

National Park Authority Board Meeting

Agenda Item 11

Corporate Focus - Equality Mainstreaming and Outcomes Report 2019



Paper for information

1. Purpose

1.1. The Equality Act 2010 and the Equality Act 2010(Specific Duties) (Scotland) Regulations 2012 and subsequent amendments are the key pieces of legislation driving equality, diversity and inclusion in Scotland. This paper is an addendum to the Annual Operational Plan Performance and provides an update on how we are addressing our responsibilities under the Equality Act 2010.

2. Recommendation

2.1. The Board to **note** the content of this report.

3. Contribution to National Park Partnership Plan and/or Our 5-year Plan

3.1. This paper contributes to our 5-year-plan and our commitment to invest in our staff as well as identifying the progress we have made to mainstream equality and achieve the equalities outcomes we targeted.

4. Background

4.1. Since 2017 we have been working towards delivering against 2 Equality Outcomes:

- Outcome 1 - Our performance is enhanced by having a workforce whose diversity more closely reflects that of our community/Scotland.
- Outcome 2 - Increasing and positive experiences within the National Park and with the Park Authority is enhanced through improved information and quality of communication and inclusive engagement.

4.2. As well as working towards our outcomes we have also been working towards mainstreaming equality which simply means integrating equality into our day to-day work, taking equality into account in the way we exercise our functions. In other words equality should be an integral part of everything we do.

4.3. The key achievements in relation to both of our outcomes and mainstreaming equality from 2018/19 include:

- achievement of the gender representation objective of 50% of our Ministerial appointments being women. It is also pleasing to report that 50% of Local Authority nominated Board members are women.
- 4.9% median gender pay gap in favour of women employees
- the establishment of a very active and engaged Youth Committee

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- a superb Backbone Outdoor Festival for All hosted in Balmaha

5. Conclusion

- 5.1. While we have made some excellent progress, we recognise that there remains much to do. We look to continuously improve the way in which we work and engage with our communities and visitors to the National Park. This means getting better at making equality a component of everything we do. The attached report in Appendix 1 provides further detail and fulfils our statutory reporting duty.

Appendix 1: Equality Mainstreaming and Outcomes Progress Report 2019

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