



PROJECT/STRATEGY/DOCUMENT Gender Diversity Policy Equality and Fairer Scotland Impact Assessment

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 ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. FSD 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/>.

Details of Assessment

Project Name	Gender Diversity Policy
Project Manager/Policy or Service Lead	Kate Christie
Others involved in the project/ policy/service	EAP, Internal Equality Advocacy Group



Description of Project

Background	<p>New Policy, developed as part of the Action Plan for LGBT accreditation, and In recognition of the Park Authority's Increasing engagement with transgender people, through recruitment, employment and contractor arrangements.</p>
Purpose and outcomes	<p>There are several clear legal responsibilities on employees with regards the protection of transgender people from discrimination and harassment. Where transgender staff are not supported well it has the potential to be damaging for individuals, the workforce relationships and organisational reputation.</p> <p>This policy sets out the Park Authority's responsibilities as a employer of trans people, including those who are on-binary. The Park Authority recognises that people perform best when they are able to be their authentic selves. We are committed to promoting equality and diversity among our workforce. We support a culture that actively values difference, recognising that trans people and those with non-binary identities can bring valuable insights to the way we work. We aim to be an inclusive organisation committed to providing equal opportunities throughout employment including in the recruitment, training and development and career progression of all colleague.</p> <p>The purpose of this policy and procedure is to support the inclusion of trans and non-binary people within our organisation. It will also provide clarity for any Park Authority colleagues who may be thinking about or who are planning to go through a transition process at work or update their gender identity. This policy will also provide advice and guidance to managers or others who need to ensure that colleagues receive the necessary support and guidance in the workplace while going through the transition process.</p>



	<p>Our aims are to:</p> <ul style="list-style-type: none"> • Recognise the needs of each colleague in relation to their gender identity will differ. • Recognise that transitioning is a personal process which must be led by the colleague. • Provide a supportive environment for individuals who wish their trans or gender non-conforming status to be known. We are committed to acting in a sensitive manner and will discuss with any such individuals confidentially what support is needed to ensure their comfort, safety, and inclusion at work. • Respect the privacy of individuals who wish their trans or non-binary status to remain confidential. • Ensure that colleagues who intend to undergo, are undergoing, or have undergone gender reassignment are treated with fairness and support in their recruitment and development. • Ensure trans colleagues can work in an environment without fear of prejudice, discrimination or harassment
How it links to NPPP	Park for All, Best Small Public Sector Organisation in Scotland
How we intend to implement the Plan?	Policy has been approved by our legal team. Once it has been approved by the SMT it will be consulted with staff before formal adoption.

Reason for Equality Impact Assessment (tick as applicable)

Proposed new project/ policy/service	X
Proposed change to project/ policy/service	
Undertaking a review of an existing project/ policy/service	
Other (please state)	



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

Names and job titles	Kate Christie, Head of Organisational Development
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Equality Impact Assessment Screening

What information is 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/>.
- Data relevant to the Park Authority can be found In Appendix 1

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 project? <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>
Age	LGBTYS LiS e-use (lgbtyouth.org.uk) The-Scottish-LGBT-Equality-Report.pdf (equality-network.org)	<p>We know the park is home to transgender people of all ages, and that transgender people of all ages may visit the park. Anecdotal evidence is that 4% of the population at the local secondary school identify as transgender. The Life in Scotland report 2022 provides information on what life is like for LGBTI young people in Scotland.</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 project? <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>
		see analysis of data in appendix 1. Key is that there has been a reduction overall in the percentage of participants rating Scotland a good place to be LGBTI. The proportion was lower for those living in rural areas, and 68% of participants believe that transphobia is a big problem in Scotland (up from 49% in 2017). Whilst this policy does not specifically target younger or older people, at the very least is shows young transgender people that the Park Authority is a welcoming and safe place to work.
Disability		gender reassignment is a protected characteristic that intersects with a broad range of other characteristics. This policy does not detrimentally impact disabled transgender people
Race		This policy will have no detrimental impact in respect of race, but may have an indirectly positive impact with respect to demonstrating that the Park Authority is an inclusive organisation generally and is safe and welcoming to all
Sex		This policy will have no detrimental impact in respect of sex, and applies equally to all sexes (see religion/belief category for beliefs around sex/gender)
Gender reassignment	LGBTYS LiS e-use (lgbtyouth.org.uk) The-Scottish-LGBT-Equality-Report.pdf	Nationally, over 400 applications UK wide have been submitted to the Gender Recognition Panel during the last two fiscal years (2019-2020 and 2020-2021). Source:



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 project? <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>equality-network.org</p>	<p>Gender Recognition Certificate: applications and outcomes - GOV.UK (www.gov.uk)</p> <p>While it was not possible to find a precise estimate of the number of trans people in Scotland, the most commonly used figure is 0.5% of the population, which would be just under 24,000 adults. Source: Community-briefing-paper.pdf (scottishtrans.org)</p> <p>Hate crimes against transgender people rose 87% in the past year, according to the latest figures. A report from the Crown Office said there were 84 charges aggravated by transphobia in 2021-22, compared with 45 the previous year. Source: Transgender hate crimes up 87% in Scotland - BBC News</p> <p>The Scottish Household Survey (SHS) indicates that in 2019 that 0.04% of participants identified as non-binary amounting to 8 people across 20,000. A working paper by the Scottish Government concluded that it was not possible to do further analysis with such a small number; and it was also likely that this figure for non-binary people was not representative..</p> <p>Minutes from the meeting of the Scottish Government's Non-Binary Working Group, held on 16 September 2021. Non-Binary Working Group minutes: September 2021 - gov.scot (www.gov.scot)</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 project? <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>From the ONS data on Sexual Identity by Region and Country for 2020, 0.6% of people in Scotland identified as Other, which may indicate they are non-binary or gender fluid. Sexual orientation, UK - Office for National Statistics (ons.gov.uk)</p> <p>90% of transgender people experience Inequality In society The-Scottish-LGBT-Equality-Report.pdf (equality-network.org)</p> <p>69% participants of the Life In Scotland report believe that transphobia is a big problem in Scotland LGBTYS LiS e-use (lgbtyouth.org.uk)</p> <p>This policy will have a positive impact with respect to gender reassignment - the policy focusses on the rights of transgender people and ensures the organisation had procedures in place to protect transgender people, and to make the organisation a safe and welcoming place for them to work, volunteer etc</p>
Sexual Orientation	LGBTYS LiS e-use (lgbtyouth.org.uk) The-Scottish-LGBT-Equality-Report.pdf (equality-network.org)	<p>This policy will have no detrimental impact in respect of sexual orientation, but may have an Indirectly positive impact with respect to demonstrating that the Park Authority is an inclusive organisation and is safe and welcoming to all</p>
Religion or Belief		<p>Gender critical beliefs are that sex is biological, and cannot be changed. As such,</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 project? <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>these beliefs may be exclusionary for transgender people, and some religions do not accept transgender people. However, the policy will acknowledge that such gender critical and/or religious beliefs are also protected characteristics under equality legislation, and that there is no hierarchy of protection. The policy does not negate a person's right to beliefs surrounding issues of gender and sex but does establish no tolerance for discrimination, victimisation or harassment on the basis of a person's gender identity, gender expression or trans status. This is in line with the Forstater VCGD Europe and others, EAT June 2021. Baroness Kishwer Falkner, Chair of the Equality and Human Rights Commission, said in response to this case that "There is a difference between holding a belief and how it is expressed. We are all responsible for what we say and do. As the Appeal tribunal made clear in its judgement, this decision does not mean that actions or comments based on such beliefs are free from consequence or should be left unchallenged". CIPD Community</p> <p>Impacts around beliefs around the use of same sex facilities - policy does not propose any changes to current processes and no reductions to the number of same sex facilities. The policy approach with regards toilets is in line with the Recruiting and</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 project? <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>Retaining Transgender Staff: A guide for Employers Recruiting and retaining transgender staff: a guide for employers - GOV.UK (www.gov.uk) published In November 2015.</p> <p>The key principle of the policy will be about respect for all, regardless of which minority group is represented. However, given the Park Authority's Increasing Interactions with the transgender community, and the fact that above 90% of transgender people experience Inequality In society, and that 69% participants of the Life In Scotland report believe that transphobia is a big problem In Scotland, the Park Authority considers it appropriate to develop a policy specifically about Gender Diversity.</p>
Pregnancy, maternity, paternity1		The policy will have no impact
Marriage or civil partnership		The policy will have no impact
Socio-economic Disadvantage (fairness)		The policy will have no impact

Summary of how important/ relevant the project is likely to be for each group.



Using the information above and your knowledge of the policy/project/service, summarise your overall assessment of how important and relevant the policy/project/service is likely to be for equality groups

The policy focusses on gender reassignment and the protection afforded transgender people. Whilst this is a relatively narrow focus, the broader message is that the Park Authority is a safe and welcoming place for all staff, volunteers, board members, contractors, regardless of any minority groups they represent

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 (please see the Appendix 2: Guidance Note, informing decisions in this regard).	X
Is it a major policy/project/service, significantly affecting how CNPA functions are delivered	
Does it relate to an area where CNPA has set Equality Outcomes?	X
Does it relate to an area where there are known inequalities?	X

If you answered Yes to any of the above, please proceed to the full assessment. If you answered No to all the above you do not need to carry out a full assessment and proceed to sign off the process

Full Assessment

Names of people/ organisations consulted with internally or externally.

