



# Equalities Mainstreaming Report and Equalities Outcomes 2021-2025

## Agenda Item 12

### National Park Authority Board Meeting

Monday 14<sup>th</sup> June 2021

Paper for information

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#### 1. Purpose

- 1.1. The purpose of this paper is to share our recently published Equalities Mainstreaming and Equalities Outcomes report, including its findings and our future aims on diversity and inclusion.
- 1.2. We are also planning a separate session with any interested Board Members to look in more depth at our Equalities Outcomes for 2021-2025.

#### 2. Recommendations

- 2.1. We recommend that the Board notes the contents of the report attached at Appendix 1.
- 2.2. We recommend that Board Members that are interested in a future session to look in more depth at the Equalities Outcomes notify the Director of Corporate Services.

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

- 3.1. Our work on diversity and inclusion contributes to most of the outcomes within the National Park Partnership Plan and priorities of Our 5-year (Corporate) Plan.

## 4. Background

- 4.1. We know that we will only be successful in achieving the National Park Partnership Plan, Our 5-Year (Corporate) Plan, and Annual Operational Plan outcomes we have set for the National Park if we do so in a way that includes people from all backgrounds. Creating a diverse and inclusive organisation that also promotes equality in how we engage with communities and visitors is likely to accelerate our goals, and lead to better decisions and more innovation.
- 4.2. Our Equalities Mainstreaming Report and Equalities Outcomes 2021-25 report (attached at Appendix 1) looks back at recent accomplishments with respect to equalities, and also sets out our ambitions for the coming four years. It describes how we have integrated (mainstreamed) equality into our day-to-day work, taking equality into account in the way we exercise our functions. It also reports on the specific outcomes we set for ourselves, including the changes that result for individuals, communities and organisations as a consequence of the action we have taken. We have a legislative duty to publish this report every four years, with a review and progress report to take place mid-way through the reporting period.
- 4.3. Our internal #ParkForAll working group oversees the development and implementation of our strategy on matters relating to diversity and equality. The purpose of #ParkForAll is to provide leadership and cultural change support to the organisation to deliver against our equalities duties; ensuring equality, promoting diversity and inclusion into all work areas.

## 5. Report highlights

- 5.1. The report outlines our progress against our 2017-2021 outcomes and mainstreaming objectives. It also contains detailed data, analysis, and other information.

### Our People and Governance

- 5.2. We have worked hard to promote diversity and inclusion of our people and governance. This has included looking at how we recruit and our workforce policies to make them more welcoming for all. As Board Members will recall, we also participated in a pilot Board shadowing initiative for people with disabilities, and achieved gender balance with our ministerial Board appointments. However, the data shows that we have much more work to do before our staff, Board, and volunteers reflect the diversity of Scotland.
- 5.3. The report includes a number of case studies of actions we have taken on people and governance, including internal engagement, support for flexible working, promoting young volunteering, and our Youth Committee.

## Serving the Public

- 5.4. Our engagement and services to our communities and visitors have also improved in recent years. We have undertaken equality impact assessments that have helped us identify how to ensure key projects promote equality. The materials we publish online and in print are more accessible and the imagery we use is more reflective of people with diverse characteristics.
- 5.5. The report shows case studies on virtual community engagement, web accessibility, and how we are using our Visitor Survey to understand the visitor profile to the National Park. It also explains how we have produced and published new accessibility guides for our buildings.

## **6. Equalities Outcomes 2021-25**

- 6.1. Whilst we have made progress over the past reporting period, we recognise there is still much more to do, and this is reflected in some of the data in the report.
- 6.2. Based on our level of progress on equalities and our organisational goals, our #ParkforAll group has identified three key outcomes for our equalities work into the coming years. These have been approved by the Executive and included in the report. Within these, our action plans have been particularly mindful of our objective to achieve net zero carbon emissions by 2030 and the need to ensure a just transition.

### ***Equality outcome 2021-25    Activities & Deliverables***

<i>1. At all levels of the organisation, our staff, volunteers, and Board better reflect the diversity of Scotland</i>	1.1 Improve our data collection to better understand the existing characteristics of our people and those who apply to work with us  1.2 Build our knowledge and implement best practice in inclusive recruitment, including through diversity networks and other external expertise  1.3 Ensure our HR, volunteering, and governance policies and procedures give us the best opportunities to attract, develop, and retain diverse talent, including as we update these to address our net zero carbon objectives
<i>2. The National Park is an inviting place for people of all backgrounds</i>	2.1 Undertake visitor infrastructure and service improvements (including in transport, recreation, camping, and access) that enable more diverse groups to have valuable experiences in the National Park  2.2 In planning our transition to net zero, assess the impact of change on those with protected characteristics and diverse socio-economic backgrounds, and implement mitigating measures to promote equality

*3.1 Our policy and external funding decisions improve equality for individuals and groups*

2.3 Update our visitor information across our communications platforms to ensure it is accessible and that our imagery better reflects the diversity of Scotland

2.4 Build our understanding of the constraints and barriers that diverse groups face in accessing the benefits of the National Park, and use this to inform future work plans

3.1 Collect diverse views by running our consultations and engagement events in an accessible manner, including in-person meetings as well as where we use digital methods

3.2 Ensure we adequately assess the equalities impacts of our policy and funding decisions

## **7. Next Steps**

- 7.1. The above equality outcomes have been approved by our Executive team, and we are currently developing more detailed plans for taking these forward. Our next step is to engage Board Members to help us further develop and prioritise them, which could in turn lead to us updating the outcomes. We envisage this taking place in a more in-depth discussion with interested Board Members. Any Board Members who would like to participate should notify the Director of Corporate Services.

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