.	Dan Harris	During the drafting of the Proposed Local Development Plan  2024 - 2026



## Sign off:

Assessment signed off by / author:	Dan Harris
Sign off date:	26/06/2023
Senior sign off by (line manager / Head of Service)	Gavin Miles
Review date (if appropriate)	N/A



## Appendix 1: Equality monitoring baseline data

Statistical baseline information on the Protected Characteristics (disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy, maternity and paternity and religion and belief) and Fairness (Socio-economic considerations) in the Cairngorms National Park.

### Protected characteristics

#### Age

The proportion at pensionable age (65yrs +) in 2021 in the National Park is higher than the national average (Figure 1). Inhabitants of working age and children under 16 make up a lower proportion of the population compared to national averages.

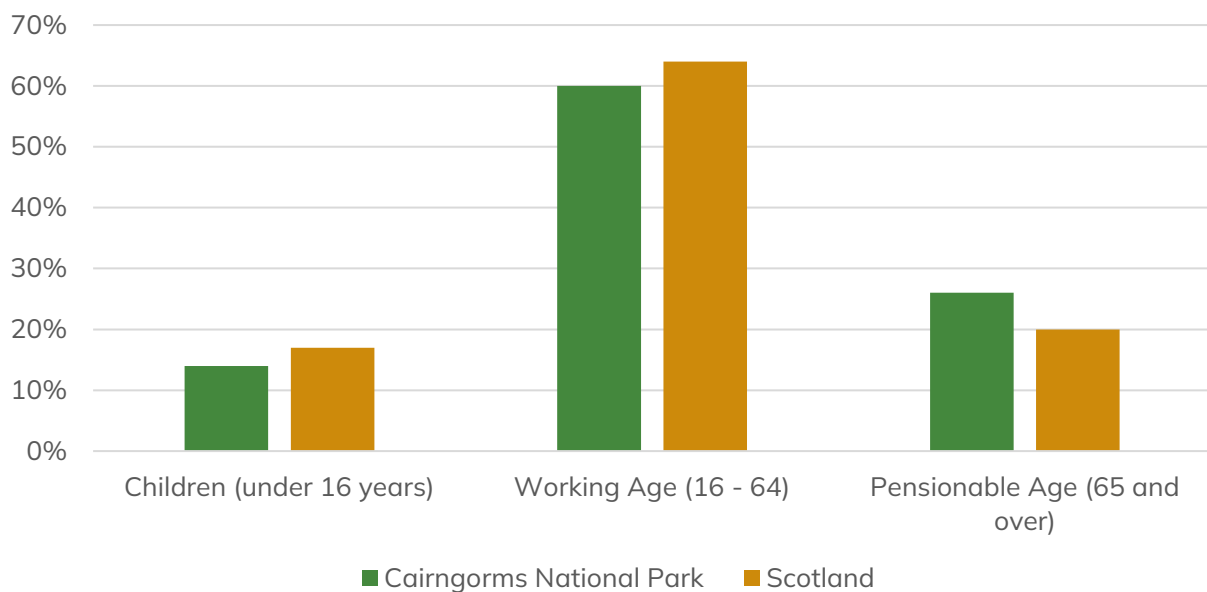


Figure 1 Proportion of the population by age group in Scotland compared to the National Park in 2021 (National Records Scotland, 2023).

In 2021 the National Park had a working population of 11,307 people accounting for 60% of the total population, with 5,693 males and 5,614 females. Those of pensionable age (65 years+) numbered 4,810 people accounting for 27% of the population. Broken down by 5-year age cohorts shows the dominance of older age groups within the population (Figure 2).

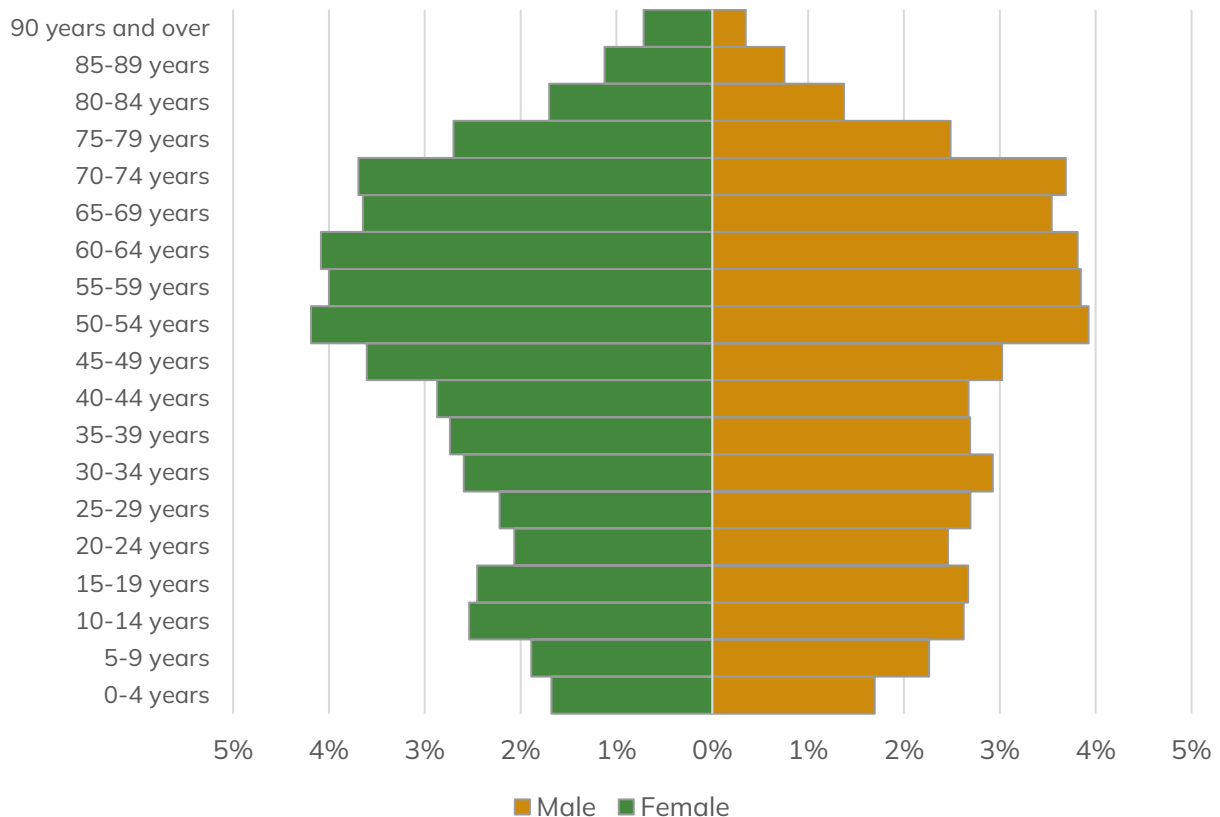


Figure 2 Estimated population profile by age and sex in the Cairngorms National Park in 2021 (National Records Scotland 2023).

The population of the National Park is also projected to age over the next 20 years. According to the principal migration scenario from the latest available population projections (2018-based), the number of children aged under 16 years is projected to decrease by 20% over the projection period from around 2,800 in 2018 to around 2,300 in 2043. The number of people of working age is projected to decrease from around 11,600 in 2018 to around 10,900 in 2043, representing a 6% reduction. The population of pensionable age is projected to rise by 46% from around 4,600 in 2018 to 6,800 in 2043. However, the number of people aged 80 and over is projected to increase from around 1,100 in 2028 to around 2,400 in 2043, an increase of 123%.

An analysis of information gathered from the consultation on the National Park Partnership Plan shows that young people are challenging to engage with (Figure 3). During that consultation only 13% of responses came from people under 25 years of age, while they represent approximately 22% of the population (Figure 2). It is recognised that a significant proportion of those under 16 years old are too young to respond to formal consultations and that this is not the best metric for measuring



their input. However, this highlights the importance of directly targeting this group for tailored engagement.

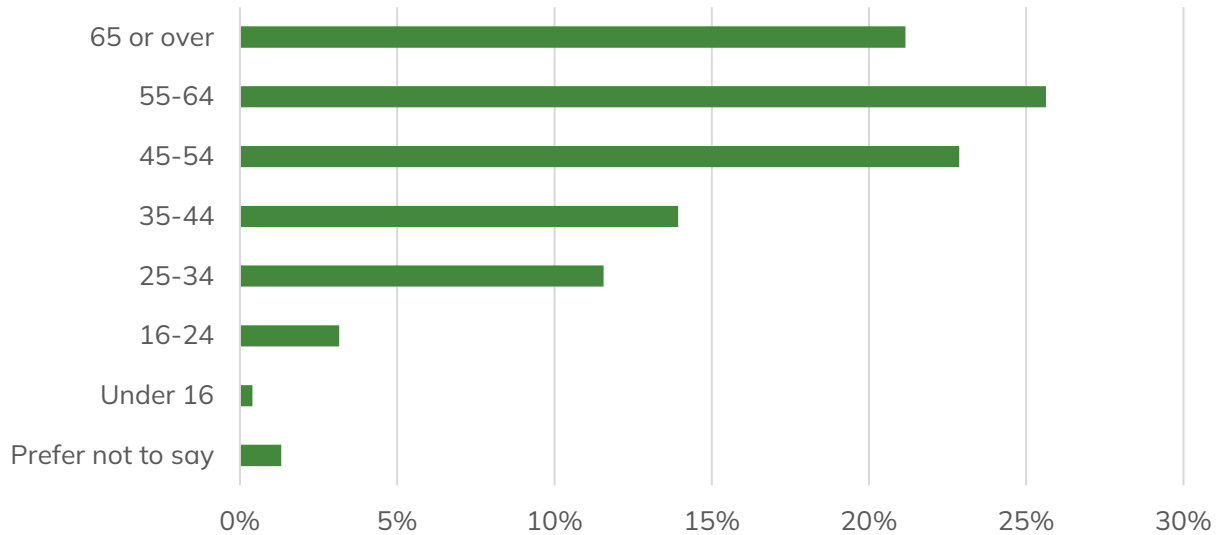


Figure 3 Breakdown of people who responded to the consultation on National Park Partnership Plan 2022 by age.

**Sources:**

- <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2021>
- <https://statistics.gov.scot/resource?uri=http%3A%2F%2Fstatistics.gov.scot%2Fdata%2Fpopulation-estimates-detailed-current-geographic-boundaries>
- <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-projections/sub-national-population-projections/2018-based>



## Disability

The 2011 Census contains data relating to people with long-term health problems or disabilities that limits their day-to-day activities and has lasted, or is expected to last, at least 12 months. This includes problems that are related to old age. People were asked to assess whether their daily activities were limited a lot or a little by such a health problem, or whether their daily activities were not limited at all. The number of people in a household with a long-term health problem or disability in the National Park was 22.7% of the Park's population (4,327 people). 27.6% of households (1,815) had one person with a long-term health problem or disability and 6.7% of households (442) had two or more people in the household with a long-term health problem or disability.

Disability will affect different people differently depending on the severity of the disability and individual circumstances of their day-to-day activities (Figure 4).

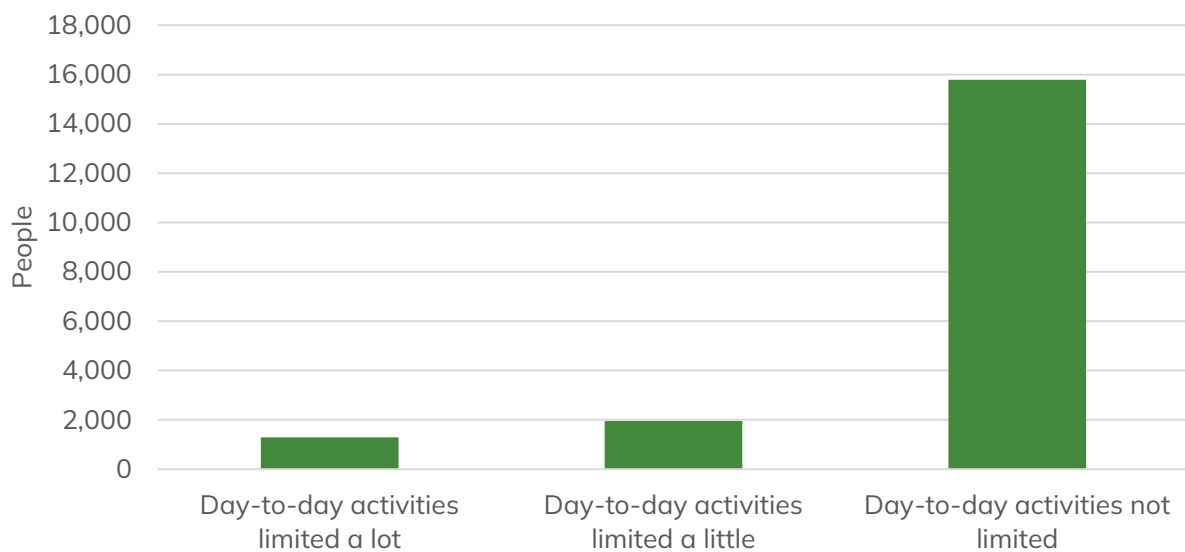


Figure 4 People with long term health problems or disabilities that limit day-to-day activities and have lasted, or are expected to last, at least 12 months In the Cairngorms National Park (Census, 2011: KS301SCb).

Another Census 2011 metric for assessing people's health in the National Park is data on general health, which is a self-assessment of a person's general state of health. Figure 5 shows 55.6% (10,590) of people reported they were in very good health, 30.7% (5,845) in good health, 10.3% (1,952) have fair health, 2.7% (518) were in bad health and 0.7% (129) reported being in very bad health.