Equality Advisor Panel; Internal equality, Diversity and Inclusion Advocacy Group.



Impact on equality groups and proposed actions to address these

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			X	There is national evidence to suggest people of all ages can be transgender. Age Scotland has announced plans to support the older LGBTI community via a new Scottish LGBT Older People's network. We acknowledge a high profile and increasing awareness of younger LGBTI groups/people in Scotland. In respect of this policy itself, and its practical application we consider that this should have a positive impact on all Park Authority employees who require the use of the policy, irrespective of age . we therefore see no reasonable risks that this policy could adversely affect employees on the grounds of their age. neutral impact.
Potential for developing good relations			X	There is no evidence to indicate that this policy impacts on good relations between people of different ages
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that the policy could affect employees differently or less



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	
				favourably on the grounds of their age

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			X	This policy should have a positive Impact on all Park Authority staff who require the use of the policy, Irrespective of whether or not they have a disability. We can Identify no risks of this policy adversely affecting employees on the grounds of their disability. Neutral Impact
Potential for developing good relations			X	There is no evidence to indicate that this policy impacts on good relations between disabled/non disabled people
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that the policy could affect employees differently or less favourably on the grounds of disability



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			X	This policy should have a positive Impact on all Park Authority staff who require the use of the policy, Irrespective of the employees race. We can Identify no risks of this policy adversely affecting employees on the grounds of their race. Neutral Impact
Potential for developing good relations			X	There is no evidence to indicate that this policy impacts on good relations between people of different race
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that the policy could affect employees differently or less favourably on the grounds of their race

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			X	This policy should have a positive Impact on all Park Authority staff who require the use of the policy, Irrespective of their sex. We can



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	
				Identify no risks of this policy adversely affecting employees on the grounds of their sex. Neutral Impact
Potential for developing good relations			X	There is no evidence to indicate that this policy impacts on good relations between people of different sexes
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that the policy could affect employees differently or less favourably on the grounds of sex

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	X			This policy sets out rights of trans people to be protected from discrimination and procedure if there is a perception if any type of discrimination or harassment. As such we conclude that the policy should have a positive impact on all Park Authority staff who are transsexual and are undergoing or



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	
				proposing to undergo or have undergone gender reassignment
Potential for developing good relations	X			This policy is explicit about our trans inclusion. For trans individuals this send a strong signal that the Cairngorms National Park Authority is a safe and welcoming place to work and volunteer
Potential to advance equality of opportunity	X			The policy promotes the rights of trans people in the workplace, to a degree which seeks to provide equivalent rights to all other people.

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			X	This policy should have a positive Impact on all Park Authority staff who require the use of the policy, Irrespective of their sexual orientation. We can Identify no risks of this policy adversely affecting employees on the grounds of their sexual orientation. Neutral Impact
Potential for developing	X			By showing inclusion and ally-ship for trans people this policy sends a



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	
good relations				strong positive message to the broader LGBT community they the Park Authority is a safe and welcoming place to work for.
Potential to advance equality of opportunity			X	All Park Authority staff are entitled it use, access and be subjected to this policy, and there is no evidence to indicate that this policy could affect employees differently or less favourably on the ground of sexual orientation.

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			X	This policy does not negate a persons right to beliefs surrounding issues of gender and sex.
Potential for developing good relations		X		Gender critical beliefs are that sex is biological and cannot be changed. As such, a policy that focuses on the rights of people who have or are seeking to change their sex may go against the views of those who hold gender critical beliefs, which could affect relations between those who hold such beliefs and those who do not. The policy will acknowledge



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	
				that gender critical beliefs are protected by equality legislation, and therefore people have the right to hold such beliefs. It will set out that there is no hierarchy of protected characteristics and will promote the basic principle of respect for all, regardless of personal views held or the protection of those views.
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that this policy could affect employees less favourably on the grounds of their religion or belief

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			X	We conclude there is no evidence to suggest that this policy may impact directly on people on the grounds of pregnancy/maternity. Neutral Impact



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 developing good relations			X	There is no evidence to indicate that this policy impacts on good relations on people who are pregnant or on maternity leave.
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that the policy could affect employees differently or less favourably on the grounds of pregnancy/maternity

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			X	We conclude there is no evidence to suggest that this policy may impact directly on people on the grounds of their marital status. Neutral Impact
Potential for developing good relations			X	There is no evidence to indicate that this policy impacts on good relations on people of different marital status.
Potential to advance equality of opportunity			X	All Park Authority staff are entitled to use, access and be subjected to this policy, and there is no evidence to indicate that the policy could



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	
				affect employees differently or less favourably on the grounds of their marital status

Fairer Scotland Duty Assessment: Socio-economic disadvantage

Low Income/Income Poverty ²	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			X	
Potential for developing good relations			X	
Potential to advance equality of opportunity			X	

² Cannot afford to maintain regular payments such as bills, food, clothing.



Low and/or no wealth ³	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			X	
Potential for developing good relations			X	
Potential to advance equality of opportunity			X	

Material Deprivation ⁴	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			X	
Potential for developing good relations			X	
Potential to advance equality of opportunity			X	

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

⁴ 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.



Area Deprivation ⁵	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			X	
Potential for developing good relations			X	
Potential to advance equality of opportunity			X	

Socio-economic background ⁶	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			X	
Potential for developing good relations			X	
Potential to advance equality of opportunity			X	

⁵ Living in a deprived area, rural area and lacking accessibility of public transport.

⁶ Social class, including parent's education, employment and income.



Outcome of full assessment

Taking into account the impacts you have assessed and the actions you plan to build in to the policy/project/service design to address the impacts, you should now record the outcome of this assessment in the table below

Implications for the project	Select "✓"
<p>No major change The assessment demonstrates that the policy 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>	X
<p>Adjustment required (go to next section) 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>Continue the Project with adverse impact. The LDP 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>Stop and remove the project The LDP will not be implemented due to adverse effects that are not justified and cannot be mitigated.</p>	

Adjustments to the Project

If you are required to adjust the project/policy/service, set out below the additional actions you now need to take.

Action	Outcome	Who is responsible	Timeline



Sign off:

Assessment signed off by/author:	Kate Christie
Sign off date:	24/08/23
Senior sign off by (line manager/Head of Service)	David Cameron 25.08.2023
Review date (if appropriate)	



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.

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.

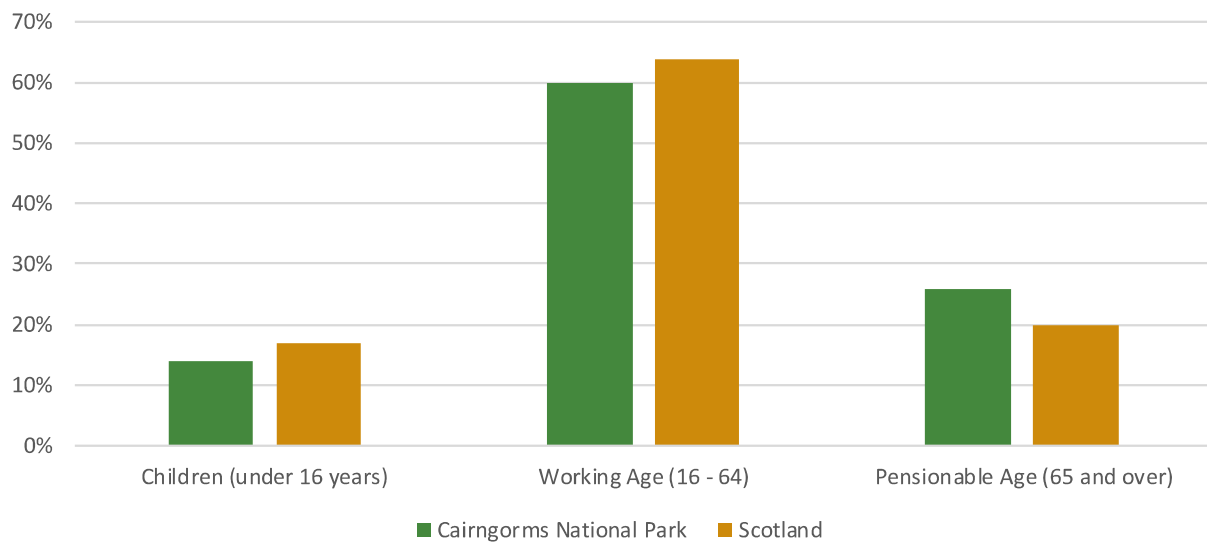


Figure 1 Proportion of the population by age group in Scotland compared to the National Park in 2021 (Scottish Government, 2023).

In 2021 the National Park had a working population of 11,307 people accounting for 60% of the total population, with 5693 males and 5614 females. Those of pensionable age (65years+) numbered 4,810 people accounting for 27% of the population (Scottish Government, 2023).

Sources:

- <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2021>

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 Parks 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 (**Error! Reference source not found.**).

