

30th April 2013



**Loch Lomond & The Trossachs
National Park Authority
Equality Outcomes (2013 – 2017)**

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Introduction

As part of Loch Lomond & The Trossachs National Park Authority's public Equality Duties, we must publish, by 30th April 2013:-

- Equalities Outcomes for the National Park Authority; and
- Our Equalities Mainstreaming Report.

This document presents the **Equality Outcomes** which will further the three parts of the general equality duty, these being:-

- Eliminating discrimination, harassment, victimisation or any other prohibited conduct.
- Advancing equality of opportunity by having due regard to:
 - Removing or minimising disadvantage;
 - Meeting the needs of particular groups that are different from the needs of others; and
 - Encouraging participation in public life.
- Fostering good relations – tackling prejudice, promoting understanding.

(Extract from the Equalities Act)

These outcomes must:

- Be published by 30 April 2013;
- Involve people with protected characteristics in preparing outcomes; and
- Consider relevant evidence.

If our Equality Outcomes don't further the three parts of the general duties in relation to every protected characteristic (equality group), then we must publish reasons.

The eight **Protected Characteristics** groups to which the Equalities Duties apply are: Age; Disability; Gender/Gender Re-assignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; and Sexual Orientation.

Loch Lomond & The Trossachs National Park Authority (LLTNPA) has a responsibility to fulfil Equalities Duties in its role both as an employer and as a provider of public services to an extensive range of stakeholders and customers.

This paper presents LLTNPA's Equality Outcomes, which have been developed in consultation with the joint National Park Authorities' Equality and Diversity Group, Inclusive Cairngorms Equalities Consultative Forum and LLTNPA's Senior Management Team

Context

Loch Lomond & The Trossachs National Park Authority employs 120 – 160 staff (subject to seasonal variation), based at its main offices in Balloch and Callander, its Visitor Centre in Balmaha, and at various other smaller sites around the National Park. National Park

Authority rangers predominantly work from satellite offices, covering the National Park's extensive geographical area. In addition we have a non executive Board of 17 members.

The National Park Authority also engages a large number of volunteers to further the aims and activities of the National Park and we apply the same value of inclusiveness to our volunteers as with our staff.

National Park Partnership Plan 2012-17

The statutory purpose of Loch Lomond & The Trossachs National Park Authority is to lead and co-ordinate the delivery of the National Park aims focused on the outcomes of Conservation, Visitor Experience and Rural Development. Some outcomes are achieved through direct delivery by the National Park Authority and many others through working with a wide range of partners in the private, public and voluntary sector. All outcomes for the National Park and the bodies responsible for delivering them are described in the *National Park Partnership Plan 2012- 2017*.

The Park Partnership Plan contains three long-term outcomes:

- An internationally-renowned landscape where the natural beauty, ecology and the cultural heritage are positively managed and enhanced for future generations.
- A high quality, authentic experience for visitors, with many opportunities to appreciate and enjoy the natural and cultural heritage, within an internationally renowned landscape that compares to the best on offer around the world.
- In the National Park businesses and communities thrive and people live and work sustainably in a high quality environment.

Equality and diversity requirements are met through many of the National Park Partnership Plan objectives as this plan recognises the wide variety of people, who live-in, visit and use the Park. Furthermore, 'Parks for All' is one of the six key principles underpinning the approach to attaining the aforementioned outcomes:

'National Parks are for all of Scotland's people and its visitors from around the world to enjoy. They should offer opportunities for all, regardless of physical ability, age, income or background. Thriving local communities and successful businesses are particularly important to sustaining the Park in the long term and providing the services and facilities needed for a thriving rural economy.'

LLTNPA Corporate Plan 2012-17

The overarching purpose which the National Park Authority itself aims to achieve, as summarised in our current *Corporate Plan 2012 – 2017*, is to:

'Manage the visitor pressures on this renowned scenic area and encourage sensitively the development of our rural communities so that the National Park is conserved and enhanced for generations to come'

Equalities and diversity considerations run through all areas of the work we do given our focus on the interaction between people and place as well as the extensive range of people we serve.

The Corporate Plan sets out in detail, the National Park Authority's objectives which aim to deliver the Park Partnership Plan outcomes. Although equality is a consistent thread throughout the Plan, the key areas where equality and inclusion activities are of specific relevance include:

- Visitor Management
- Recreation and Access
- Education and Outreach
- Volunteering
- Tourism
- Sustaining our Population and Rural Economy
- Community Development
- National Park Authority People Strategy
- Marketing & Communications

The National Park Authority assesses the 'equalities impact' of its core policies, strategies and projects through carrying out 'Equality Impact Assessments' and making appropriate adjustments.

National Park Authority Equality Outcomes

Considering the equality issues identified through consultation with The Equality and Diversity Group, Senior Management Team and Inclusive Cairngorms, the following proposed joint equalities outcomes have been developed for both National Park Authorities. Appendix 1 provides more details about these outcomes.