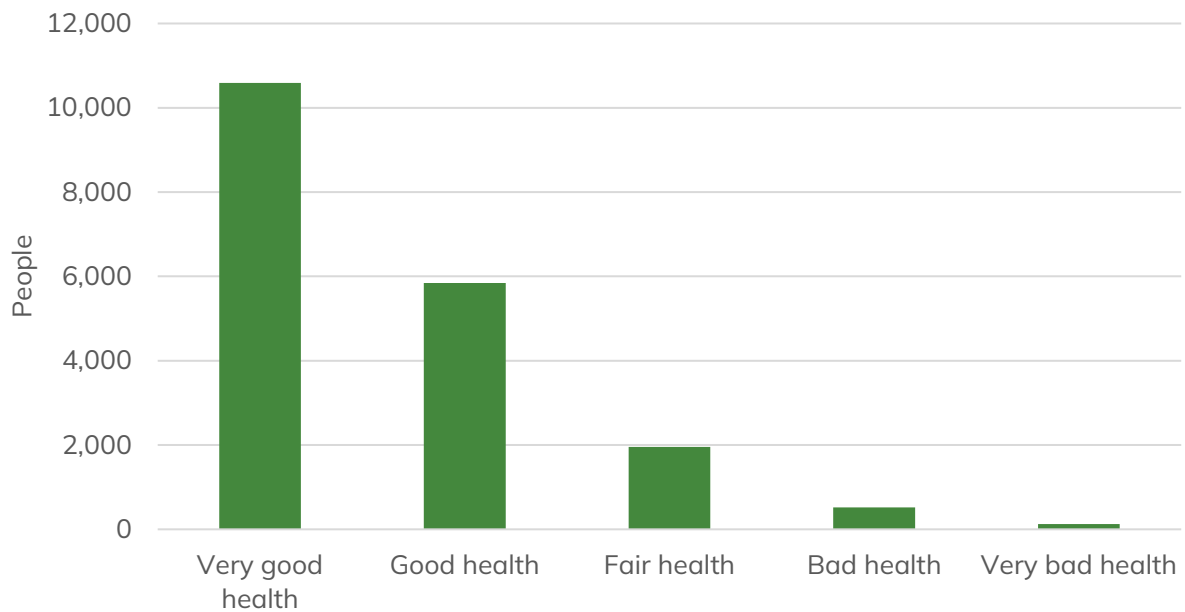


Figure 5 General health of people in the National Park (Census, 2011: QS302SC)

The provision of unpaid care is another measure of the support needed in the National Park, Figure 6 shows that 8.9% of people in the National Park receive some care ranging from 1 – 50+ hours per week.

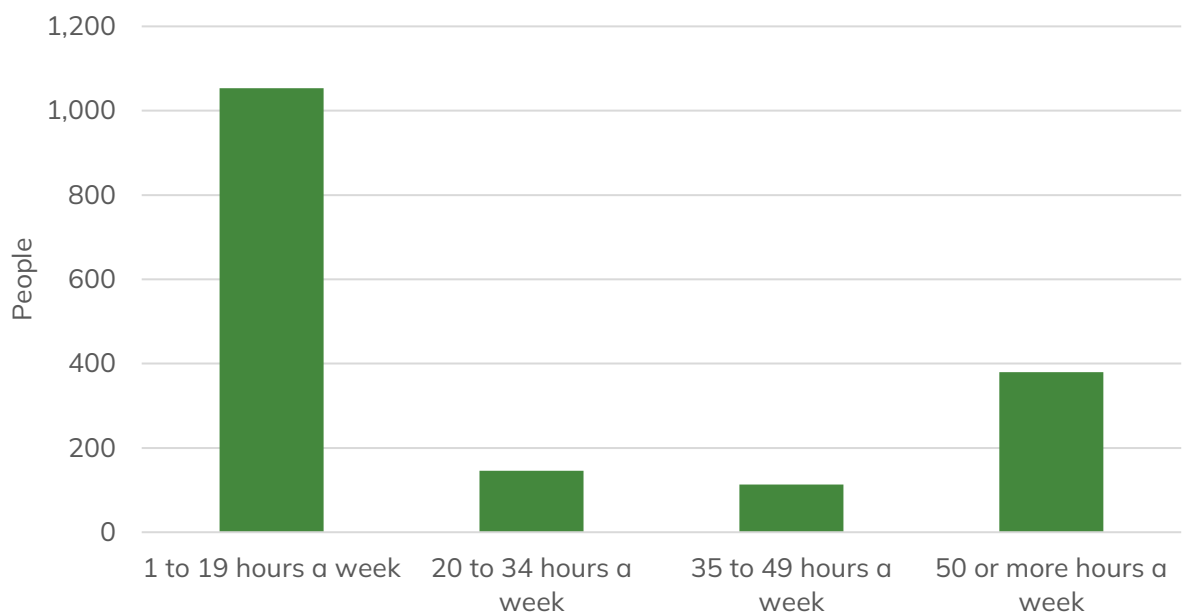


Figure 6 Number of people receiving unpaid care in the Cairngorms National Park by hours (Census, 2011: KS301SCb)

While data does not exist at a National Park level, The Office of National Statistics' Opinions and Lifestyle Survey provides information on disabled people's current perceptions of safety and their experiences of harassment across the UK.





This shows that disabled adults experience more harassment than non-disabled adults in public spaces, with 17% experiencing being insulted or shouted at by a stranger and 9% experiencing physical threats by strangers, compared to 10% and 4% respectively for non-disabled adults (Figure 7).

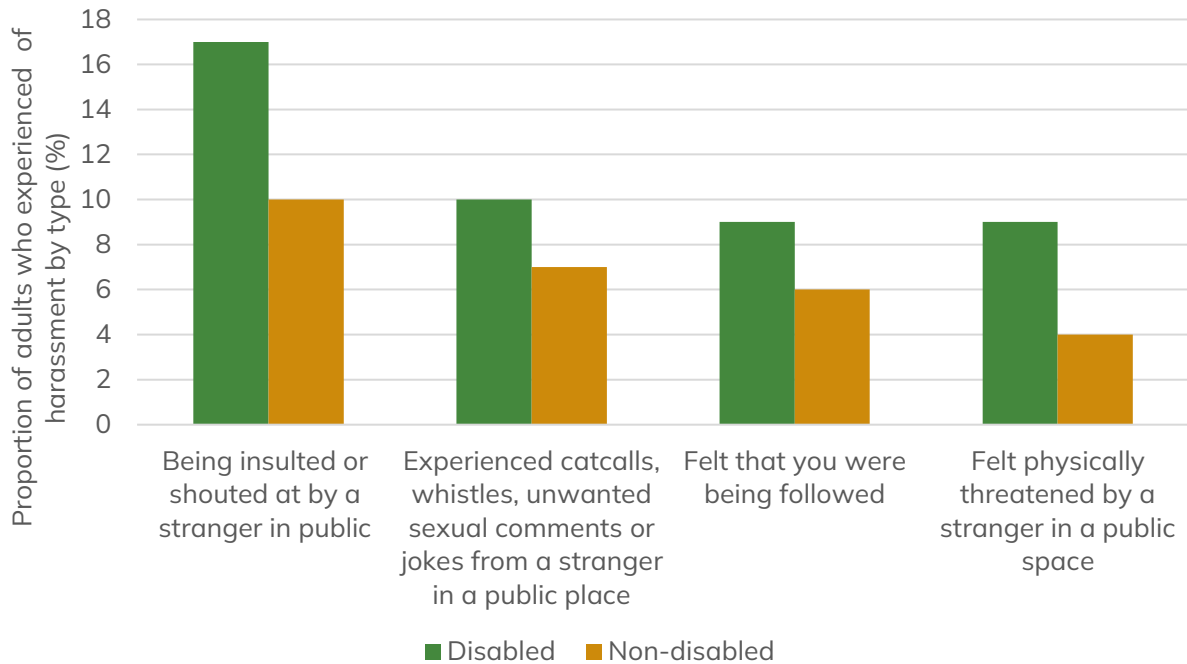


Figure 7 Proportion of adults who experienced types of harassment, by disability, Great Britain, 16 February to 13 March 2022 (Office of National Statistics, 2022).

The survey also shows that disabled adults feel less safe than non-disabled adults in all public settings. This ranges from around 12% of disabled adults feeling very / fairly unsafe in a quiet street close to home during the daytime to 70% feeling very / fairly unsafe after dark in a park or other open space (Figure 8).

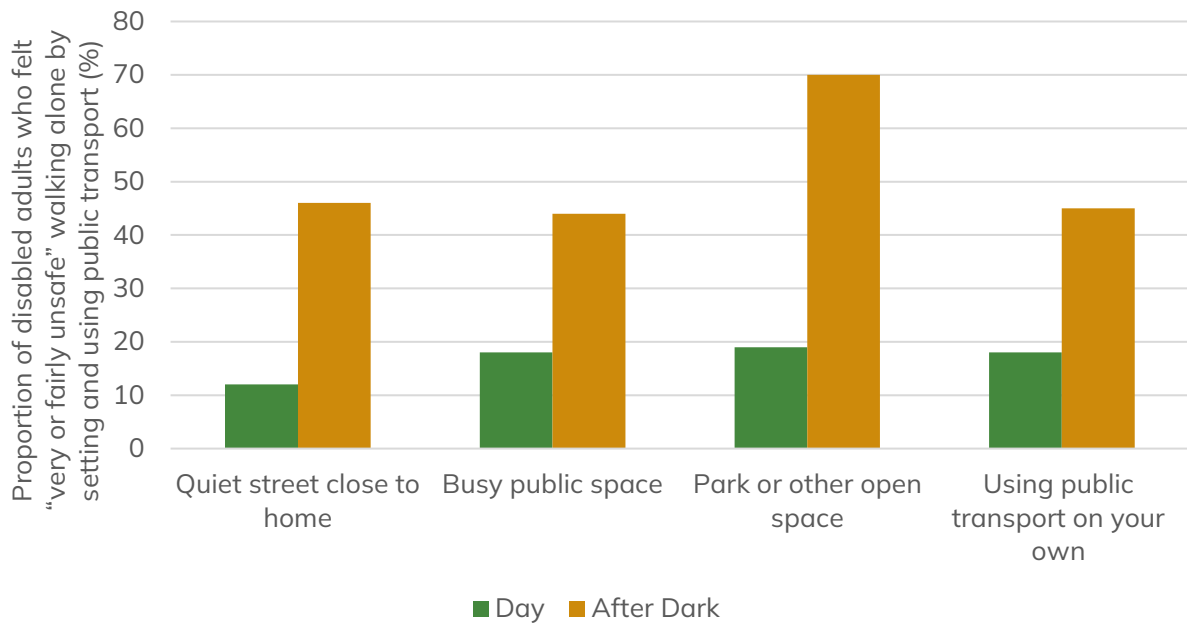


Figure 8 Proportion of disabled adults who felt “very or fairly unsafe” walking alone by setting and using public transport, by disability status, Great Britain, 16 February to 13 March 2022 (Office of National Statistics, 2022)

**Sources:**

- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)
- <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/perceptionsofpersonalsafetyandexperiencesofharassmentgreatbritain/16februaryto13march2022>



## Race

In 2011 98.9% (18,816) of all people in the National Park (19,034) self-identified as White (this includes White Scottish, British, Irish White Other). Of the minority ethnic groups (1.1%) present; 109 people identified as Asian (including Asian Scottish and British), 45 people as mixed or multiple ethnic groups, 23 people as African, 17 people as Caribbean or Black and 24 people from other ethnic groups.

According to the 2011 Census there were 113 Gypsy / Travellers living in the Cairngorms National Park. Of these just over 75% were in Badenoch and Strathspey. While the Census is the most comprehensive source of demographic information on Gypsy / Travellers, there are certain caveats that need to be underlined when using it to estimate the Gypsy / Traveller population. For example, the transient roadside population is unlikely to be picked up while those who are resident on a full-time basis in the National Park may be reluctant to self-identify as Gypsy / Travellers due to fears around issues of discrimination and harassment. Furthermore, the historical twice-yearly count of Gypsy / Travellers indicates that the population on Council run sites and encampments has typically been 30-40% lower in the winter; the Census was carried out on the 27 of March, which is before the travelling season begins in April. The Census is therefore likely to be an underestimate of the population present within the National Park, particularly during the summer months.

Table 1 Language proficiency of people living in the Cairngorms National Park (Census 2011, KS206SC).

	Speaks English very well	Speaks English well	Does not speak English well	Does not speak English at all	Total
All people aged 3 and over	16,680	1,608	185	26	18,499
3 to 15	2,117	467	43	8	2,635
16 to 24	1,486	151	28	4	1,669
25 to 49	5,388	395	69	8	5,860
50 to 64	4,120	231	23	3	4,377
65 and over	3,569	364	22	3	3,958

Language, as well as playing an important role in the creation and maintenance of cultural and ethnic identities, may also present issues relating to accessibility where



individuals lack skills in the dominant code. In the Cairngorms National Park there were a total of 211 individuals who do not speak English well or at all (Table 1).

Spoken language is one aspect of language ability. In 2011 there were a total of 264 people in the National Park who did not speak, read or write or English while 510 could speak English but could not read or write English (Figure 9).

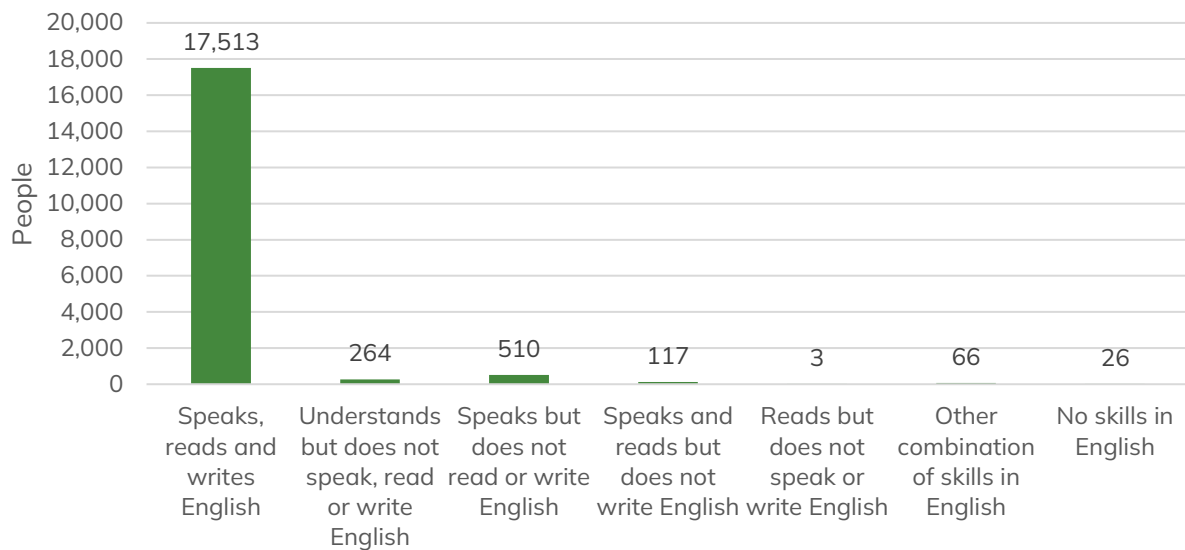


Figure 9 English Language skills of people living in the Cairngorms National Park (Census 2011, QS213SC).