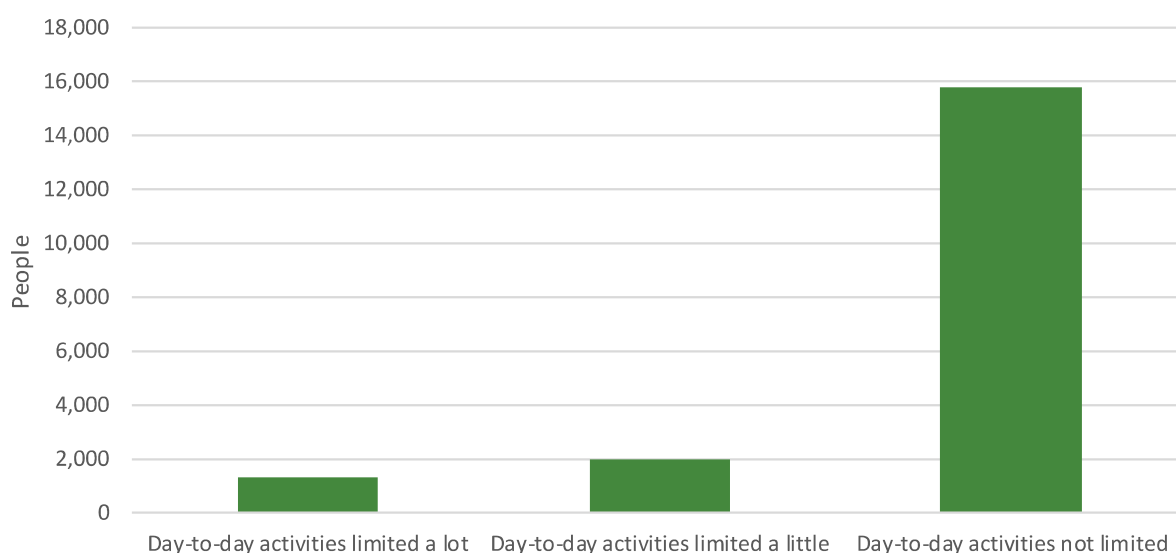


Figure 2 People with long term health problems or disabilities that limit day-to-day activities and have lasted, or are expected to last, at least 12 months In the Cairngorms National Park (Census, 2011: KS301SCb).

Another metric for assessing people's health in the National Park is the data surrounding general health. General health is a self-assessment of a person's general state of health. People were asked to assess whether their health was very good, good, fair, bad or very bad. This assessment is not based on a person's health based over any specified period of time. Figure 3 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.

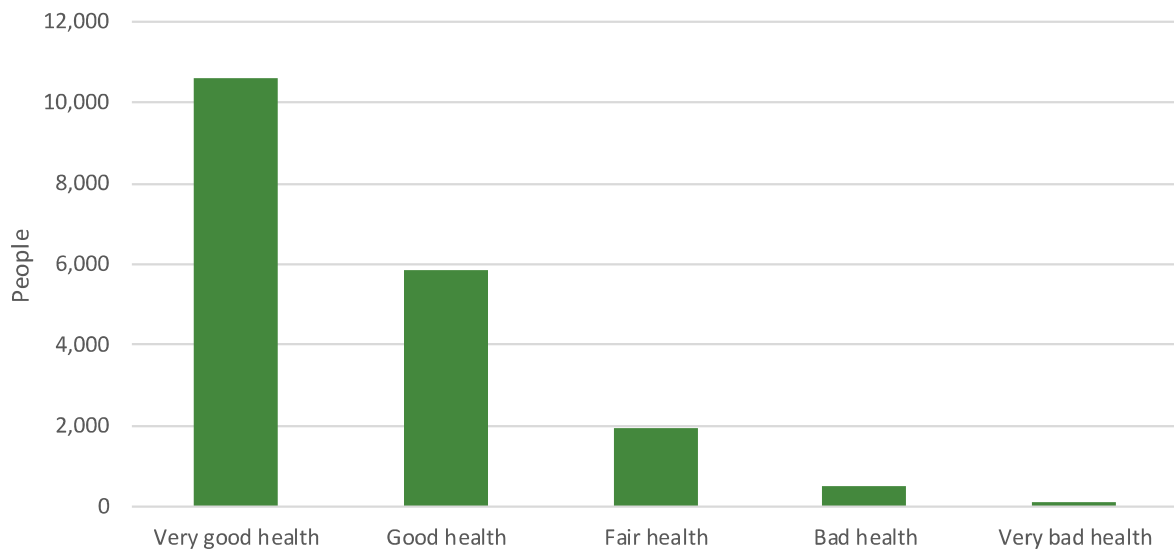


Figure 3 General health of people in the National Park (Census, 2011: QS302SC)

The provision of unpaid care is another measure of the support needed in the National Park, Figure 4 shows that 8.9% of people in the National Park receive some care ranging from 1 – 50+ hours per week.

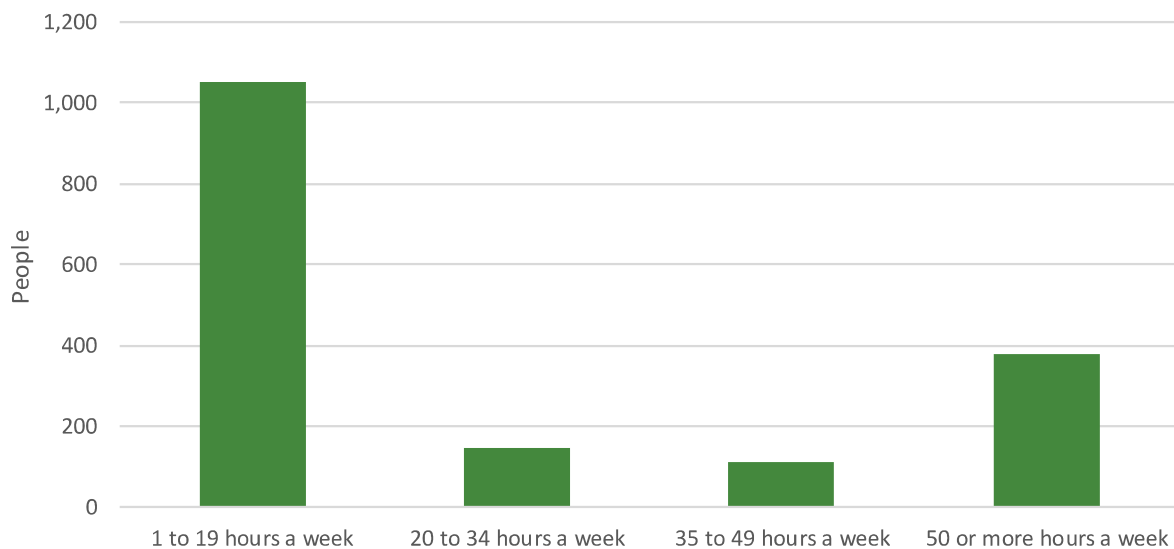


Figure 4 Number of people receiving unpaid care in the Cairngorms National Park by hours (Census, 2011: KS301SCb)

While data does not exist at a National Park level, The Office of National Statistics' (ONS) Opinions and Lifestyle Survey (OPN) 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 5).

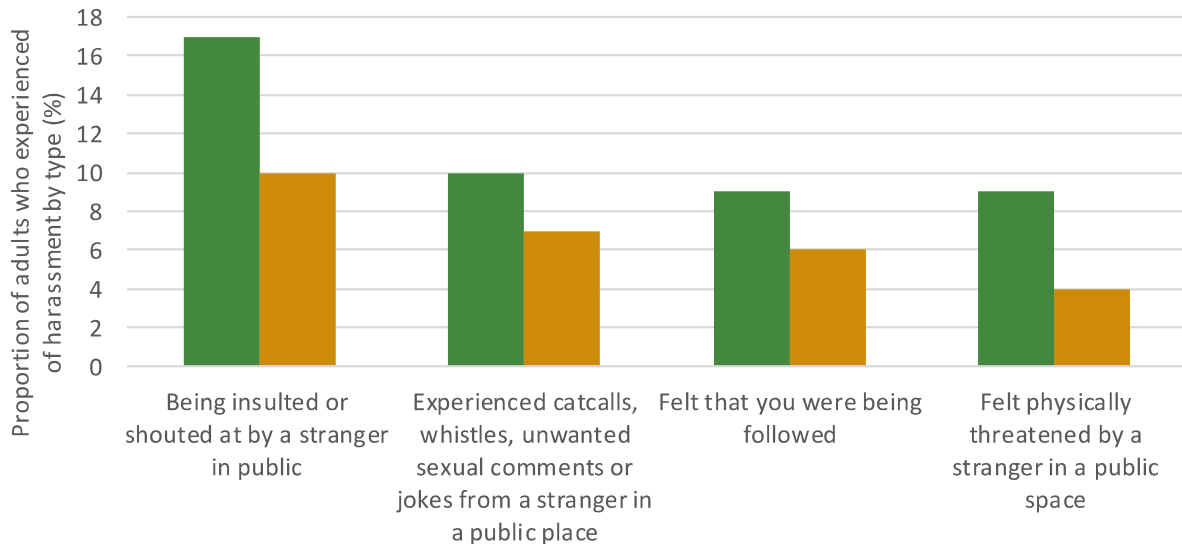


Figure 5 Proportion of adults who experienced types of harassment, by disability, Great Britain, 16 February to 13 March 2022 (ONS, 2022).

The survey also shows that disabled adults feel less safe than non-disabled adults in all public settings. This ranges from with around 12% of disabled adults feeling very / fairly unsafe in a quiet street close to home during the day time to 70% feeling very / fairly unsafe after dark in a park or other open space (Figure 6).

