



Equalities Mainstreaming Report and Equalities Outcomes Progress Report 2023

Agenda Item 12

National Park Authority Board Meeting

Monday 12 June 2023

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1. Purpose

- 1.1. The purpose of this paper is to share our recently published Equalities Mainstreaming and Equalities Outcomes progress report and its findings.

2. Recommendation(s)

- 2.1. We recommend that the Board notes the content of the report attached at Appendix 1.

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 our priorities of Our 5-year Plan.

4. Background

- 4.1. In April 2021 we set our new equality outcomes for the reporting period 2021-2025. We have a legislative duty to publish a review and progress report mid-way through the reporting period.
- 4.2. Our Equalities Mainstreaming Report and Equalities Outcome Progress report 2023 looks back at our accomplishments with respect to equalities. 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 as well as reporting on the specific

outcomes we have set ourselves including the changes that result for individuals, communities, and the organisation as a consequence of the action we have taken.

5. Report Highlights

5.1. Since 2021 we have been working towards delivering against 3 equality outcomes:-

- Outcome 1: At all levels of the organisation, our staff, volunteers, and Board better reflect the diversity of Scotland
- Outcome 2: The National Park is an inviting place for people of all backgrounds
- Outcome 3: Our policy and external funding decisions improve equality for individuals and groups with protected characteristics

5.2. The key achievements in relation to our outcomes and mainstreaming equality in the reporting period include:

- A new pilot one-year Board position to work closely with us to improve representation of ethnic minorities in the outdoors sector and to help the organisation better engage with ethnic communities.
- We formally adopted hybrid working for our staff and reduced the working week to 35 hours. Combined, these create a more inclusive and supportive workplace.
- Trialed a camping loan kit scheme with The Kurdish Women Community Group, made up of refugees and asylum-seeking women based in Glasgow. Women and their children camped (many for the first time) for two nights at the National Park Campsite at Loch Achray supported by National Park Volunteer and Campsite Rangers.
- Published our draft National Park Partnership Plan, with the key principle that the National Park is for everyone and we can only achieve its aims as part of a just transition towards a fairer, greener future. Equality is a common thread that runs through the document, including in sections that cover how we can connect people from all backgrounds with nature, reaching people who don't currently access the National Park, promoting sustainable transport, and enabling diverse and thriving communities. To support this, we have designed our consultation and engagement programme to foster input from people whose voices are less often heard during such consultations

6. Next steps

6.1. As we look forward, we will continue on the path of our 2021-2025 outcomes. Alongside the new National Park Partnership Plan's commitment to inclusion, the steps, and actions we have taken over the past two years have created momentum that we can build on going forward across our organisation and the National Park's visitors and communities. The attached report in Appendix 1 provides further detail and fulfils our statutory reporting duty.

7. Appendices

Appendix 1 – Equalities Mainstreaming Report and Equalities Outcome Progress Report 2023.

Author: Ali Cush, Education & Inclusion Adviser

Executive Sponsor: Samantha Stubbs, Head of People and Assets