While data does not exist at a National Park level, The Office of National Statistics' Opinions and Lifestyle Survey provides information on people's current perceptions of safety and their experiences of harassment across the UK. This data indicates that adults from ethnic minority communities are likely to experience greater levels of harassment and feel less safe in public spaces than white adults. It should however be noted that data in this part of the survey relies on a low sample size, therefore statistics are not fully reported on quality grounds and to avoid disclosure issues.

#### Sources:

- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)
- <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/perceptionsofpersonalsafetyandexperiencesofharassmentgreatbritain/16februaryto13march2022>



## Sex

In 2021 the estimated population of the National Park was 18,711 (Scottish Government, 2023). This was comprised of 50.5% female (9,452) and 49.5% male (9,259), a more balanced distribution when compared to national figures for Scotland of 51.2% female and 48.8% male.

Differences in social grade between men and woman is useful in assessing potential inequalities between men and woman in the National Park. According to the Census data (2011) more woman (5,773) are employed in the National Park than men (5,628). Table 2 shows that more women occupy both higher and intermediate managerial / administrative / professional positions and Supervisory, clerical, junior managerial / administrative / professional positions. There are a higher number of men in skilled manual worker positions, but far lower in the lowest pay grade / or unemployed positions.

Table 2 Gender based Social Grade Employment in the Cairngorms National Park (Census 2011 LC6124SC).

	Higher and intermediate managerial / administrative / and professional	Supervisory, clerical, junior managerial / administrative / professional	Skilled manual workers	Semi-skilled and unskilled manual workers; on state benefit, unemployed, lowest grade workers	Total
Male	1,057	1,437	1,977	1,157	5,628
Female	1,082	1,663	1,722	1,306	5,773

Information on the gender pay gap is available by a Travel to Work Area, however only one of these, Aviemore and Grantown-on-Spey, is more or less contiguous with the National Park boundary and is of a scale useful for the purposes of measuring inequality within the National Park. According to the Office of National Statistics the median gender pay gap for this area in 2022 was 7.6. The statistical robustness of this estimate is considered "acceptable" and is higher than the gap for Scotland as a whole, which is 3.7.

While no data on harassment, discrimination or abuse against women exist for the National Park geography, UK wide data and survey results show the extent to which harassment, discrimination and abuse occurs. A 2016 survey by Trades Union



Congress found that more than half of women consulted had experienced sexual harassment at work. Almost a quarter of women had experienced unwanted touching, over 10% of which was unwanted sexual touching or attempted kissing, and 32% of women have been subject to unwelcome jokes of a sexual nature. Women continued to be subjected to systemic sexual harassment and sexist behaviours following the move to online working at the onset of the Covid pandemic. Research by the employment law firm Slater Gordon found that over 35% of women had experienced at least one sexist workplace demand during the first lockdown in 2020.

Data on the experience of women in public spaces is available from Office of National Statistics' Opinions and Lifestyle Survey. In February / March 2022, the survey showed that 27% of women in the UK had experienced at least one form of harassment (e.g. catcalls, unwanted sexual comments, and whistles) in the previous 12 months (Figure 10). Of adults aged 16 to 34 years, 50% of women had experienced harassment. Adults who experienced harassment in the previous 12 months were more likely to report feeling very or fairly unsafe in all settings compared with adults who had not.

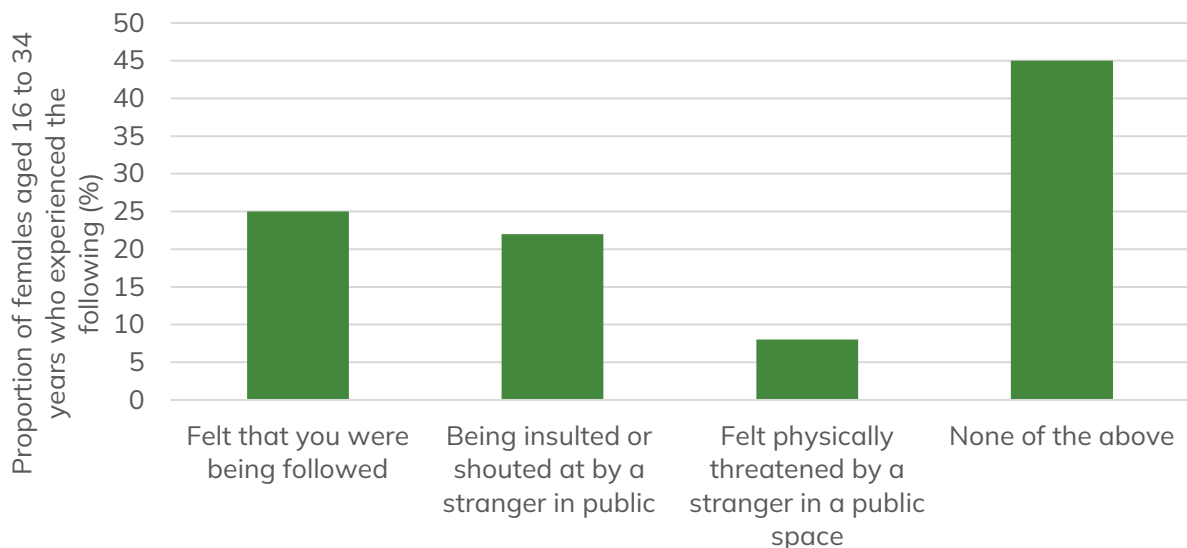


Figure 10 Proportion of females aged 16 to 34 years who experienced types of harassment, Great Britain, 16 February to 13 March 2022 (Office of National Statistics, 2022).

Adults who experienced harassment in the previous 12 months were more likely to report feeling very or fairly unsafe in all settings compared with adults who had not (Figure 11). The survey showed that 37% of women who said they felt very or fairly unsafe in any setting had stopped walking in quiet places, such as parks or open spaces, after dark in the last month.

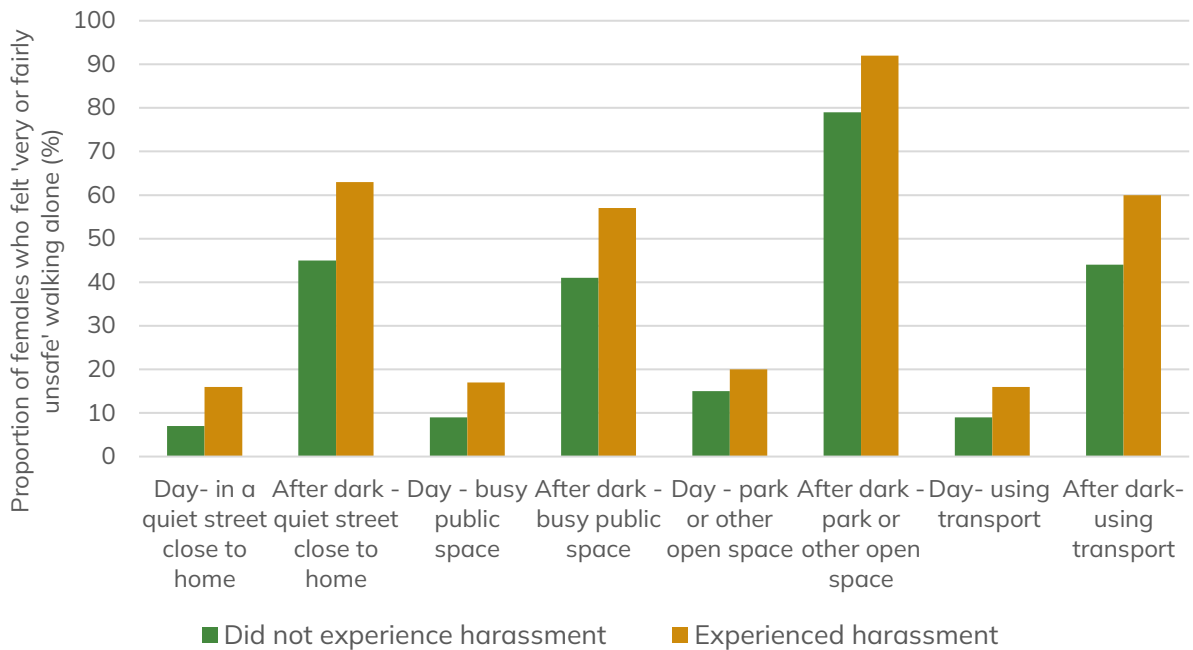


Figure 11 Proportion of females who felt “very or fairly unsafe” walking alone, by setting and harassment, Great Britain, 2 to 27 June 2021 (Office of National Statistics, 2021).

**Sources:**

- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)
- <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2021>
- <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>
- <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/perceptionsofpersonalsafetyandexperiencesofharassmentgreatbritain/16februaryto13march2022>
- <https://www.tuc.org.uk/sites/default/files/SexualHarassmentreport2016.pdf>
- <https://www.engender.org.uk/content/publications/Enough-is-Enough---tackling-workplace-sexual-harassment-policy-in-Scotland.pdf>
- <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/perceptionsofpersonalsafetyandexperiencesofharassmentgreatbritain/16februaryto13march2022>



## Sexual orientation and gender reassignment

No data on sexual orientation is currently available for the geographical area of the National Park. This section will be updated once the data from the 2022 Scotland Census is released. There is no quantitative data relating to gender reassignment, but it is recognised that transgender people live in, work in and visit the National Park and therefore need to be represented in the assessment.

At a Scotland level the Life in Scotland Report 2022 provides information on what life is like for lesbian, gay, bisexual, transgender and intersex (LGBTI) young people in Scotland. A key finding of the report is that there has been a reduction overall in the percentage of participants rating Scotland a good place to be LGBTI over the last five years, from 81% in 2017 to 65% in 2022. This proportion was lower for those living in rural areas, with only 28% of respondents believing that rural areas were a good place for LGBTI young people to live (Figure 12).

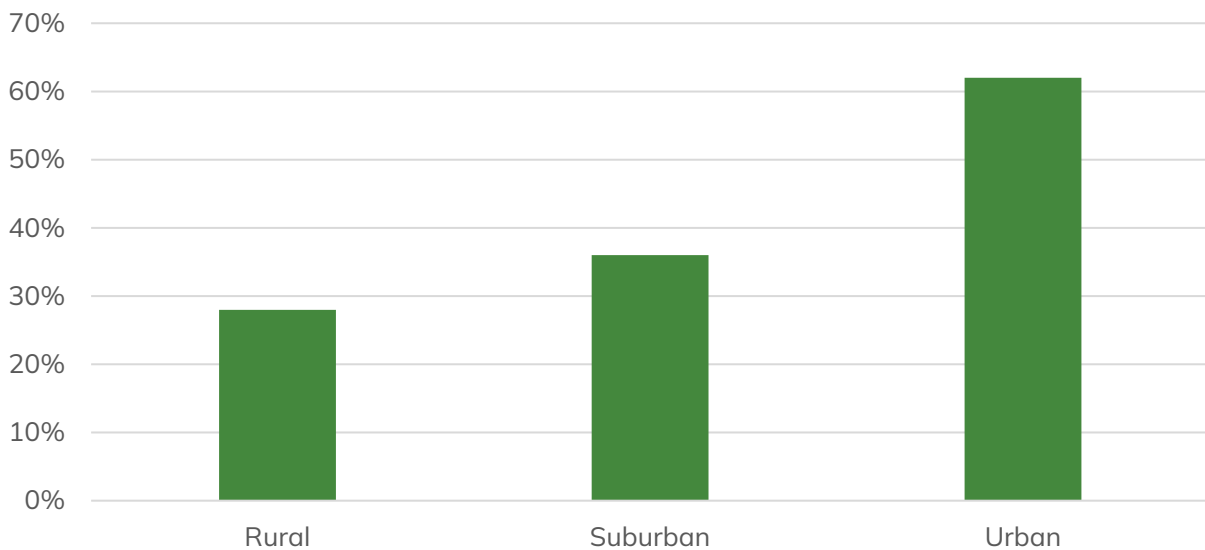


Figure 12 Proportion of participants in LGBT Youth Scotland survey who think their local area is a good place for LGBTI young people to live (LGBT Youth Scotland, 2022).

Just 38% of the participants felt that there are enough places where they can safely socialise and be open about their sexual orientation or gender identity. This is slightly lower than that found in 2017 when 43% of the participants felt there were enough places to safely socialise for them. The figure was lower for those living in rural areas, with 33% of respondents feeling that there were enough places to safely socialise for them (Figure 13). 72% of respondents felt that visible displays of allyship (flags / certificates of training / inclusivity statements) in public spaces made them feel safe and / or included.



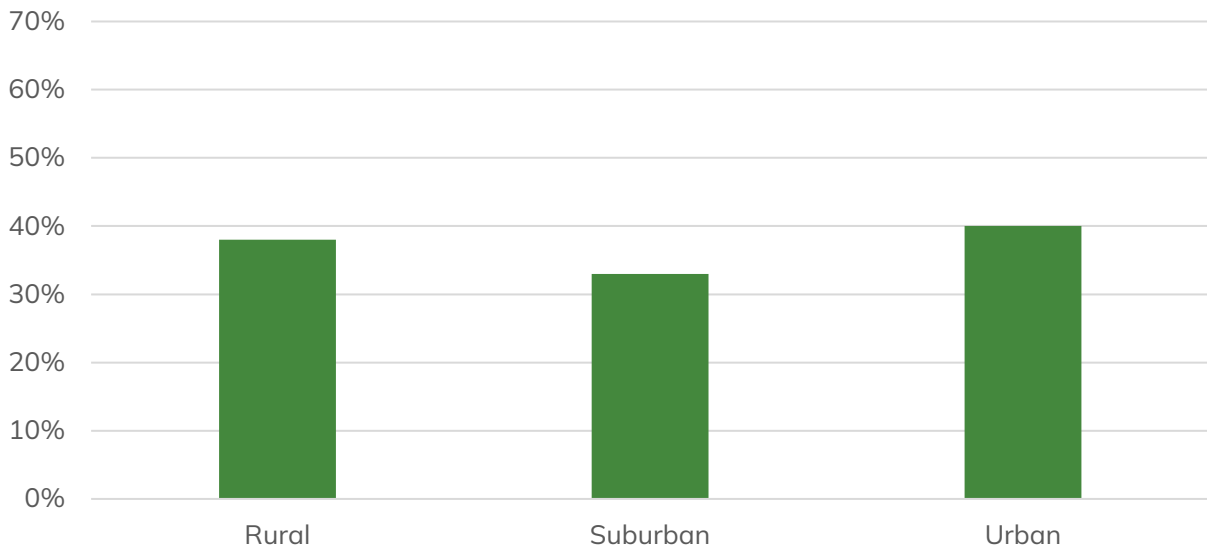


Figure 13 Proportion of participants in LGBT Youth Scotland survey who feel there are enough places to safely socialise and be open about their sexual orientation / gender identity in their local area (LGBT Youth Scotland, 2022).