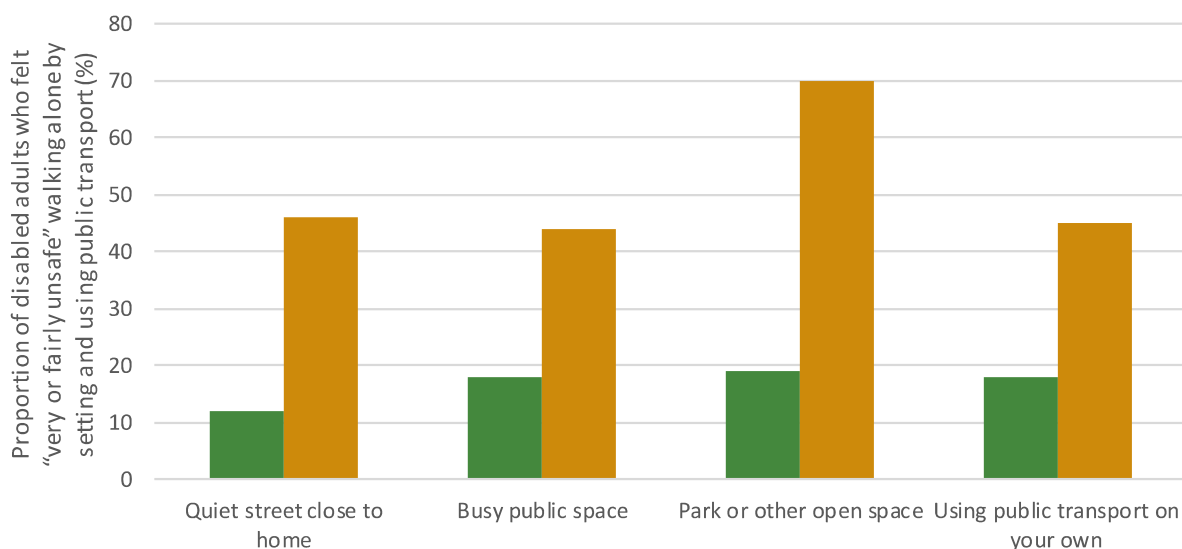


Figure 6 Proportion of disabled adults who felt "very or fairly unsafe" walking alone by setting and using public transport, by disability status, Great Britain, 16 February to 13 March 2022 (ONS, 2022)

Sources:

- 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 27th 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.

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).

Table 1 Language proficiency of people living in the Cairngorms National Park.

	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



	Speaks English very well	Speaks English well	Does not speak English well	Does not speak English at all	Total
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

Spoken language is one aspect of language ability. In 2011 there were a total of 264 people in the National Park who do not speak, read or write or English while 510 could speak English but could not read or write English (Figure 7).

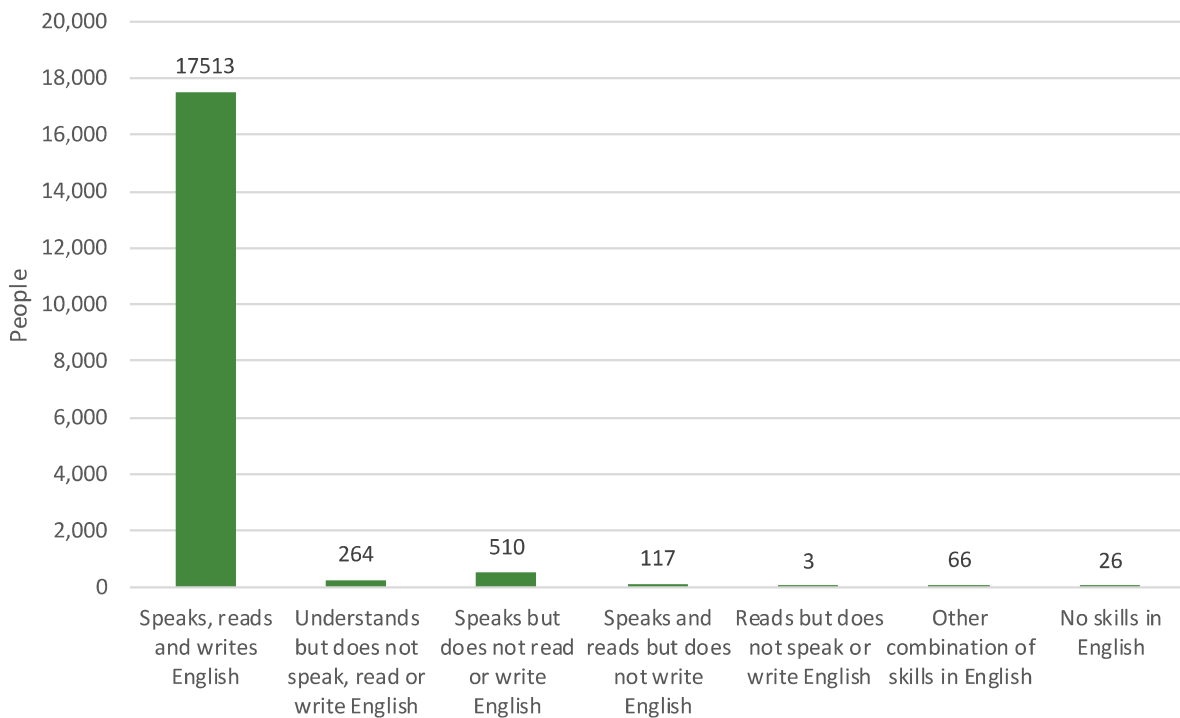


Figure 7 English Language skills of people living in the Cairngorms National Park.

While data does not exist at a National Park level, The Office of National Statistics' (ONS) Opinions and Lifestyle Survey (OPN) provides information on people's current perceptions of safety and their experiences of harassment across the UK. This data indicates that non-white adults 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
- <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 (9452) and 49.5% male (9259), 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

	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 ONS 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 ten percent 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 via The Office of National Statistics. In February/March 2022, the Opinions and Lifestyle Survey (OPN) 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 8). 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.

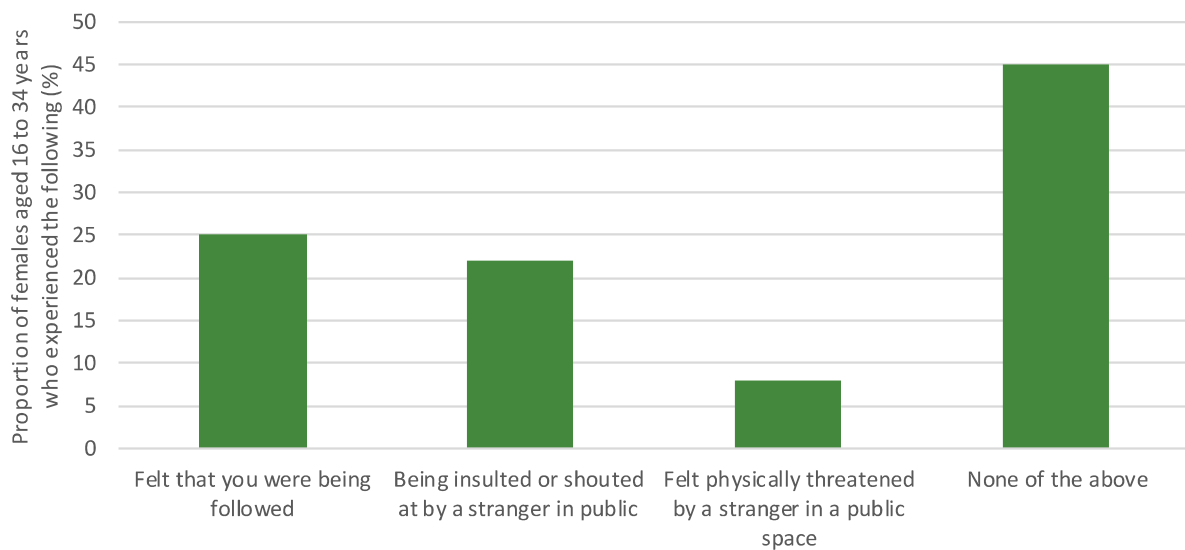


Figure 8 Proportion of females aged 16 to 34 years who experienced types of harassment, Great Britain, 16 February to 13 March 2022 (ONS, 2022).

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 9). 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.