Outcome 1

A greater diversity of people, including young people and those who have a real or perceived barrier to accessing the Park, will learn about and help to conserve and enhance the Park.
General Duty furthered - Advancing equality of opportunity

Outcome 2

All people will be able to access more barrier-free paths in the Park.
General Duty furthered through this outcome - Advancing equality of opportunity

Outcome 3

A greater diversity of people including young people and those who have a real or perceived barrier to accessing the Park, will be aware of and able to access information about the Park, including its recreation opportunities.
General Duty furthered - Advancing equality of opportunity

Outcome 4

A greater diversity of people is able to access more opportunities within the National Park and is able to actively participate in decision making.
General Duties furthered - Advancing equality of opportunity; and fostering good relations

Outcome 5

LLTNPA will be better informed of equality characteristics of staff (so that we can address barriers / improve working conditions for all).

General Duties furthered - Advancing equality of opportunity; and eliminating discrimination

Publication and Reporting Requirements for Equality Outcomes

The National Park Authority will publish our Equality Outcomes and our Mainstreaming report by 30 April 2013

We are required to publish a formal progress report against our Equality Outcomes by 30 April 2015 and every 2 years thereafter. However, the intention is to embed this progress report into the National Park Authority's corporate performance framework and include updates within each Annual Report.

A review and update (if required) of our Equality Outcomes is required within four years of publishing this document i.e. by 30 April 2017.

Appendix 1- Equality Outcomes and Action Plan

Suggested Equality outcome	Link to Corporate Plan and Park Partnership Plan	Activities (Existing and New) <i>Including suggested indicator</i>	General duty
<p>Outcome 1</p> <p>A greater diversity of people including young people and those who have a real or perceived barrier to accessing the Park, will learn about and help to conserve and enhance the Park.</p>	<p>Corporate Plan Objectives:</p> <ul style="list-style-type: none"> • Education and Outreach • Volunteering • Public event/engagement programme <p>Direct link to NPP Priority Actions:</p> <ul style="list-style-type: none"> • VE16: Increased opportunities to deliver Curriculum for Excellence through Outdoor Learning • VE 18: Volunteer Rangers • VE19: National Park Volunteers 	<p>Continue to create opportunities for all people to get involved in and learn about the National Park through:</p> <ul style="list-style-type: none"> • Volunteering • John Muir Award • Outdoor learning and Outreach programme • Internships • Public events programme <p><i>Indicators: number of events; diversity of participants participating in open and outreach events, volunteering and internships, recorded against the protected characteristics; ; levels of uptake in educational travel grant scheme.</i></p>	<p>Advancing equality of opportunity</p>
<p>Outcome 2</p> <p>All people will be able to access more barrier-free paths in the Park, more paths will be accessible to all people</p>	<p>Corporate Plan Objective:</p> <ul style="list-style-type: none"> • Responsible and managed access to the National Park <p>Direct link to NPP Priority Actions:</p> <ul style="list-style-type: none"> • VE1: 'Preventive spend to improve health benefits'. • VE 13: Maintenance and enhancement of recreation provision....and improved linkages between existing routes. 	<p>Continue ongoing focus for access through Outdoor Recreation Plan (ORP). Visitor access improvements introduced through new rural infrastructure (e.g. 5 Lochs Programme). Paths to Health Programme.</p> <p><i>Indicators: Geographical and experiential spread of barrier free and fully accessible paths within the Park; number of kms of barrier free and fully accessible access; and participation levels in health walks.</i></p>	<p>Advancing equality of opportunity</p>
<p>Outcome 3</p> <p>A greater diversity of people will be aware of and able to access information about the Park, including its recreation</p>	<p>Corporate Plan Objectives:</p> <ul style="list-style-type: none"> • Improved consistency of product encourages greater enjoyment for visitors to the National Park 	<p>Continue to improve provision, promotion and accessibility of Park information.</p> <p>Provision of NPA publications in alternative formats -</p>	<p>Advancing equality of opportunity</p>

Suggested Equality outcome	Link to Corporate Plan and Park Partnership Plan	Activities (Existing and New) <i>Including suggested indicator</i>	General duty
opportunities	<ul style="list-style-type: none"> Marketing & Communications Direct link to NPP Priority Actions: <ul style="list-style-type: none"> VE 7: Better information and signage for visitors VE14: Promotion of path and water networks 	on request Extend promotion of use of Plain English Collate equality data from: <ul style="list-style-type: none"> Visitor surveys Requests for alternative formats of publications Requests for specific information on accessibility <i>Indicators – availability and uptake in alternative format of all communications</i>	
Outcome 4 A greater diversity of people is able to access more opportunities within the National Park and is able to actively participate in decision making	Corporate Plan Objectives: <ul style="list-style-type: none"> Active and empowered communities A population balanced across age groups benefitting from local job creation and retention. Direct link to NPP Priority Actions	<ul style="list-style-type: none"> Continue National Park Apprenticeship Programme Park-wide approach to assessing housing needs and demands. Ongoing programme of inclusive engagement and other consultation events in Park communities to inform policy development. Continued access opportunities to National Park consultations, activities and meetings (e.g. Planning Committees). <i>Indicators – Consultation participation data; and access assessments for NPA large events/meetings.</i>	Fostering good relations Advancing equality of opportunity
Outcome 5 LLTNPA will be better informed of equality characteristics of staff (so that we can address barriers / improve working conditions for all)	Corporate Plan Objectives: <ul style="list-style-type: none"> NPA People Strategy 	Staff survey –seeking information on equality / protected characteristics <i>Indicator – system established for collecting and monitoring equalities data for staff.</i>	Advancing equality of opportunity Eliminating discrimination