The vast majority of participants believe that homophobia, biphobia and transphobia are a problem, both across Scotland as a whole (88% believing it to be a big or a bit of a problem), and in their local area (80% believing it to be a big or a bit of a problem). Those living in rural areas were twice as likely to identify homophobia as a big problem where they live compared to urban-based participants - 27% and 13% respectively (Figure 14).

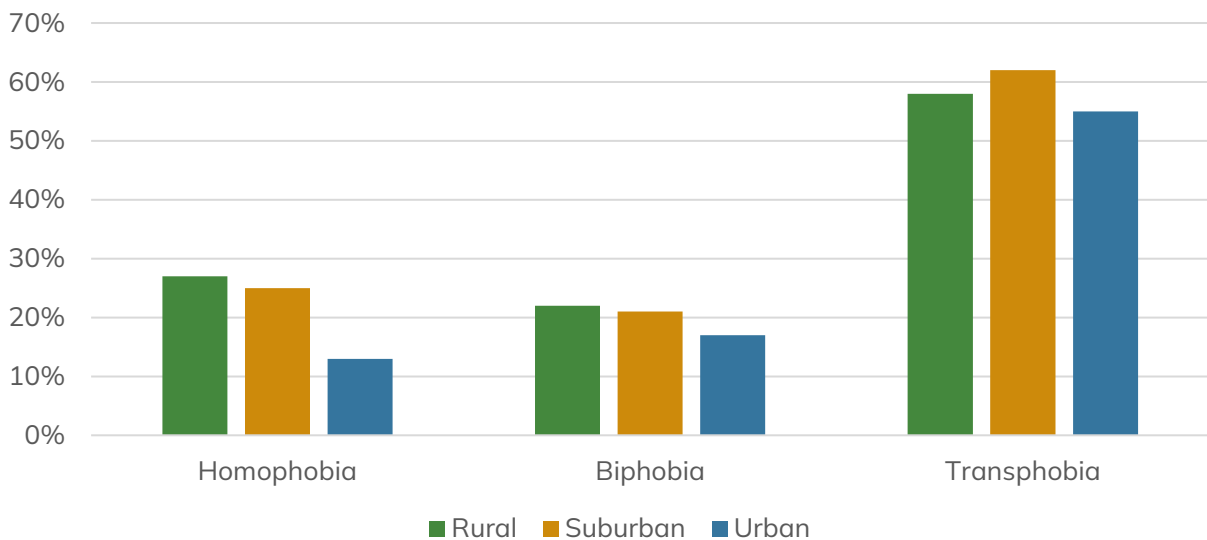


Figure 14 proportion of rural / suburban / urban participants in LGBT Youth Scotland survey who think homophobia / biphobia / transphobia is a big problem in their local area (LGBT Youth Scotland, 2022).



A key message is that 69% of participants believe that transphobia is a big problem in Scotland, up from 49% in 2017. This was lower at a local level and while transphobia was considered a big problem by most of those living in rural areas (58%), it was not significantly different to those in suburban (62%) or urban (55%) areas.

38% of the participants reported having experienced a hate crime or hate incident in the past year. This is similar to 2017 when it was 35%. There was, however, a stark difference between the experience of transgender and cisgender participants, with 49% of transgender participants experiencing a hate crime / incident, as compared to 26% of cisgender participants.

The experience of LGBTI people at a National Park level is harder to measure, however qualitative data from a few limited sources can offer some insight.

In February 2023 the Park Authority carried out a public campaign to celebrate LGBT+ History Month which featured LGBTI voices and experiences from across the National Park. Three blogs were posted on the Park Authority website containing interviews with a number of LGBTI people who live, work or visit the National Park. These covered a range of themes and while generally positive, highlighted feelings of isolation and otherness and concerns about safety and inclusion. The following quotes have been extracted to illustrate this:

"When Jen and I moved here in 2018 it felt like we've moved away from every other queer person in Scotland. We found ourselves being gawked at when we held hands, being referred to as "friends" and being the only queer people in any social gathering we found ourselves attending."

"Having clubs and social gatherings that are LGBT friendly is good, but we felt that, especially in rural locations, that an LGBT community-specific offering was really needed – a place for people to feel safe, welcome and be themselves."

The public response to the campaign was overwhelmingly positive.

Another source is Queering the Map, a digital storymapping platform where users anonymously pin their experiences, memories and histories to an online global map, and each pin contains a unique micro-story of 'queerness'. These are stories of the meaningful and mundane experiences of LGBTI life, which as well as highlighting



spaces where people have experienced trauma and discrimination, also reveal times of joy, discovery, love, friendship and community.

Figure 15 displays the pins added to Queering the Map in the Cairngorms National Park as of 1 June 2023. Pins added within 5km of the boundary have also been included as it is recognised that the boundary is not necessarily a strong determining factor in people's perception of place at a local level. Relative to more populous areas of the UK, the density of pins is low and therefore the data offers only a limited insight into the breadth of experiences of those living in or visiting the area. However, further pins may be added in the future and taken together with other sources it helps build a picture that over time should become increasingly representative.

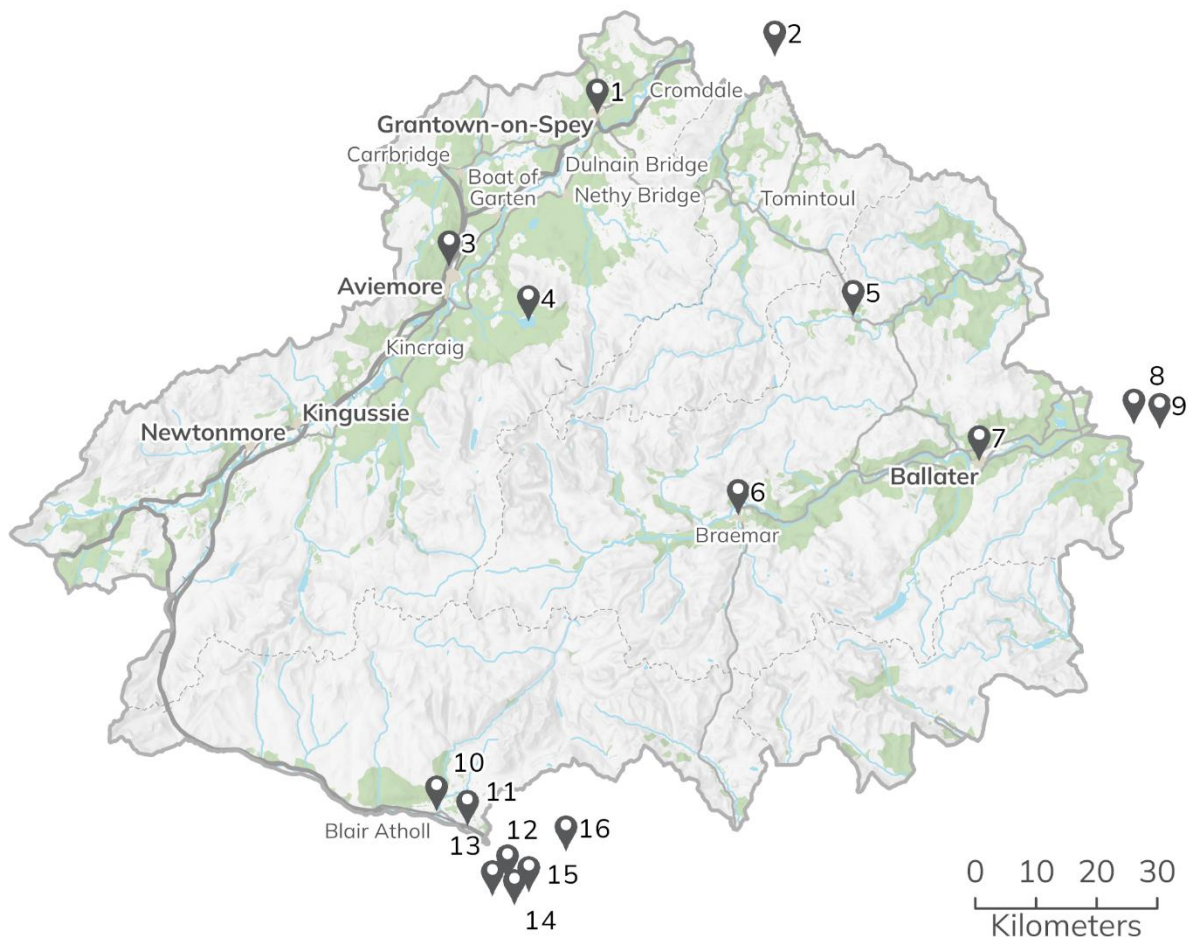


Figure 15 Pins added to Queering the Map in and withing 5km of the Cairngorms National Park as of 1 June 2023 ([www.queeringthemap.com](http://www.queeringthemap.com)). Contains OS data © Crown copyright and database right 2023.



The numbered text below corresponds with the pins labelled on Figure 15. The text has not been edited in anyway and represents exactly what was added to Queering the Map.

1. The first partner who actually acknowledged that I was bi despite being in a hetero relationship lived here. It was so nice not to have my queer identity erased by being with someone of the opposite sex
2. people here are more accepting than you think
3. All four of us in a room playing spin the bottle. I kissed a girl I'd wanted to kiss for ages. She was so soft.
4. I've never felt so safe to be myself with a partner as I did here with you – you are so incredibly loveable and lovely.
5. drove over this bridge with my gf, wonderful experience
6. Met some cute boys in a bar here and was to scared to tell them about myself. But we had a lovely evening.
7. Here was where I heard "girls" by girl in red for the first time in August 2018. I've been a fan ever since.
8. I never 'came out' as such to my friends as bi, but i slowly brought it into conversation until those who mattered knew. Felt good to be myself around them
9. I came out as trans to my high school, and felt a sense of purpose for the first time. I was educating myself and everyone around me (students and teachers), and I felt myself growing into who I was meant to be.
10. Romantic walk with my fiance to Witch's rock
11. I came out to my Dad in my Grandpa's kitchen- it could have gone worse, it could have gone better.
12. I was 14 when I realised I was bi on my guide camp here and it kept me up all night with this new euphoria
13. Where we first met- we were introduced to each other by my sister.
14. We fell in love and then she left.
15. i was paddling in the burn here at guide camp when i realised i was well and truly bi, and i was lying awake all night in my sleeping bag in the scout hall
16. I fell in love with a girl made from sunshine.

**Sources:**

- <https://www.nrscotland.gov.uk/registration/gender-recognition>
- <https://www.lgbtyouth.org.uk/national-programmes/life-in-scotland/>
- <https://cairngorms.co.uk/voices/lgbt-history-month-finding-belonging-in-the-national-park/>



- <https://cairngorms.co.uk/voices/lgbt-history-month-somewhere-for-us/>
- <https://cairngorms.co.uk/voices/lgbt-history-month-paddling-with-pride/>
- <https://www.queeringthemap.com/>

## Religion and belief

In the National Park 37.4% (7,126) of people consider themselves as belonging to the Church of Scotland, 7.7% (1,457) belonging to the Roman Catholic Church and 8.2% (1,562) identify as 'other' Christians. Of the minority religions present (0.9%), 40 people identified as Buddhists, 19 as Hindu, 9 as Jewish, 29 as Muslim, 5 as Sikh and 76 people as another religion (not listed). 7.5% (1,423) of people stated no religious position (neither with or without belief) and 38.3% (7,288) of people responded that they have no religion (Figure 16).

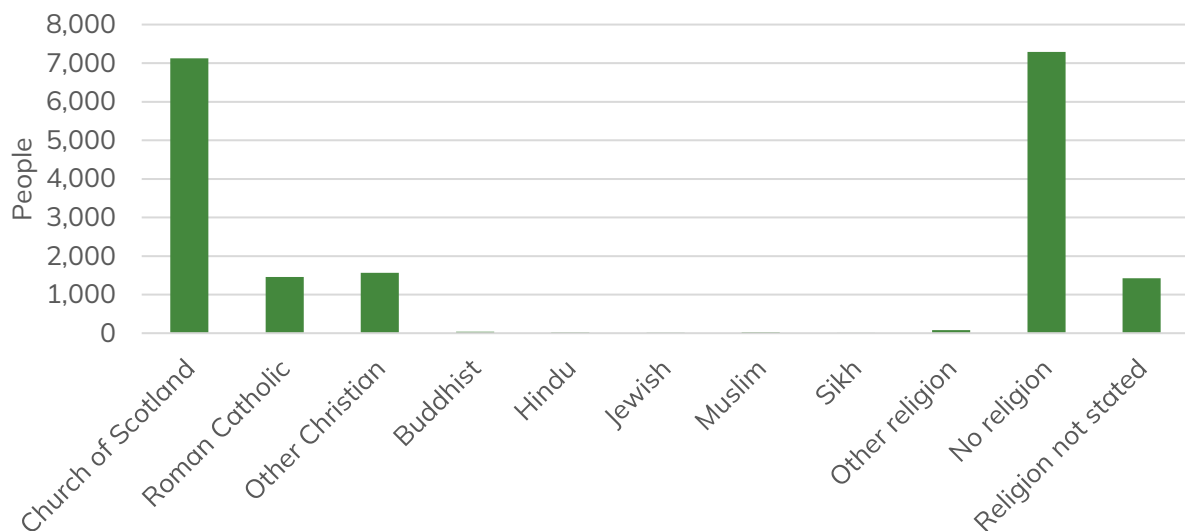


Figure 16 Religion of people living in the Cairngorms National Park (Census 2011, KS209SCb).

### Sources:

- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)



## Marriage and civil partnership

In the National Park of all the people 16 years and older (15,864 people), 51.3% (8,131 people) identified as married and 37 people (0.2%) reported being in a registered same-sex civil partnership<sup>8</sup>. In Scotland 45.2% of people aged 16 and over were married, and 7,000 (0.2% of adults were in a registered same-sex civil partnership).

### Sources:

- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)

## Pregnancy, maternity and paternity

The birth rate in the National Park is 6.7 births per 1,000 residents, compared to 9.1 births per 1000 people across Scotland. Since 2008 the number of births has followed a downward trend with 178 births in 2008 falling to 125 in 2019.