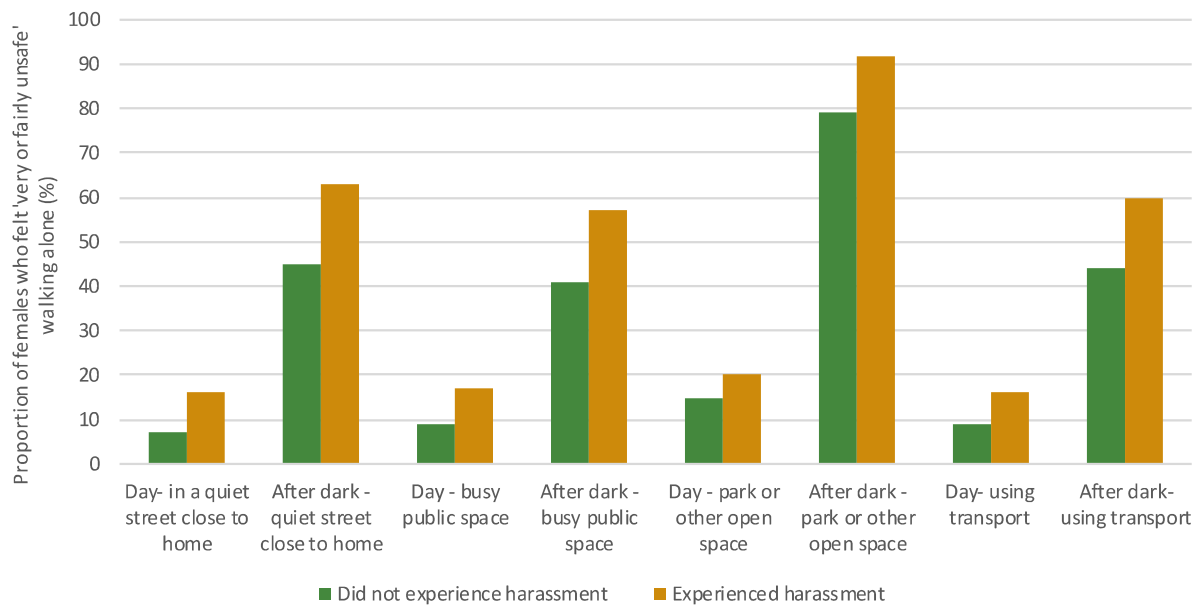


Figure 9 Proportion of females who felt “very or fairly unsafe” walking alone, by setting and harassment, Great Britain, 2 to 27 June 2021 (ONS, 2021).

Sources:

- 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 release.



The Registrar General for Scotland maintains a Gender Recognition Register in which the birth of a transgender person who has transitioned and their new gender legally recognised is registered showing any new names(s) and their new gender identity. This enables the transgender person to apply to the Registrar General for Scotland for a new birth certificate showing the new name(s) and the transitioned gender. The Gender Recognition Register is not open to public scrutiny, and therefore information covering the National Parks geography is not available (NRS Registration Division, 2016).

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 10).

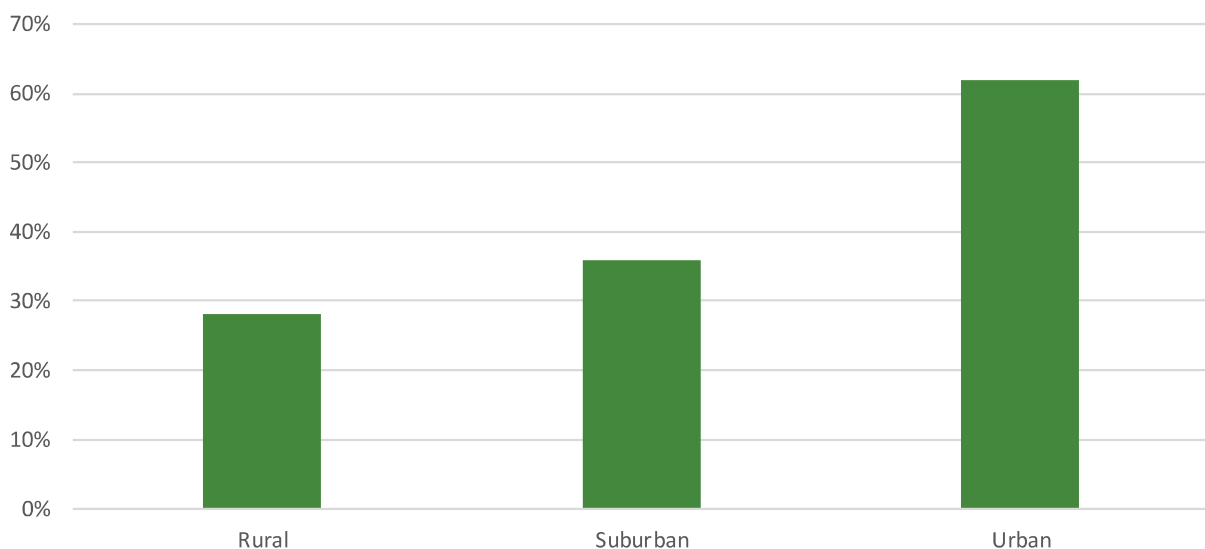


Figure 10 Percentage of participants in LGBT Youth Scotland survey who think their local area is a good place for LGBTI young people to live (LGBT Youth Scotland, 2022).

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 11). 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.

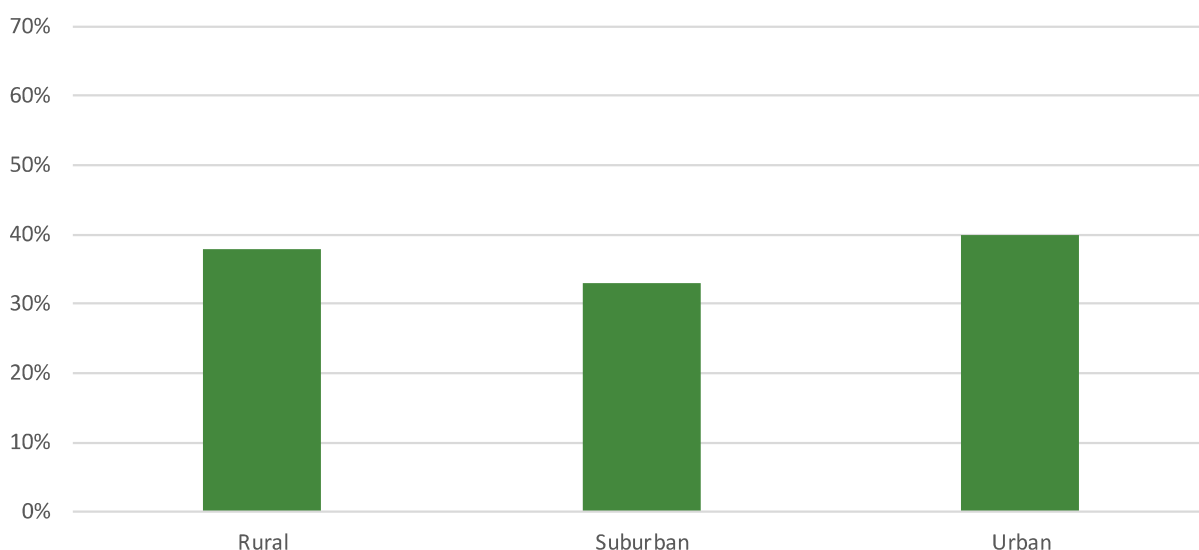


Figure 11 Percentage of participants in LGBT Youth Scotland survey who feel there are enough places to safely socialise and be open about their sexual orientation/gender identity in their local area (LGBT Youth Scotland, 2022).

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 12).

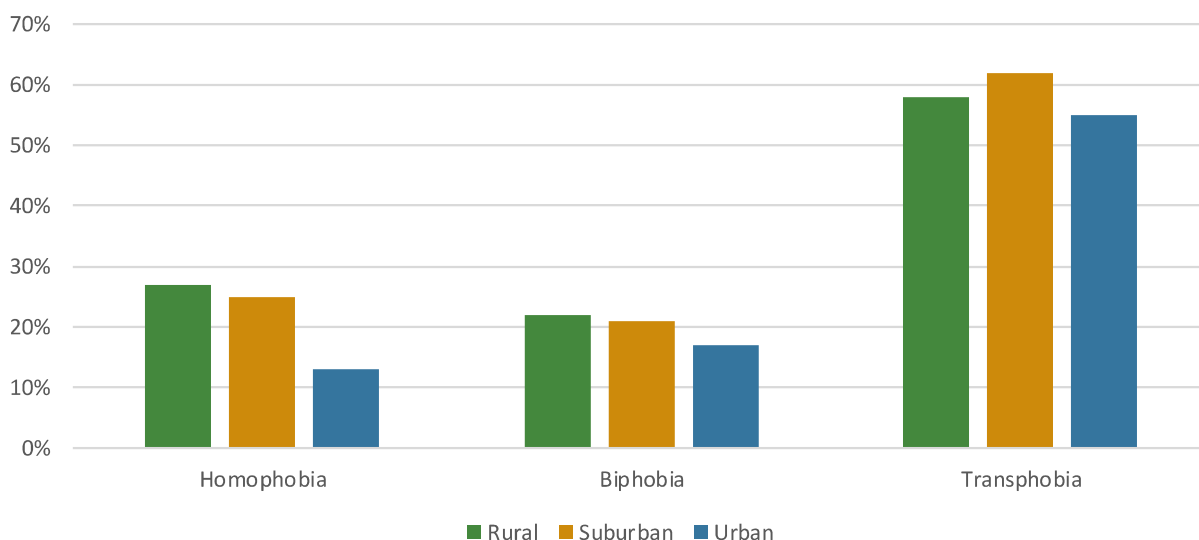


Figure 12 Percentage of rural/suburban/urban participants in LGBT Youth Scotland survey who think homophobia/biphobia/transphobia is a big problem in their local area (LGBT Youth Scotland, 2022).

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 a 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.

Sources:

- <https://www.lgbtyouth.org.uk/national-programmes/life-in-scotland/>

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 13).