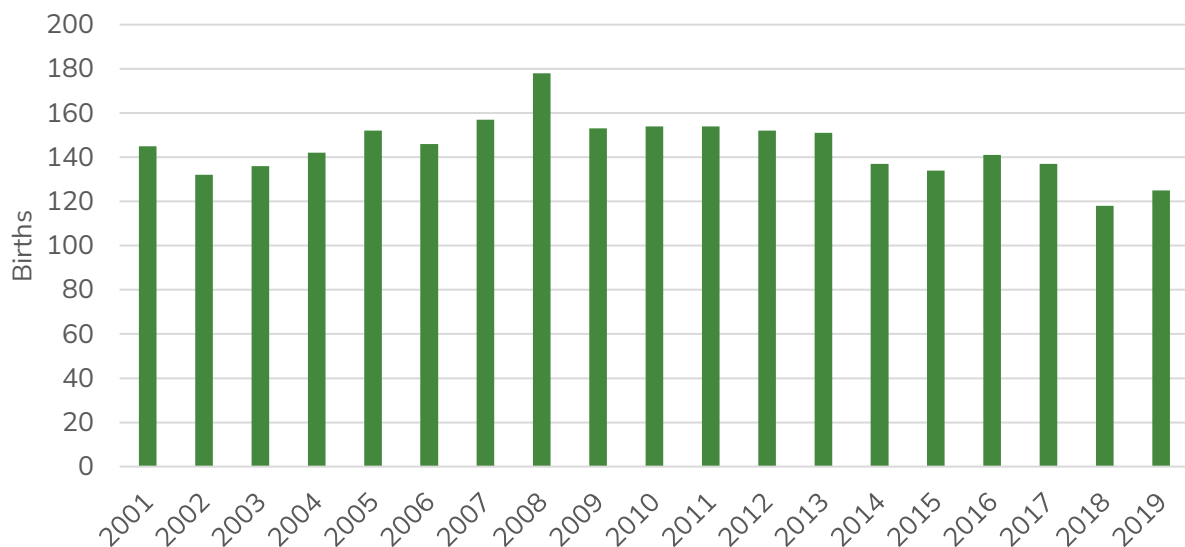


Figure 17 Births by calendar year in the Cairngorms National Park 2001- 2019 (National Records Scotland, 2021).

Over the last 20 years the number of first-time mothers has remained roughly the same, 172 in 1999 / 2000 - 2001 / 2002 and 169 in 2016 / 2017 - 2018 / 2019. However, there has been a significant change in proportion of first-time mothers

<sup>8</sup> Marital and civil partnership status classifies an individual according to their legal marital or registered same-sex civil partnership status as of 27<sup>th</sup> March 2011. This topic was included in the 2001 Census, but it has to be revised in order to take account of registered same-sex partnerships after the adoption of the Civil Partnership Act 2004. (Census, 2011).



aged 19 years and under, dropping from 10% to 3%, and the proportion of those aged 35 and over, rising from 12% to 20% (Figure 18).

In the period 2016 / 2017 - 2018 / 2019 the proportion first-time mothers aged 19 years and under was lower than the Scottish level of around 7% while the proportion of those aged 35 and over was higher than the Scottish level of 15%.

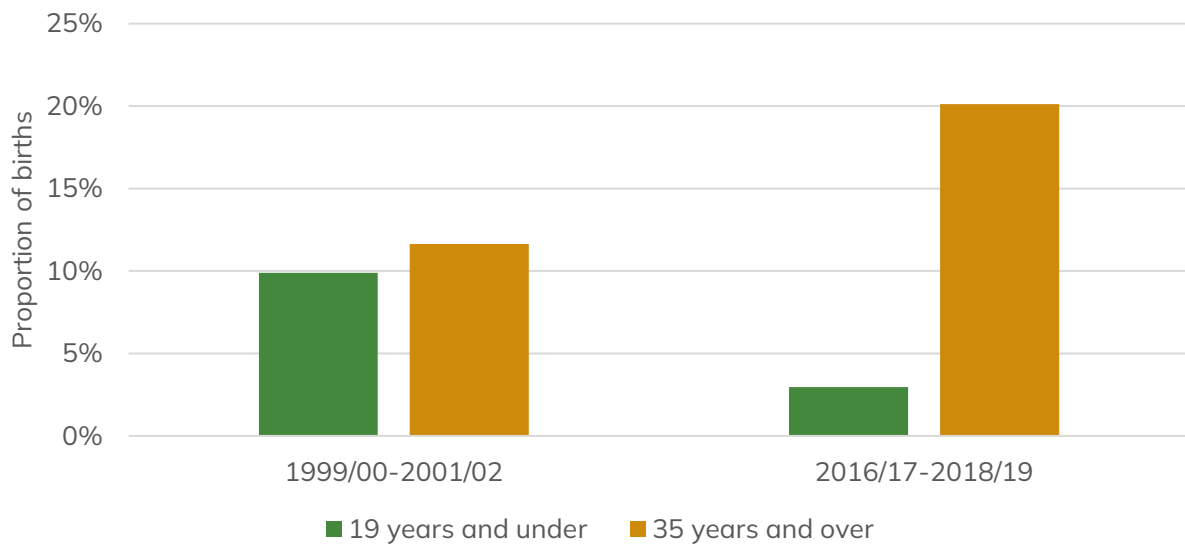


Figure 18 Age of first-time mothers in Cairngorms National Park 1999 / 2000 - 2001 / 2002 and 2016 / 2017 - 2018 / 2019 (Public Health Scotland, 2021).

Proportion of babies with low birth weights (less than 2,500g) born to mothers in the Cairngorms National Park is very low, never exceeding 8 within a two-year period, and therefore it is not possible to draw any conclusions on trends or causes. However, the level is consistently below that of Scotland as a whole (Figure 19).

Low birthweight is a major determinant of infant mortality and morbidity. A number of factors are associated with it. These include maternal smoking, maternal age (older and younger mothers are more likely to have a low birthweight baby), deprivation, previous obstetric history, low pre-pregnancy maternal weight, drug / alcohol use, hypertension and multiple births.

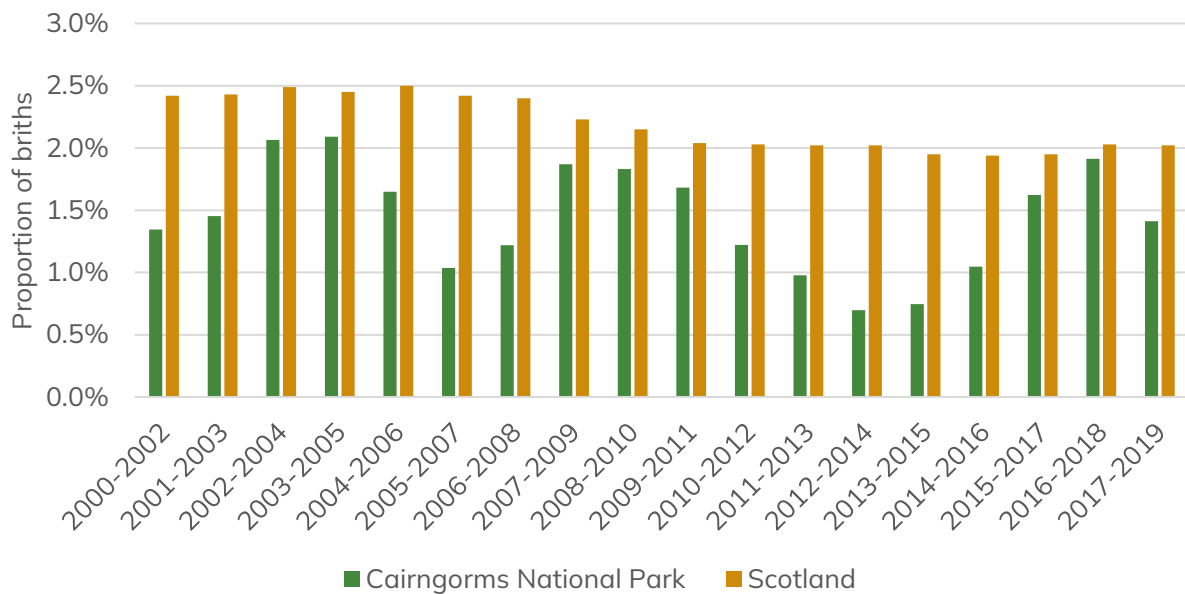


Figure 19 Proportion of babies with low birth weights born to mothers in the Cairngorms National Park (Public Health Scotland 2021).

No data is available at a National Park level surrounding maternity and paternity uptake in the workplace.

**Sources:**

- <https://statistics.gov.scot/home>
- <https://www.opendata.nhs.scot/dataset/births-in-scottish-hospitals/resource/d6968cfb-1bae-4b45-8a34-7f7b9f7cca81>





## Fairness

### Deprivation

In Scotland the standard approach to identifying areas of deprivation is the Scottish Index of Multiple Deprivation (SIMD), which is a relative measure of deprivation across 6,976 small areas, known as data zones<sup>9</sup>. The SIMD measures deprivation across a number of domains, which are also considered in aggregate to offer an overall rank.

Overall Rank (Decile)

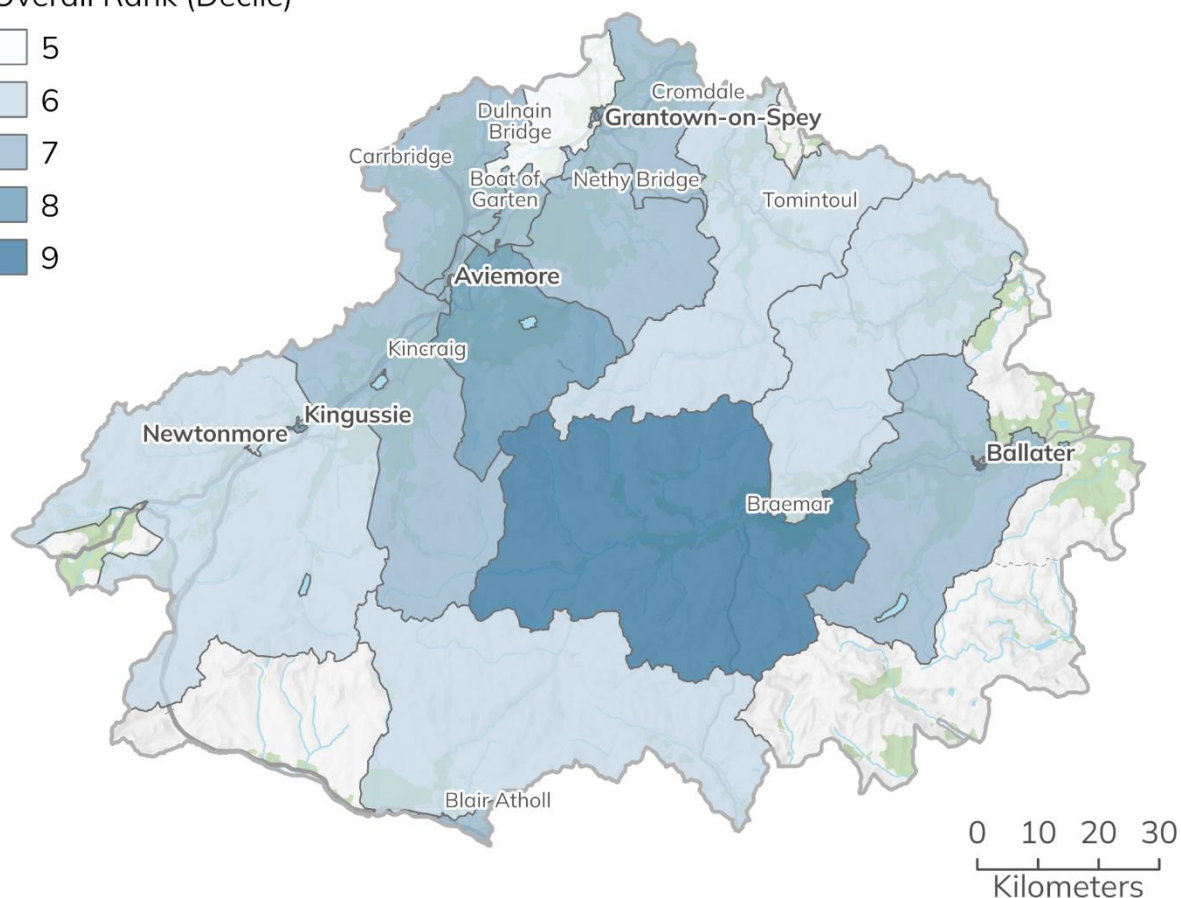
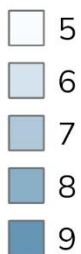


Figure 20 Overall SIMD 2020 Rank of data zones within Cairngorms National Park by decile<sup>10</sup> (higher the number/darker the colour the lower the relative deprivation). Contains OS data © Crown copyright and database right 2023.

<sup>9</sup> Data zones are the smallest geography at which this data is available. The selection of data zones used in this assessment are based on their population weighted centroid and contain around 98% of the National Park's population.

<sup>10</sup> Deciles split the data zones into 10 groups, each containing 10% of Scotland's data zones.



The majority of data zones within the Cairngorms National Park are middle-ranking or above (Figure 20) according to the overall measure of deprivation. The only domain in which data zones fall within the 'Most Deprived' category is for access to services (Figure 21). Deprivation within this domain is measured according to drive times and public transport times to key services and access to superfast broadband.