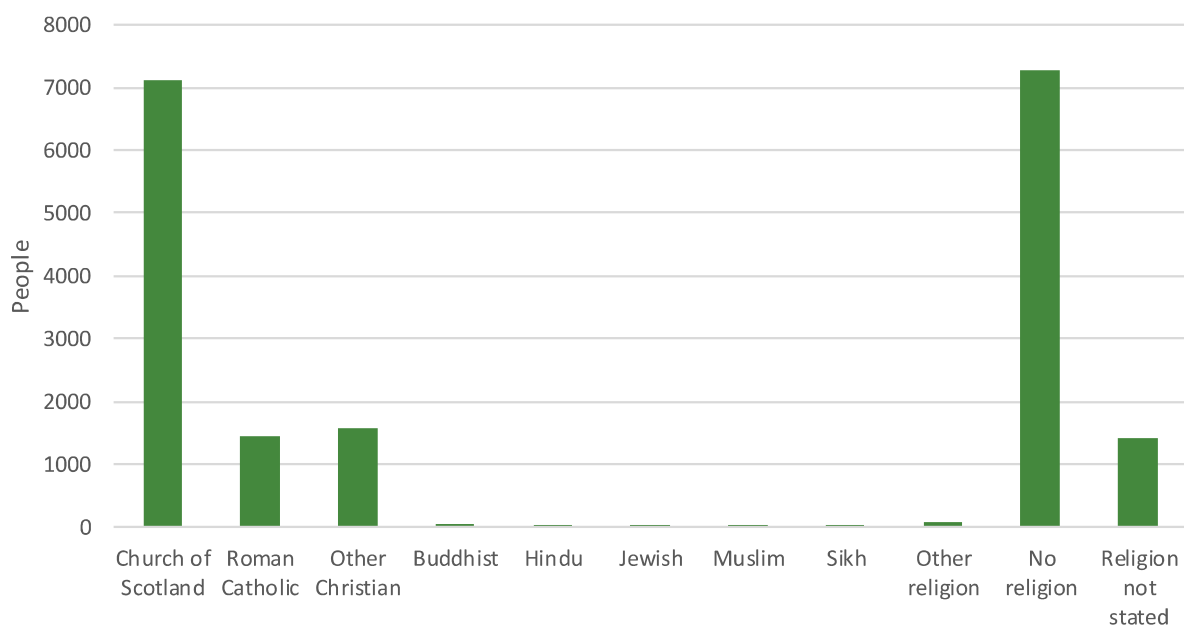


Figure 13 Religion of people living in the Cairngorms National Park (Census 2011, KS209SCb).

Sources:

- 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 partnership⁷. 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.

Pregnancy, maternity and paternity

The birth rate in the National Park is 6.7 births per 1000 residents, compared to 9.1 births per 1000 people across Scotland (Scottish Government, 2019. Data for the National Park derived from the data zones covering the Park used in the LDP reporting).

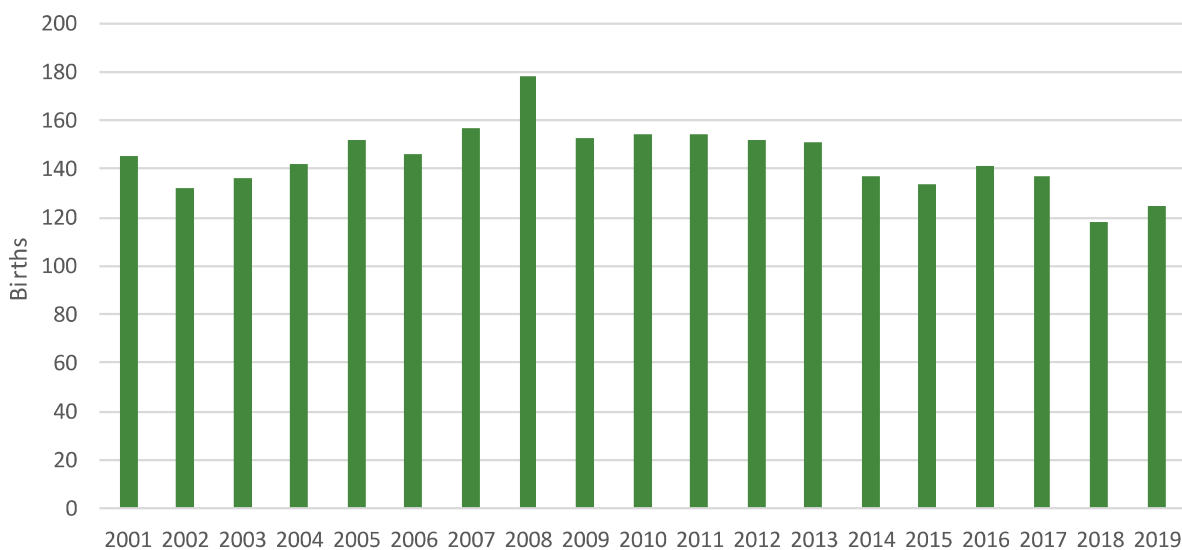


Figure 14 Births by calendar year in the Cairngorms National Park 200-19 (National Records Scotland, 2001).

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

Sources:

- <https://statistics.gov.scot/home>

⁷ Marital and civil partnership status classifies an individual according to their legal marital or registered same-sex civil partnership status as of 27th 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).





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. The SIMD measures deprivation across a number of domains, which are also considered in aggregate to offer an overall rank.

Overall Rank (Decile)

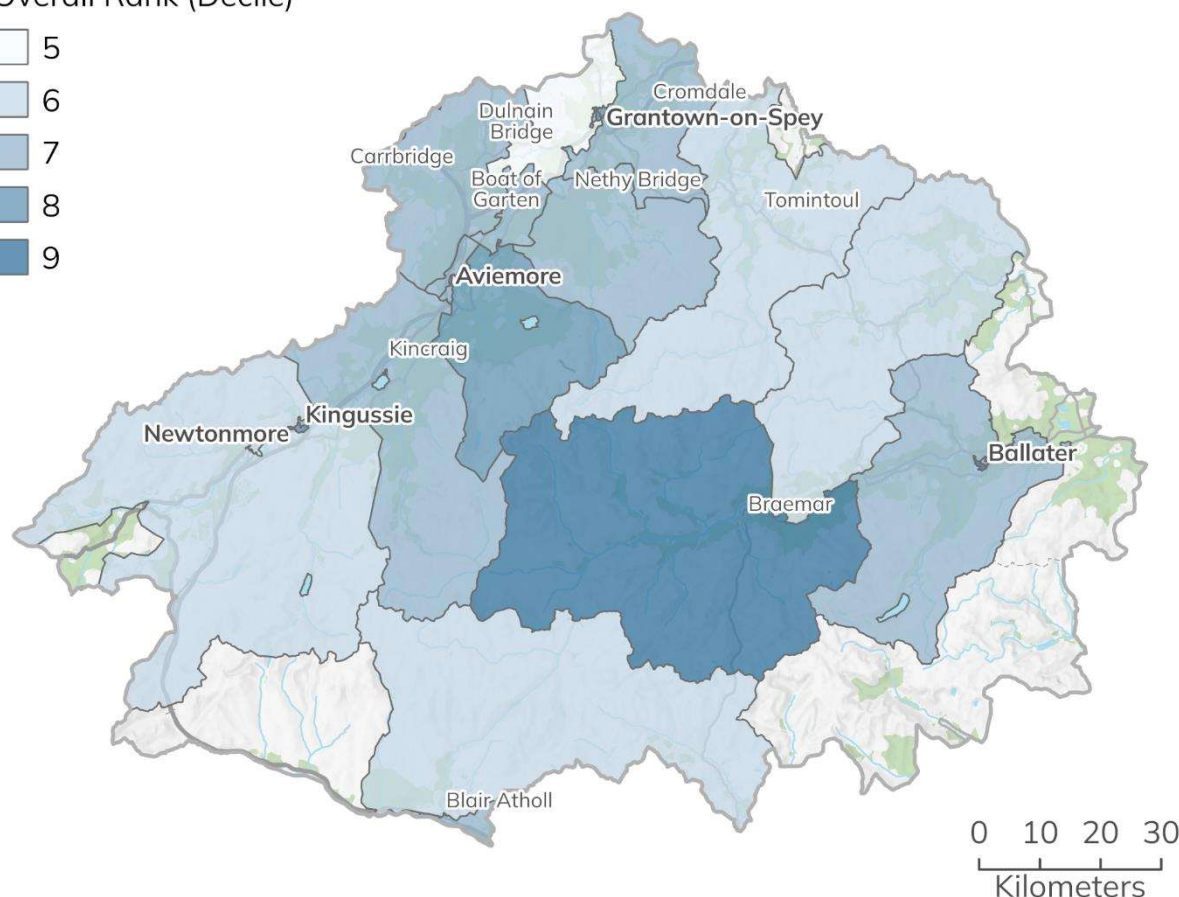


Figure 15 Overall SIMD 2020 Rank of data zones within Cairngorms National Park by decile (higher the number/darker the colour the lower the relative deprivation).