Access to services  
Rank (Decile)

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

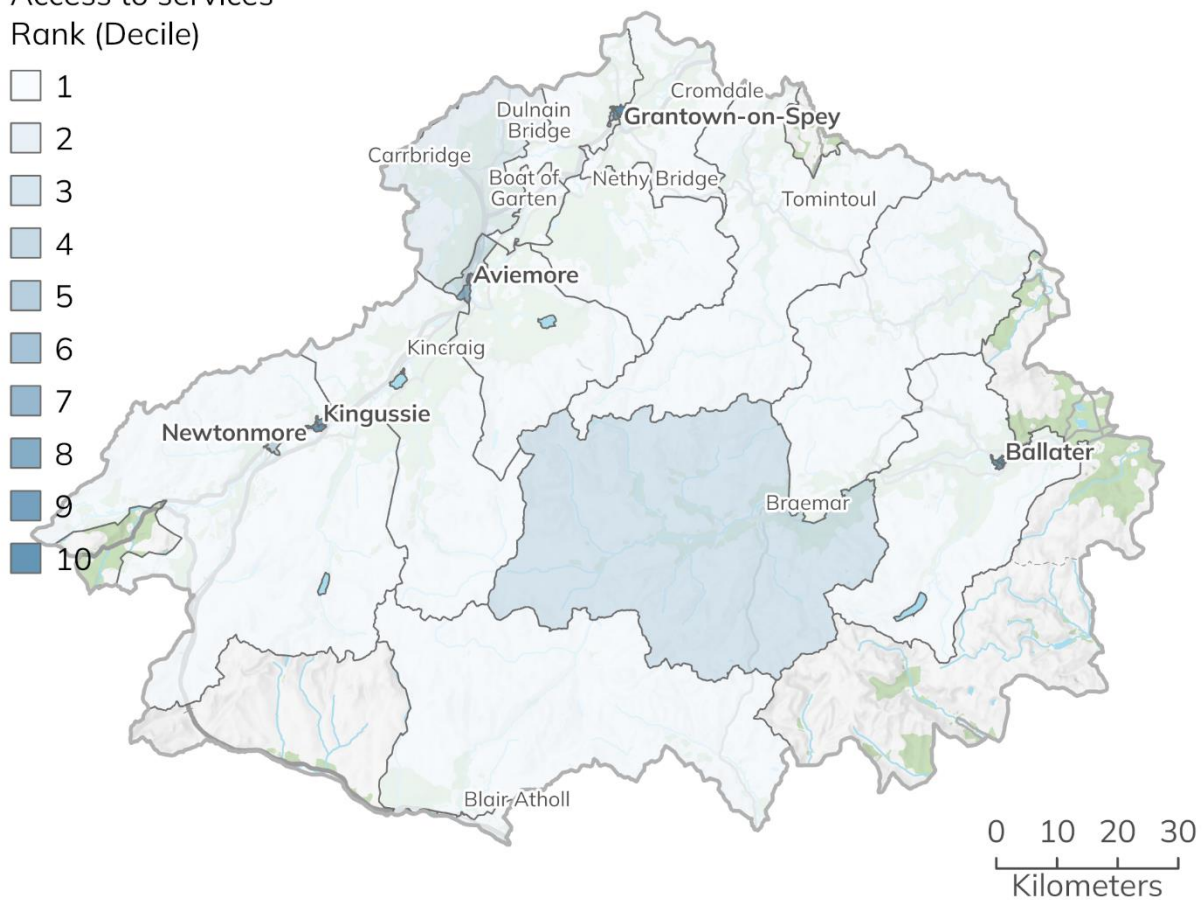


Figure 21 SIMD 2020 Rank by decile of data zones within Cairngorms National Park according to the Geographic access to services domain (higher the number / darker the colour the lower the relative deprivation). Contains OS data © Crown copyright and database right 2023.

As the scores are ranks, they do not indicate the degree of difference between data zones.

Average drive times to services are relatively long (Figure 22 - Figure 27), though it should be noted that such a situation is not unexpected for such a rural area.

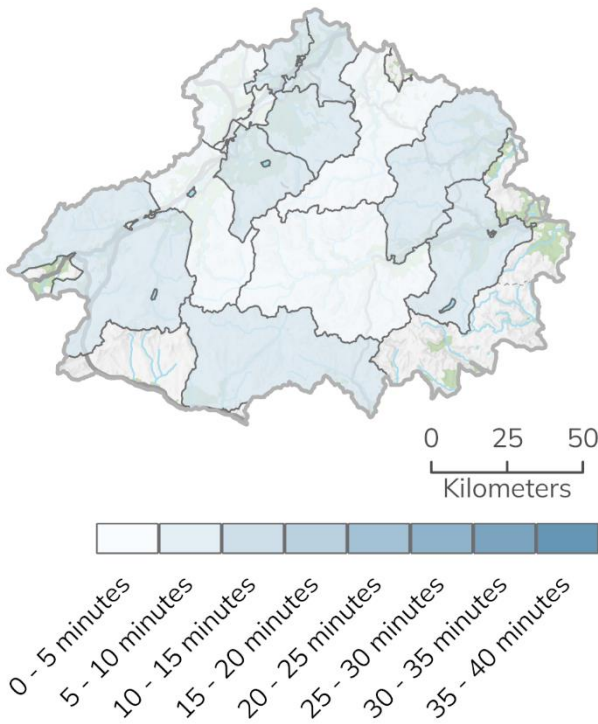


Figure 22 Average drive times to a primary school.

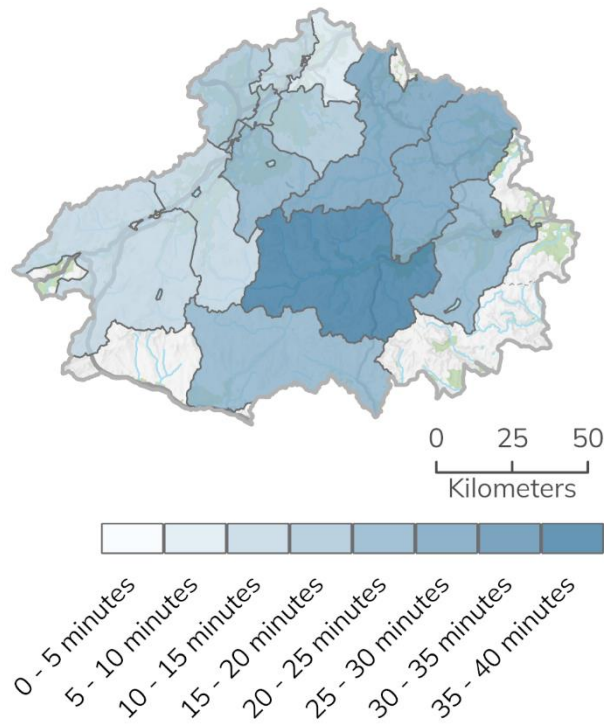


Figure 23 Average drive times to a secondary school.

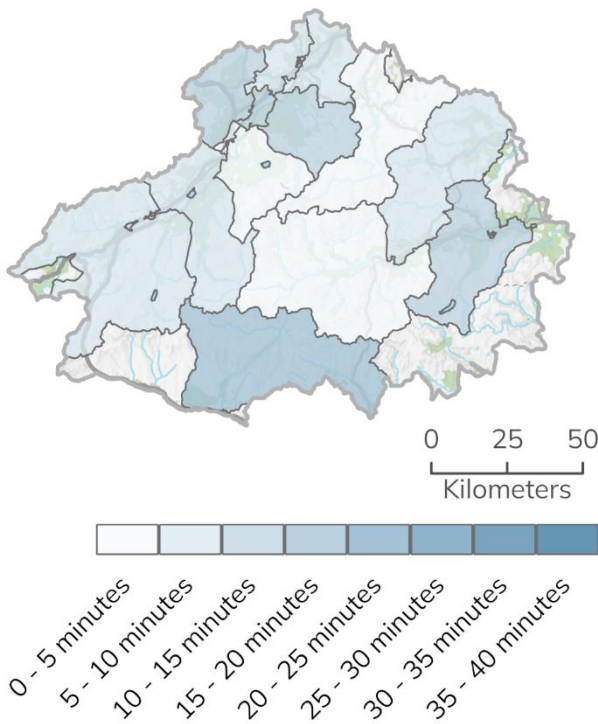


Figure 24 Average drive times to a general practitioner's surgery.

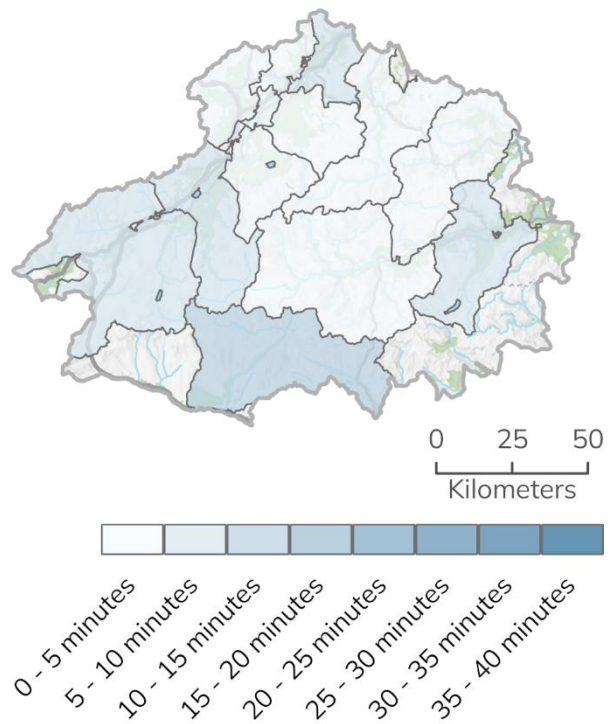


Figure 25 Average drive times to a post office.

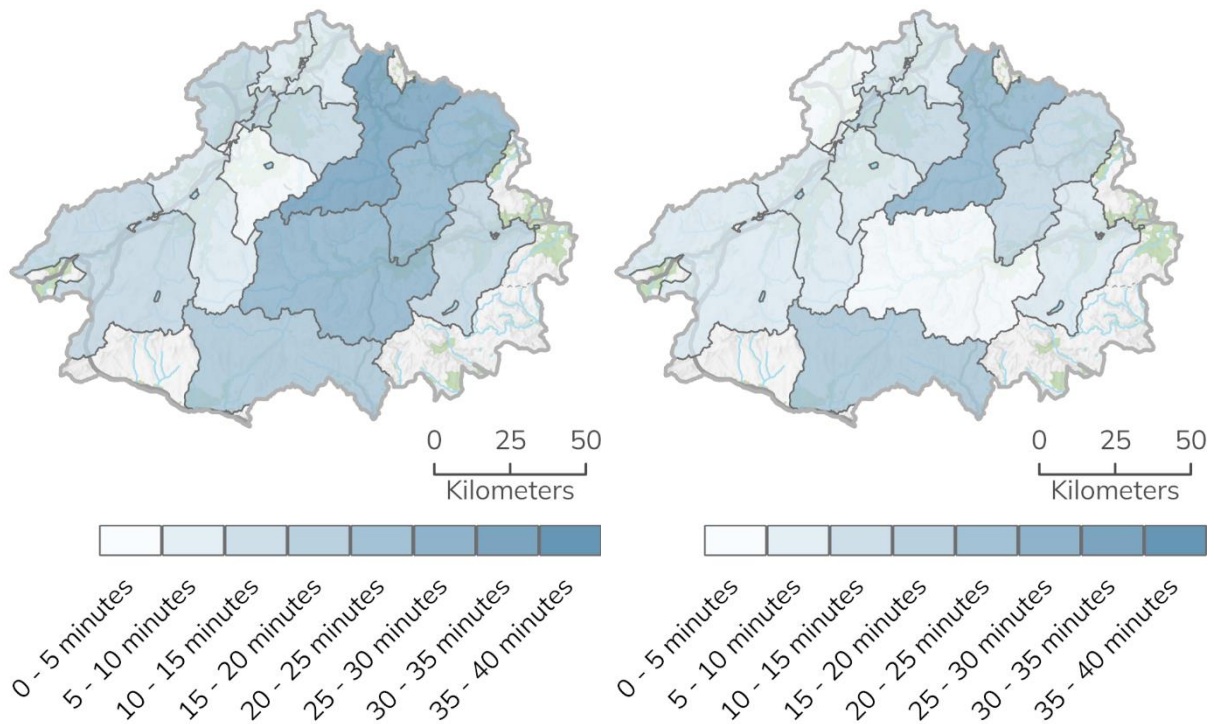


Figure 26 Average drive times to a retail centre. Figure 27 Average drive times to a petrol station.

All maps contain OS data © Crown copyright and database right 2023.

The drive times demonstrate the nature of the road infrastructure in the Cairngorms National Park, with the population often having to travel for a long time to reach key services. The rural nature of the area is also demonstrated through the relatively high instances of car ownership. According to the 2011 Census around 85% of households had access to a car or van, which is higher than the Scottish level of around 70% (Census table LC1401SC). As a result, a high proportion of the population of the National Park have a reliance on the road infrastructure of the area for access to services, as well as for work.

**Sources:**

- <https://simd.scot/#/simd2020/BTTTTFTT/10.20152539667507/-3.5841/57.1197/>
- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)



## Income

Measures of income and income inequality within the Cairngorms National Park are limited due to a lack of standardised data sets at the National Park's geography. Data therefore comes from various small geography datasets which have limitations in their use.

One indicator of the measure of income is provided by the SIMD. SIMD data relating to income deprivation is derived from the numbers of people in receipt of a range of income related benefits. When comparing the Cairngorms National Park as a whole to the local authorities that cover its area (Figure 28), it would appear that the National Park is outperforming 4 out of 5 of them and is substantially better than the national average.

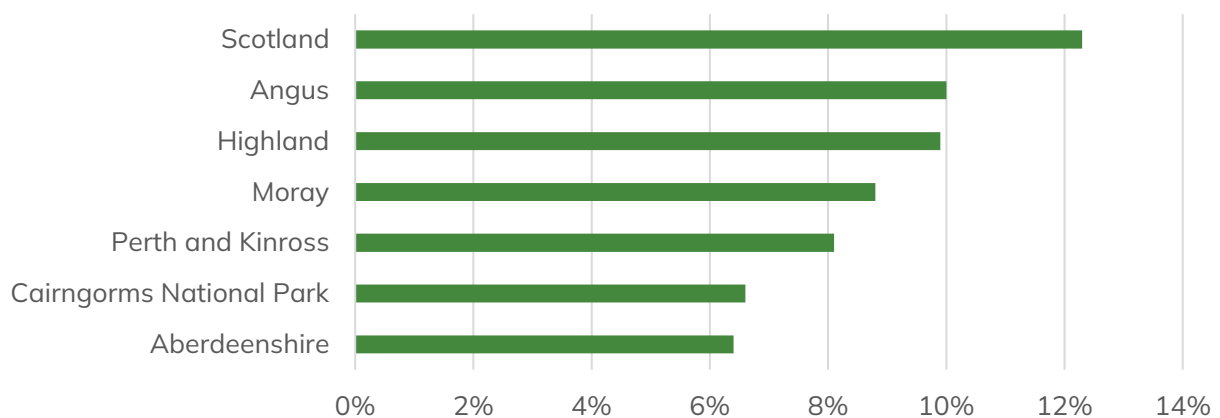


Figure 28 SIMD (2020) Income deprivation rates (based on receipt of income related benefits) as proportion of the total population (Source: SIMD2020).

Although the data at a local authority level is encouraging, when the individual data zones are examined, it is clear the initial data does not provide a uniform reflection accounting fairly for the differing situations across the National Park. Despite the difference between the lowest and highest ranked data zone being only 9.8%; the difference this represents is a 338% increase between the figure for 'the area surrounding Ballater' to the least income deprived area in Aviemore (Figure 29). Just over half of the data zones (13 of 24) do in fact perform better than the National Park average which is 46% lower than the national average (Figure 29).

Overall, the data shows the average proportion of people receiving the income related benefits is significantly below the Scottish average – however it can be seen that one data zone is slightly above the Scottish average, while the data indicates that 1,215 people within the National Park are receiving at least one of the income related benefits.

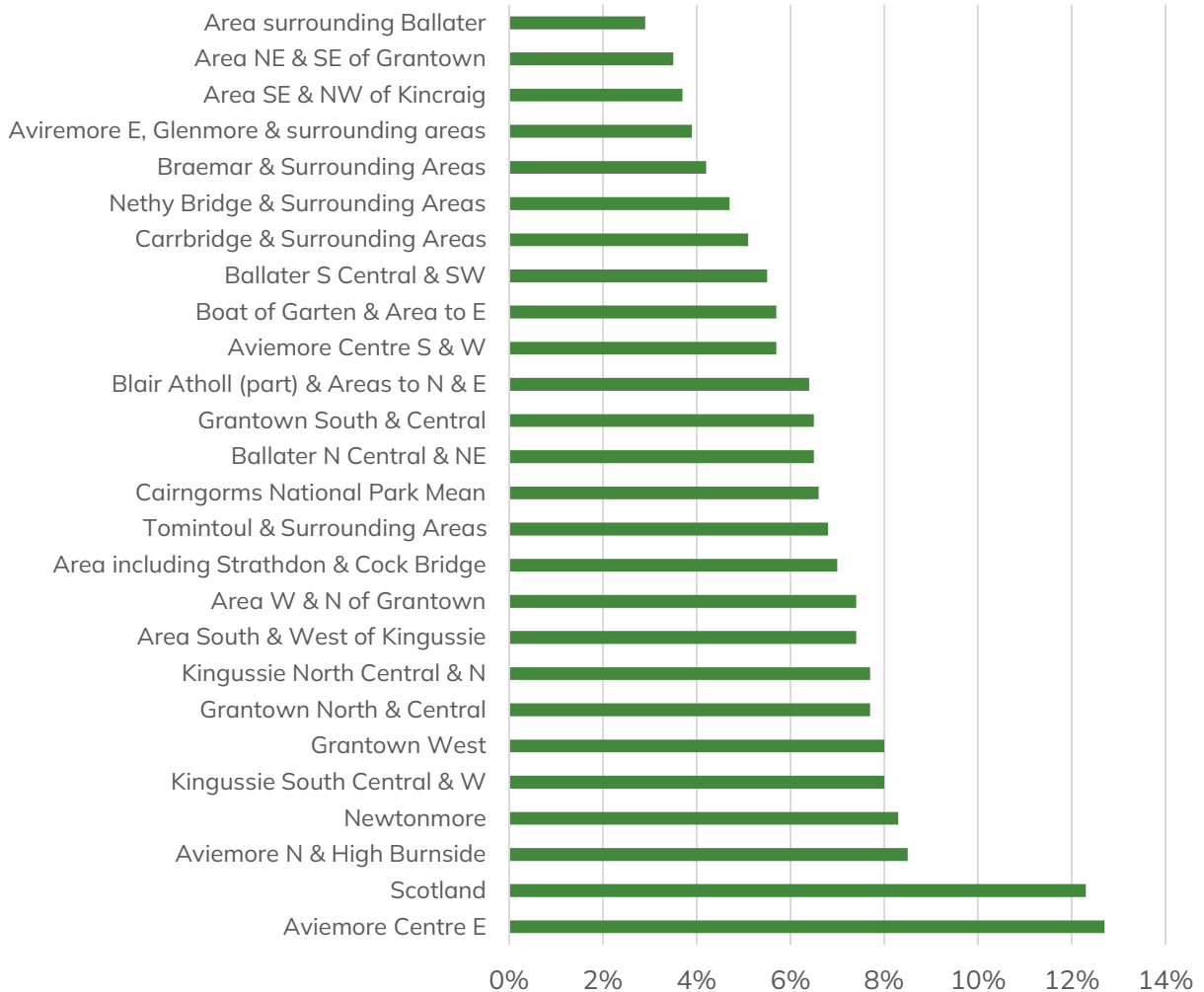


Figure 29 Income deprivation based on receipt of income related benefits (SIMD 2020).

Another indicator of the health of people's income in the Cairngorms National Park can be obtained by studying the data provided by the Scottish Government's Centre for Housing Market Analysis (CHMA). The CHMA in association with Heriot Watt University produces estimates for Gross Household Incomes by data zone. Although this does provide some indication of income levels in the National Park it should be noted that the estimates alone cannot be used to give an accurate picture of wealth or poverty in an area due to the other variable deductions from income a household will experience (for example, housing costs and / or home heating and transport as a percentage of disposable income). Low-income data is used to calculate the



percentage of an area's population that are experiencing relative low income<sup>11</sup> (households whose income falls under 60% of the median gross income).

The Cairngorms National Park has relatively low levels of poverty in terms of households experiencing low income at 14% compared with 16% nationally. Out of the five local authorities that cover the National Park's geography, Aberdeenshire and Perth Kinross have a lower proportion of low-income households than the National Park average (Figure 30).

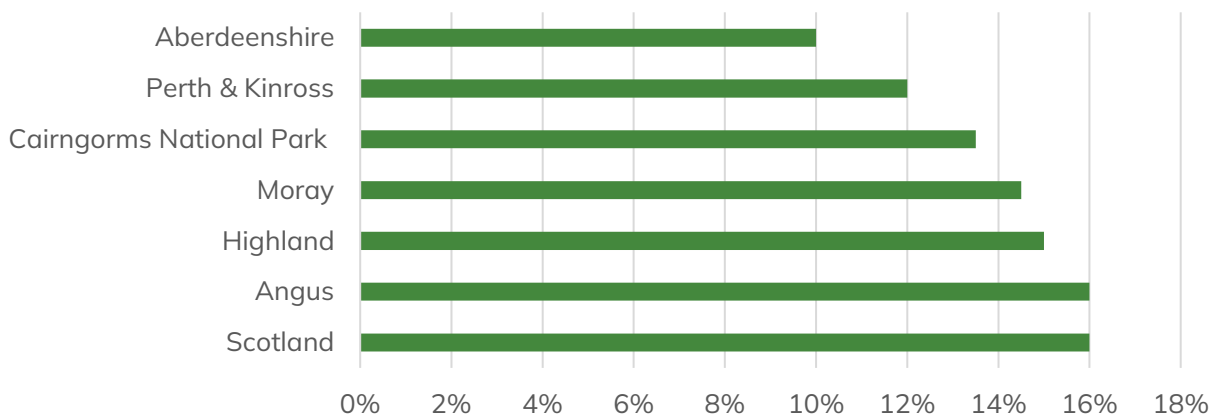


Figure 30 Proportion of households with under 60% of the median gross income (Source: CHMA, Based on Local Level Household Income Estimates (LLHIE), weekly (£), banded income for 2018. The LLHIE are synthetic income modelling research for the year 2018 & exclude housing costs and adjustments for taxation.)

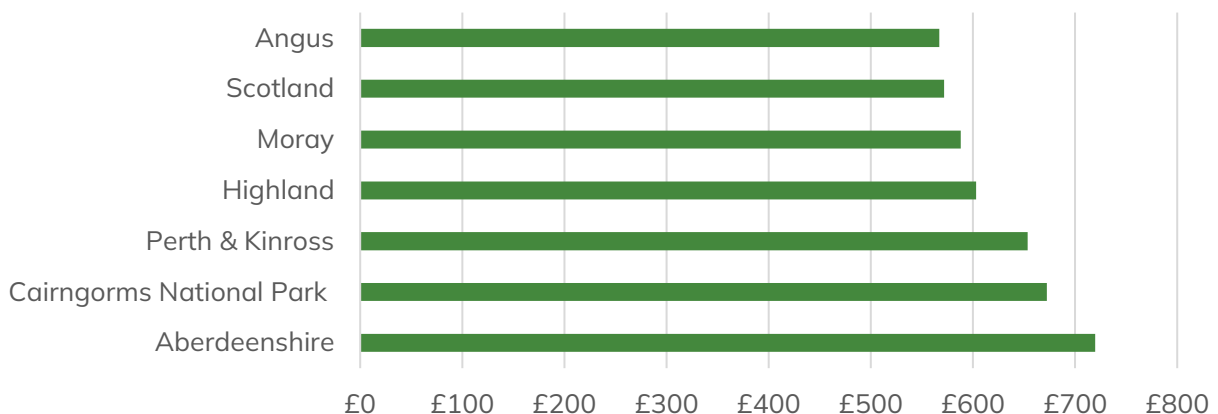


Figure 31 Median gross weekly household income estimates (Source: CHMA, Based on Local Level Household Income Estimates (LLHIE), weekly (£), banded income for 2018. The LLHIE are synthetic income modelling research for the year 2018 & exclude housing costs & adjustments for taxation).

<sup>11</sup> Not to be confused with Absolute low income which is a comparison to the median of the 2010/11 year allowing for comparisons over time.



Approximate proportion of households under 60% of gross median income

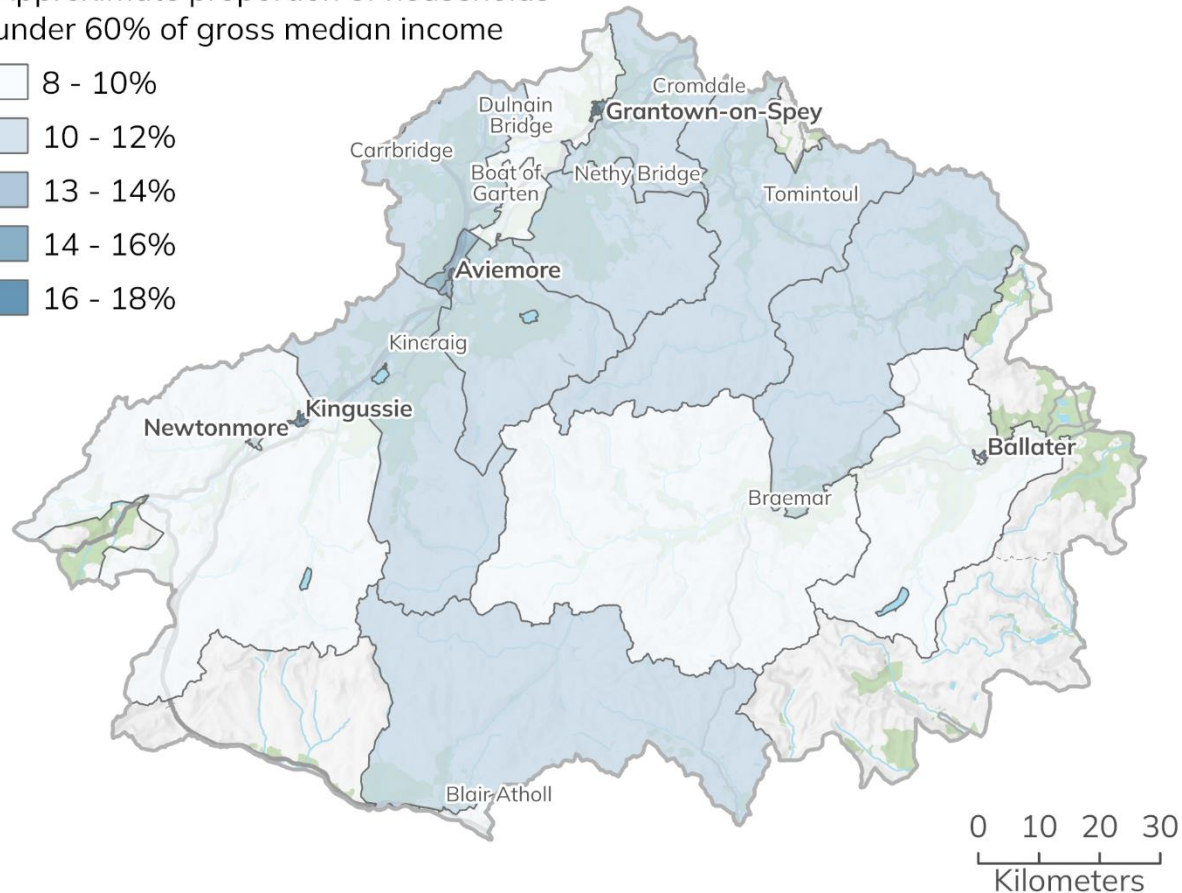
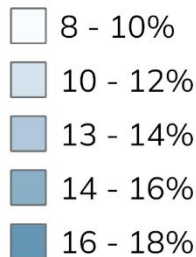


Figure 32 Proportion of households under 60% of the median income (Source: CHMA, Based on Local Level Household Income Estimates (LLHIE), weekly (£), banded income for 2018. The LLHIE are synthetic income modelling research for the year 2018 and exclude housing costs and adjustments for taxation). Contains OS data © Crown copyright and database right 2023.

**Sources:**

- <https://simd.scot/#/simd2020/BTTTTFTT/10.20152539667507/-3.5841/57.1197/>
- <https://www.gov.scot/collections/local-level-household-income-estimates/>





## Child poverty

Child poverty is another key indicator that can be used to diagnose the degree of an area's relative wealth or poverty. Research has shown that the lack of money (or being classed as low income) is likely to have the strongest impact on children's cognitive, social-behavioural, educational attainment and health outcomes, independent of other contributing factors such as parents' education (Cooper and Stewart, 2017).