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The majority of data zones within the Cairngorms National Park are middle-ranking or above (Figure 15) 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 16). 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

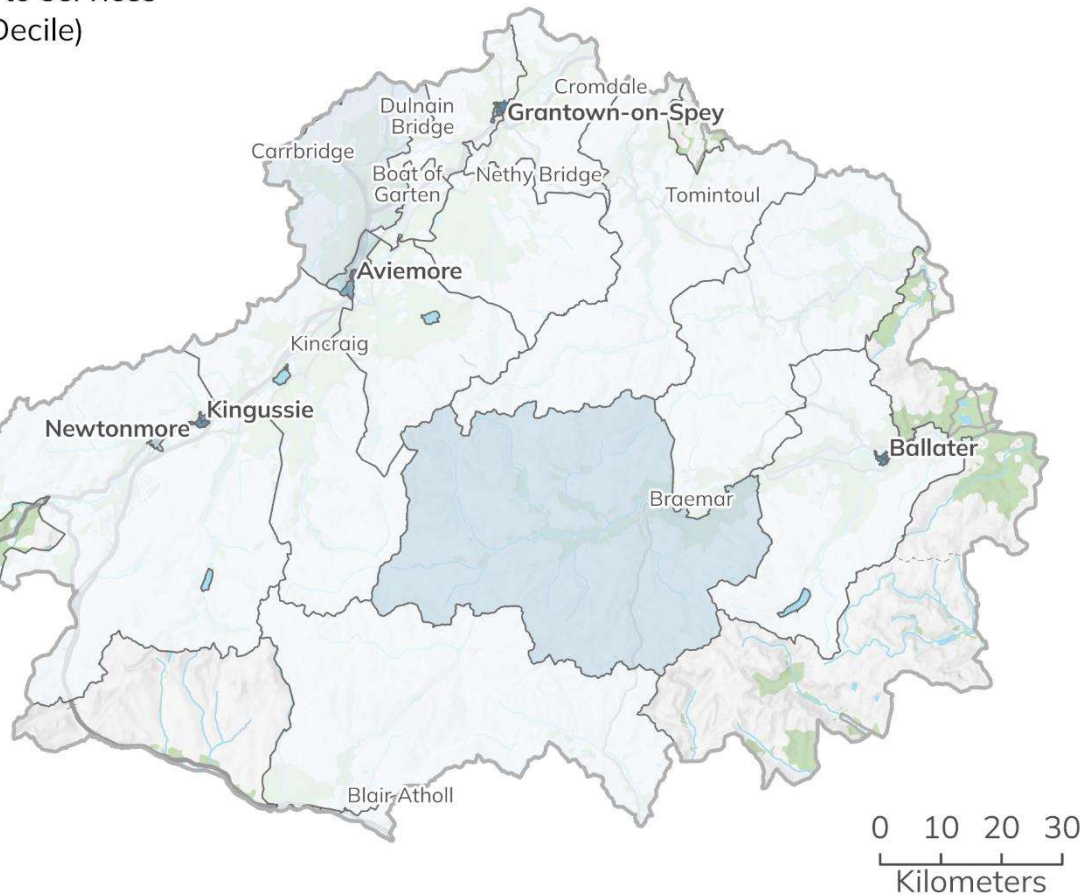


Figure 16 SIMD 2020 Rank by decile of data zones within Cairngorms National Park according to the Geographic access to services domain (higher the number/darker the colour the lower the relative deprivation).

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

Sources:

- <https://simd.scot/#/simd2020/BTTTT/10.20152539667507/-3.5841/57.1197/>

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 adjoining Local Authorities (Figure 17), it would appear that the National is outperforming 4/5 of them and in fact substantially better than the national average.

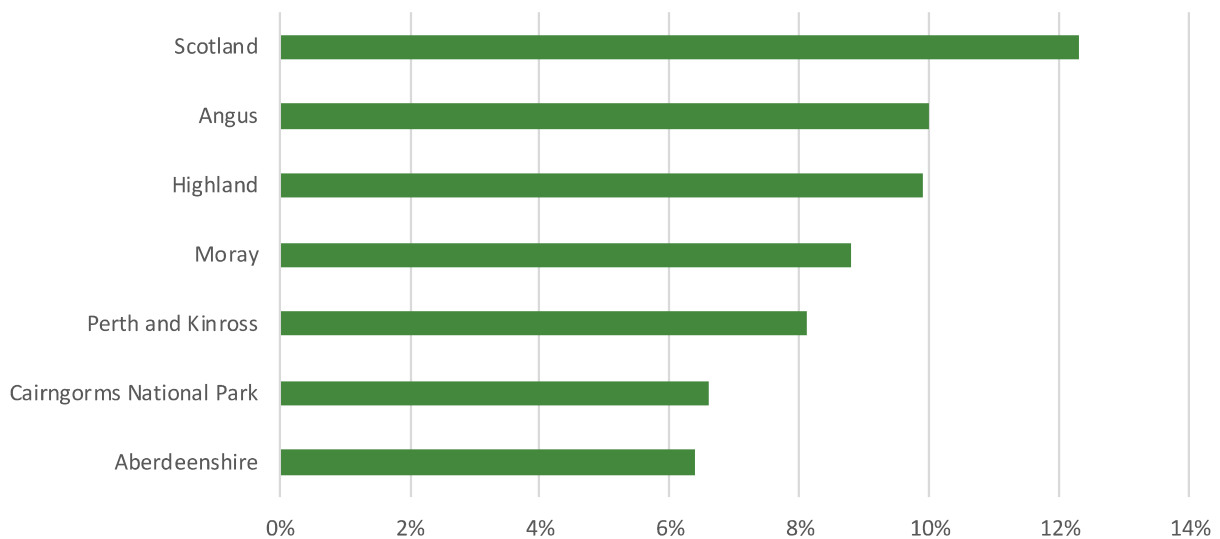


Figure 17 SIMD (2020) Income deprivation rates (based on receipt of income related benefits) as proportion of the total population. (Source: SIMD2020)

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 18). Just over half of the data zones (13/24) do in fact perform better than the National Park average which is 46% lower than the national average (Figure 18).

Overall, the data (Figure 18) 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 range of income related benefits.

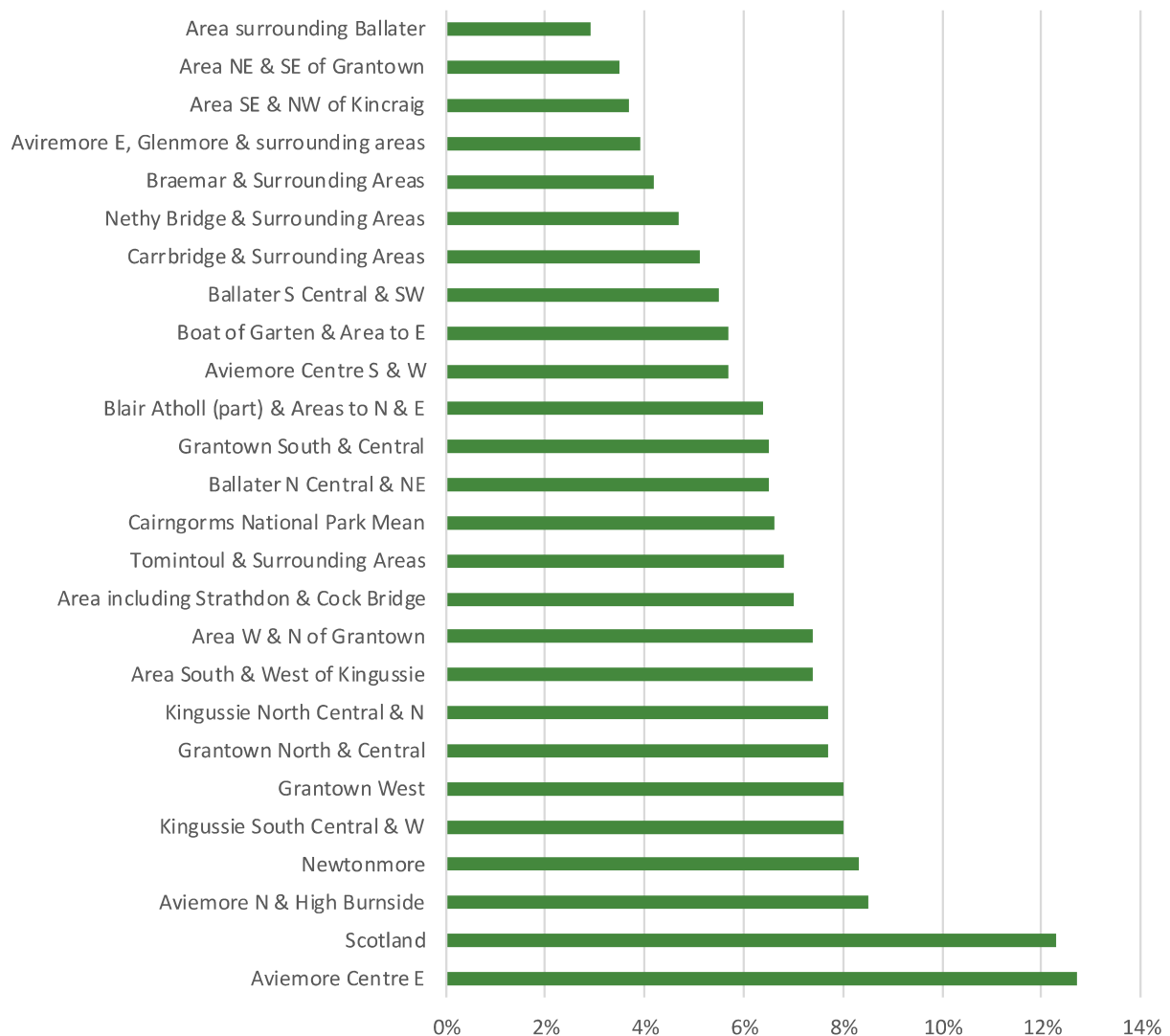


Figure 18 Income deprivation based on receipt of income related benefits (SIMD 2020; further information on the methodology used available in SIMD technical notes)

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 Governments 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 income⁸ (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 12.4% compared with 17.5% nationally. Out of the five Local authorities that cover the National Park's geography, only Aberdeenshire has a lower proportion of low-income households than the National Park average (Figure 19).