Child poverty rate

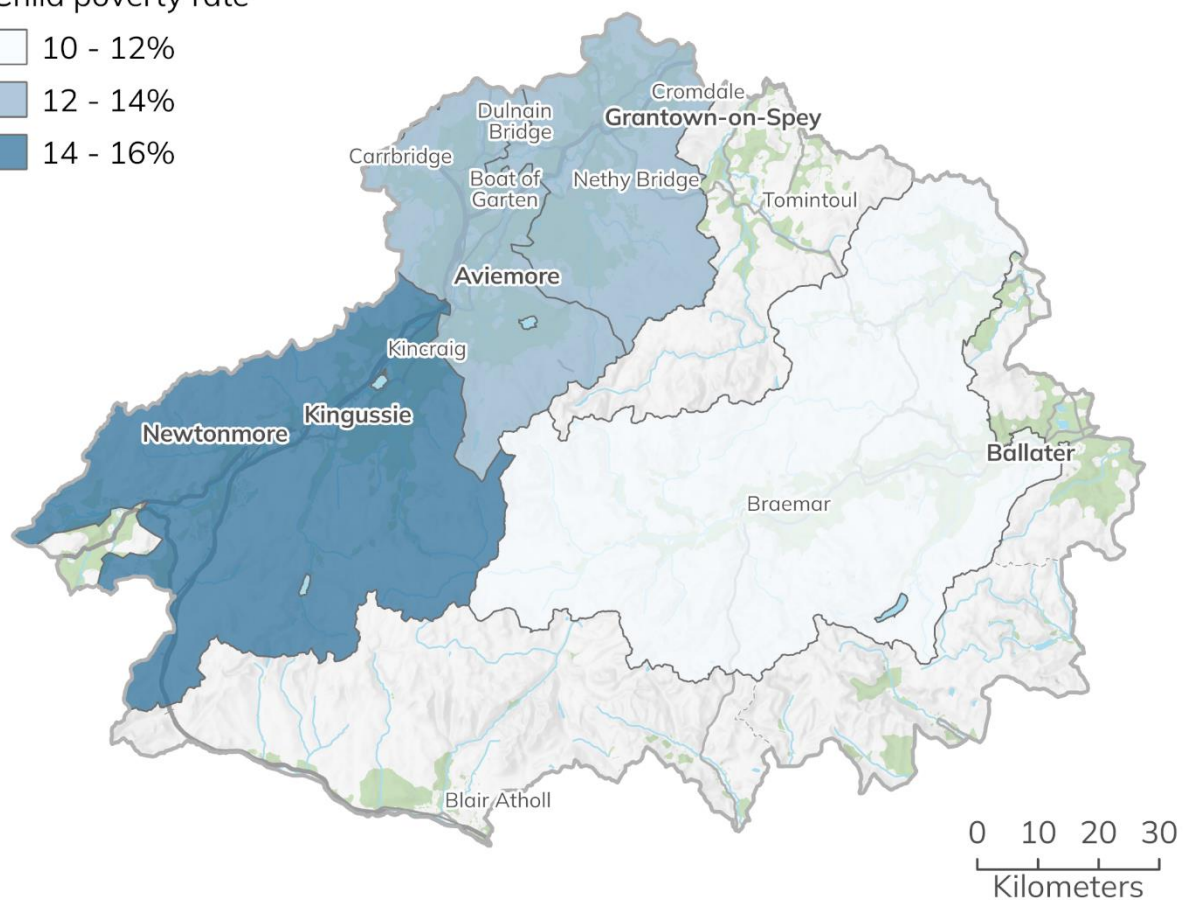
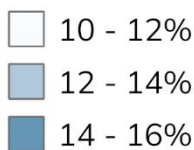


Figure 33 The child poverty rate by intermediate zone<sup>12</sup> within the Cairngorms National Park in 2020 / 2021 (Improvement Service 2022). Contains OS data © Crown copyright and database right 2023.

Child poverty is the estimate for the percentage of children living in a household with below 60% of the median income<sup>13</sup>. A limitation of this data as an indicator of

<sup>12</sup> Intermediate zones are the smallest geography at which this data is available. The selection of intermediate zones used in this assessment are based on their population weighted centroid and contain around 90% of the National Park's population.

<sup>13</sup> Income is defined as Gross Personal income from benefits / tax credits, from employment and self-employment, and from occupational pensions.



poverty in a given area is that it looks at the income levels on a 'before housing cost' (BHC) basis. Therefore, in different parts of the National Park, housing costs may vary depending on local housing market characteristics. Therefore, although it is possible to compare the levels of child poverty in the Cairngorms National Park with the Local Authorities that cover its area, it is recognised that this gives an incomplete picture.

In 2020 / 2021 the proportion of children (under 16 years old) living in poverty in the Cairngorms National Park was approximately 13% (Figure 33), lower than the Scottish level of 24%.

**Sources:**

- <https://scotland.shinyapps.io/is-community-planning-outcomes-profile/>

**Literacies**

The term “literacies” refers to the skills, knowledge and understanding required for literacy and numeracy practices, for example to read and understand a bus timetable; to complete a betting slip or to create a CV. Capabilities in literacies strongly correlate with a range of social, economic, wellbeing factors, including income, employability, financial security and social mobility. The Scottish Survey of Adult Literacies 2009 identifies that one of the key factors linked to lower literacies capabilities is poverty, with adults living in the 15% of the most deprived areas in Scotland being more likely to have literacies capabilities at the lower end of the scale.

According to the survey around one quarter of the Scottish population (26.7%) may face occasional challenges and constrained opportunities due to their literacies difficulties, but will generally cope with their day-to-day lives. However, within this quarter of the population, 3.6% (one person in 28) face serious challenges in their literacies practices.

Data relating to the National Park's geography is consigned to the high schools which cover its area. The catchment areas for some of these schools are also largely outwith the National Park. The data is therefore only a proxy for overall literacies skills within the National Park.



Table 3 and Table 4 show the proportion of school leavers attaining literacy and numeracy at Scottish Credit and Qualifications Framework level 5 or better from 2015 - 2022. Generally, these sit around the National average.

Table 3 The proportion of school leavers attaining literacy at Scottish Credit and Qualifications Framework level 5 or better for high schools with catchment areas covering the National Park by academic year (Scottish Government, 2023).

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Scotland	79%	81%	82%	82%	82%	83%	82%
Aboyne Academy	92%	89%	94%	96%	94%	96%	89%
Alford Academy	88%	80%	82%	78%	85%	87%	91%
Grantown Grammar School	77%	89%	85%	88%	70%	75%	88%
Kingussie High School	74%	84%	85%	81%	74%	77%	71%
Pitlochry High School	No data	No data	No data	No data	No data	No data	No data
Speyside High School	63%	76%	66%	72%	86%	79%	77%

Table 4 The proportion of school leavers attaining numeracy at Scottish Credit and Qualifications Framework level 5 or better for high schools with catchment areas covering the National Park by academic year (Scottish Government, 2023).

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Scotland	67%	69%	69%	69%	71%	72%	71%
Aboyne Academy	78%	76%	77%	66%	75%	68%	70%
Alford Academy	79%	70%	63%	58%	72%	72%	79%
Grantown Grammar School	70%	69%	61%	45%	54%	62%	73%
Kingussie High School	75%	81%	85%	81%	74%	71%	76%
Pitlochry High School	No data	No data	No data	No data	No data	No data	No data
Speyside High School	66%	69%	63%	76%	86%	82%	83%

Another proxy may be found in the Census' qualifications data. Around 23% (3,682 people) of those living in the National Park that are 16 years old or over do not



possess any qualifications, which is slightly lower than the National level of around 27% (Figure 34). The Census data also shows that there is a generational disparity between those with and without qualifications, with those aged 65 years and over being far more likely to be without (Figure 35).

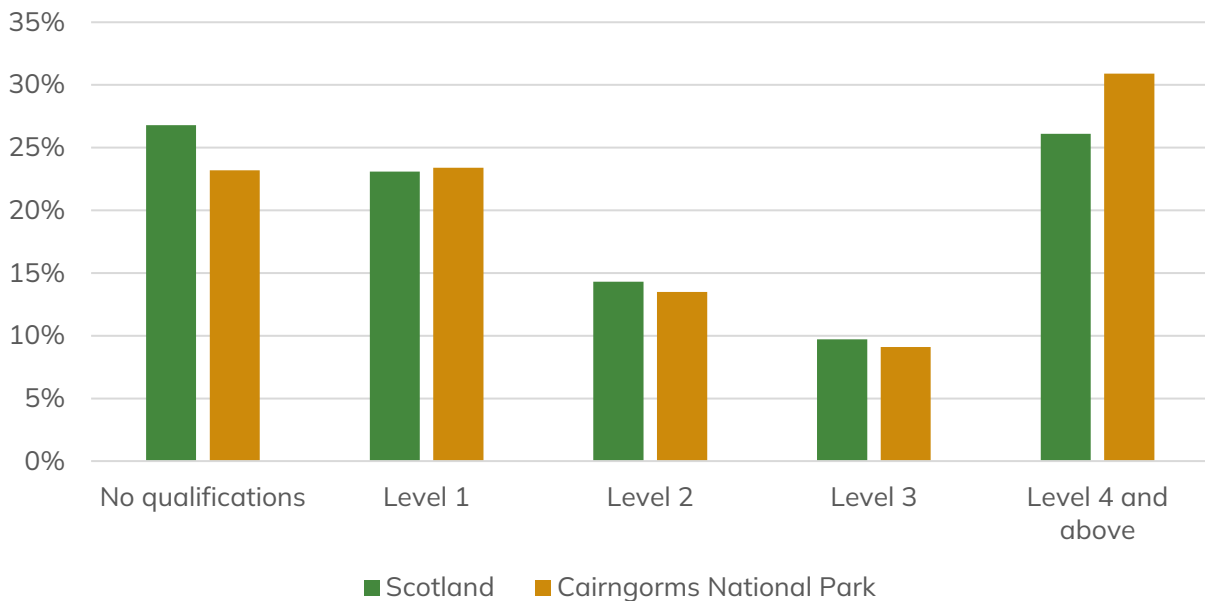


Figure 34 Highest level of qualification<sup>14</sup> of people aged 16 and over In the Cairngorms National Park (Census 2011, QS501SC).

<sup>14</sup> Highest level of qualification is defined as:

- Level 1: 0 Grade, Standard Grade, Access 3 Cluster, Intermediate 1 or 2, GCSE, CSE, Senior Certification or equivalent; GSVQ Foundation or Intermediate, SVQ level 1 or 2, SCOTVEC Module, City and Guilds Craft or equivalent; Other school qualifications not already mentioned (including foreign qualifications).
- Level 2: SCE Higher Grade, Higher, Advanced Higher, CSYS, A Level, AS Level, Advanced Senior Certificate or equivalent; GSVQ Advanced, SVQ level 3, ONC, OND, SCOTVEC National Diploma, City and Guilds Advanced Craft or equivalent.
- Level 3: HNC, HND, SVQ level 4 or equivalent; Other post-school but pre-Higher Education qualifications not already mentioned (including foreign qualifications).
- Level 4 and above: Degree, Postgraduate qualifications, Masters, PhD, SVQ level 5 or equivalent; Professional qualifications (for example, teaching, nursing, accountancy); Other Higher Education qualifications not already mentioned (including foreign qualifications).

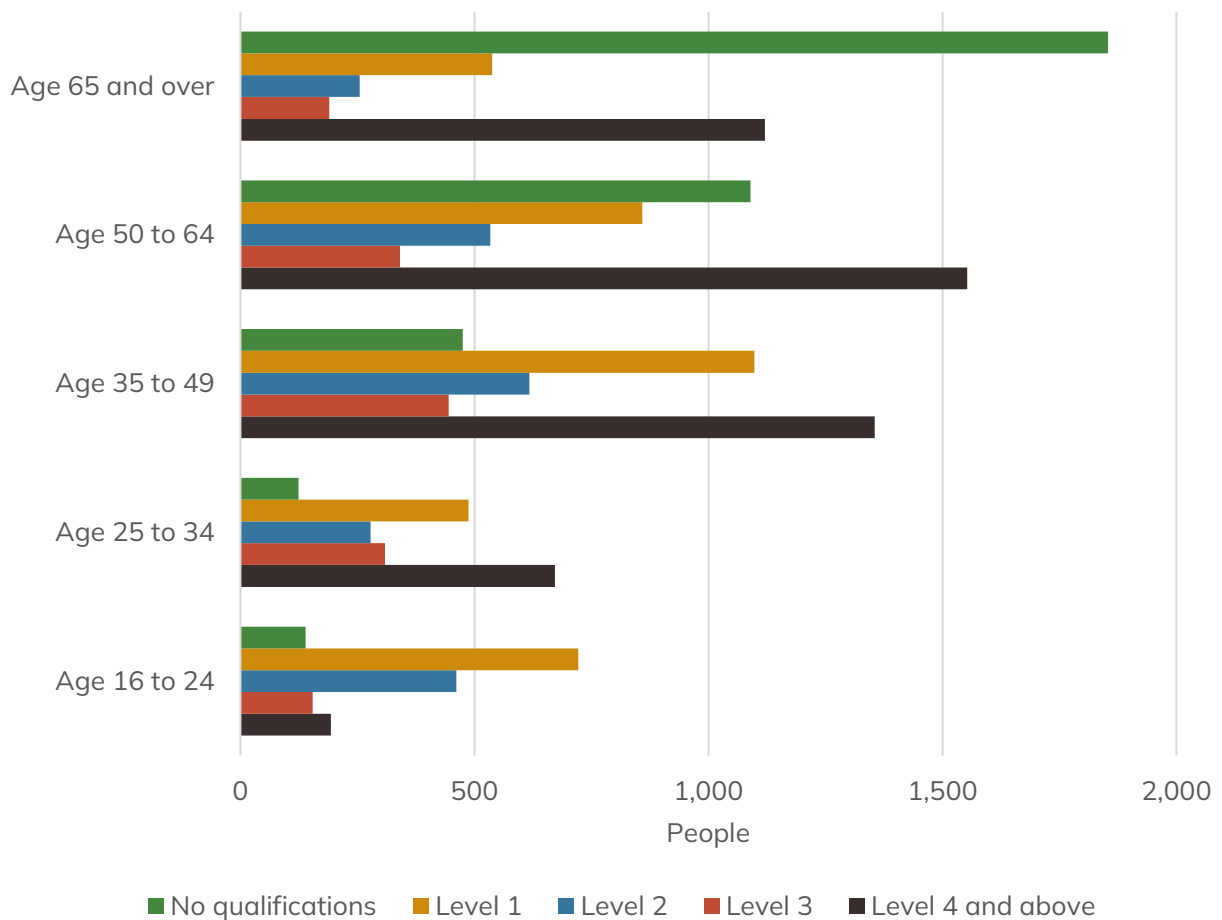


Figure 35 Highest level of qualification by sex by age of all people aged 16 and over in the Cairngorms National Park (Census 2011, LC5102SC).

Literacies skills are closely linked to educational attainment and while the data does not offer an exact measure of the literacies abilities it can be assumed that there is likely to be a significant proportion of people within the National Park that face occasional challenges and constrained opportunities due to their literacies difficulties.

**Sources:**

- <https://statistics.gov.scot/home>
- [www.scotlandcensus.gov.uk](http://www.scotlandcensus.gov.uk)