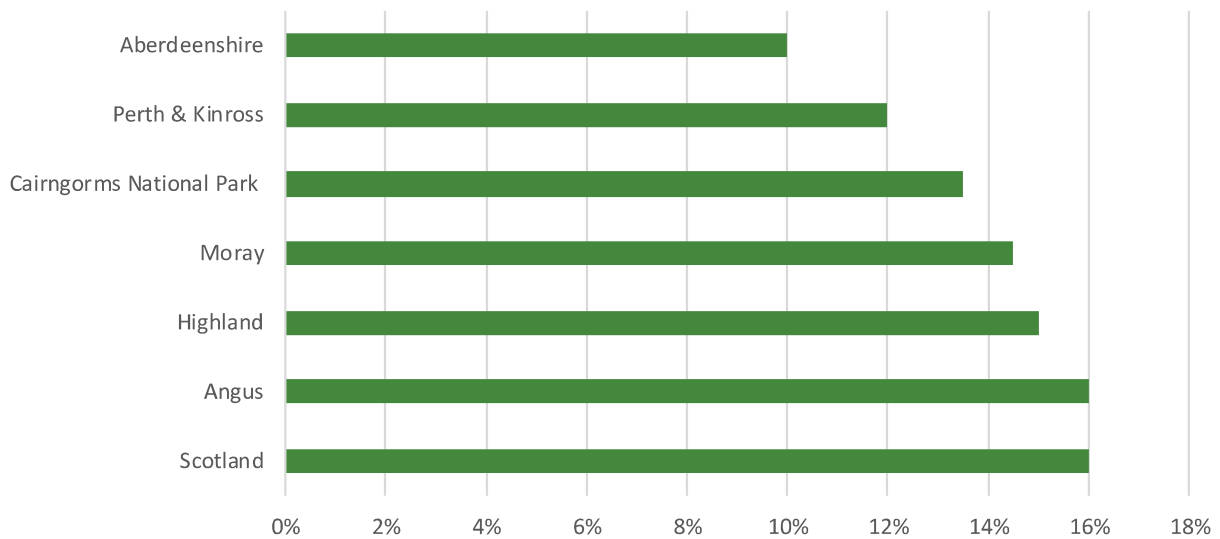


Figure 19 Proportion of households with under 60% of the median gross income.

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.

⁸ 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.

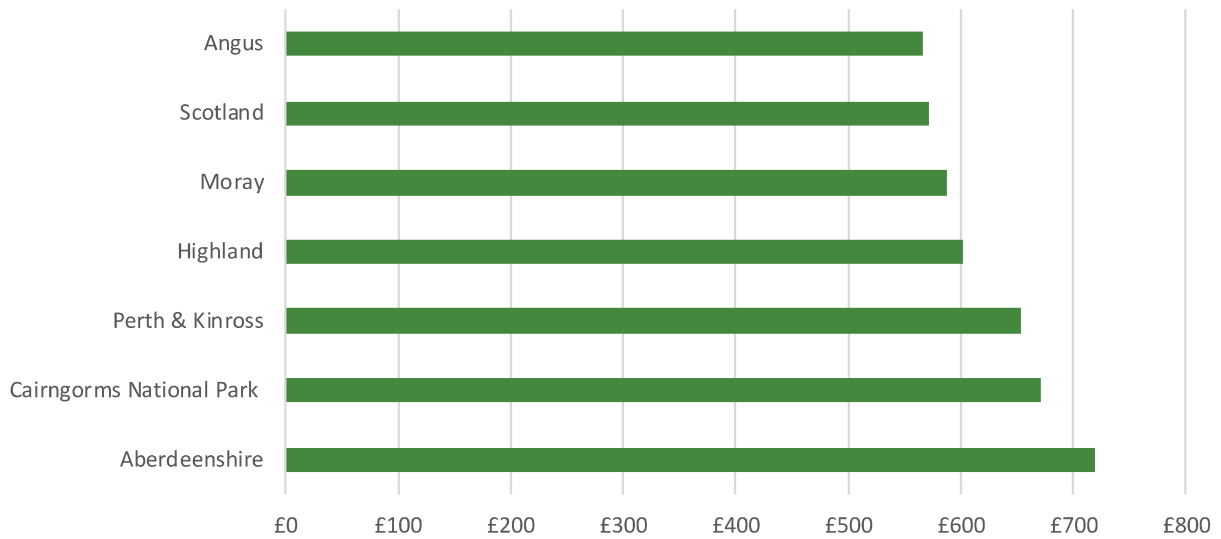


Figure 20 Gross household income estimates Source: CHMA, Based on Local Level Household Income Estimates (LLHIE), weekly (£), banded income for 2018. The LLHIE are synthetic income modelling research for the year 2018 & exclude housing costs & adjustments for taxation.



Approximate proportion of households under 60% of gross median income

- 8 - 10%
- 10 - 12%
- 13 - 14%
- 14 - 16%
- 16 - 18%

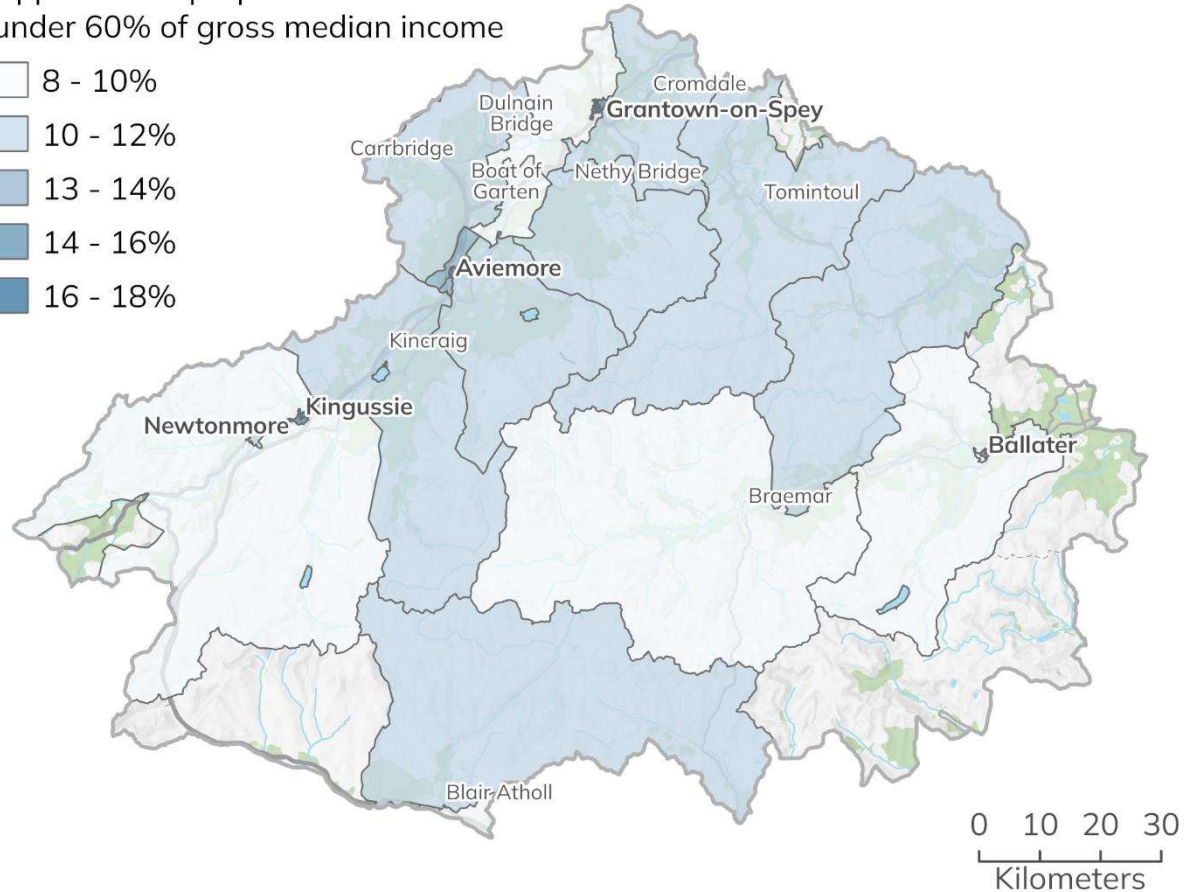


Figure 21 Proportion of households under 60% of the median income Source: CHMA, Based on Local Level Household Income Estimates (LLHIE), weekly (£), banded income for 2018. The LLHIE are synthetic income modelling research for the year 2018 and exclude housing costs and adjustments for taxation.

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Sources:

- <https://simd.scot/#/simd2020/BTTTTFTT/10.20152539667507/-3.5841/57.1197/>

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 is the estimate for the percentage of children living in a household with below 60% of the median income⁹. A limitation of this data as an indicator of 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%.

Sources:

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

⁹ Income is defined as Gross Personal Income from benefits/tax credits, from employment and self-employment, and from occupational pensions.