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## CAIRNGORMS NATIONAL PARK AUTHORITY

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### FOR DECISION

**Title: THE CAIRNGORMS NATIONAL PARK AUTHORITY'S  
RACE EQUALITY SCHEME**

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#### **Purpose**

The purpose of this paper is to seek endorsement of the CNPA's draft Race Equality Scheme, including Action Plan (Annex 1).

#### **Recommendations**

It is recommended that the Board:

- a) Note the actions required, including impact assessment and monitoring and endorse the CNPA's Race Equality Scheme.

#### **Executive Summary**

Since its inception, the CNPA has been committed to ensuring that its policy is shaped by the views and advice of those groups who face barriers to benefiting from the Park.

The CNPA's Race Equalities Scheme builds on existing legislation: The Race Relations Act 1976 (Statutory Duties) (Scotland) Amendment Order 2006 which gave the Cairngorms National Park Authority a deadline 30<sup>th</sup> November 2007 to produce its Race Equalities Scheme

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## THE CAIRNGORMS NATIONAL PARK AUTHORITY'S RACE EQUALITY SCHEME – FOR DECISION

1. A draft Race Equality Scheme (RES) has been developed by staff with advice from “Inclusive Cairngorms” (previously the “All Abilities Communication Network”) and from organisations and individuals that work specifically with Minority ethnic groups e.g. Backbone, Black Environmental Network etc. It has been worked on in collaboration with the Highland and Islands Equality Forum and is now at a stage where it is ready to be endorsed by the CNPA Board.
2. It was agreed that in due course the RES will become part of a single umbrella equality scheme along side the existing Disability Equality Scheme and the Gender Equality Scheme that have already been completed.

### Background

3. Producing this Race Equality Scheme is a requirement of the Race Relations Act 1976 (Statutory Duties) (Scotland), Amendment Order 2006, (this is an amendment on the Race Relations Act 1976(statutory duties) (Scotland) (2002).
4. The (Scotland) Amendment Order 2006 (Article 4, 2B) places a legal requirement on an additional list of public authorities and bodies (including the CNPA) undertaking public functions, to take positive steps to promote equal opportunities, promote good race relations and embed racial equality in their day to day operations.
5. The Cairngorms National Park Authority came into being in 2003 and therefore was not bound by the (2002) legislation. However with the (Scotland) Amendment Order 2006, we had an obligation to develop a Race Equality Scheme by the 30<sup>th</sup> of November 2007. The scheme was published as a Draft on this date and made available through the CNPA website.

### Endorsing the CNPA's Race Equality Scheme

6. The **general statutory duty** of the CNPA with regards to ensuring Race equality comes in three parts that need to be considered and addressed.
  - a) Eliminate unlawful racial discrimination
  - b) Promote equality of opportunity, and
  - c) Promote good relations between persons of different racial groups.
7. The **specific duties** set out the requirements for public authorities to meet the general duty, including :
  - a) The preparation and publication of a race equality scheme.
  - b) Assessing which functions are relevant to the duty (with a review of that assessment at least every three years).
  - c) Setting out arrangements for assessing and consulting on the likely impact on the promotion of race equality of proposed new policies.

- d) Monitoring of policies for adverse impact on the promotion of race equality.
  - e) Publishing the results of assessments, consultations and monitoring.
  - f) Ensuring access to information and services.
  - g) Training staff on issues relevant to the duty.
8. To date the CNPA has worked closely with many organisations in shaping the “Park for All” theme, and will continue to do so. The Inclusive Cairngorms group, which seeks to promote social inclusion in the National Park, represents a diversity of organisations and interests. Those relevant to race issues include: Black Environment Network, Backbone (Black and minority ethnic outdoor recreation agency), Local Authority Equalities officers, Highlands and Islands Equality Forum, and other community groups.
  9. In developing the Race Equalities Scheme, CNPA staff have worked closely with the above agencies. The Backbone project held a consultation event in October 2007 (funded in part by the CNPA) identifying barriers and ways of addressing them to enable Minority Ethnic groups to access and enjoy the Cairngorms National Park.
  10. Internally, the CNPA has an Equalities Working Group which is responsible for overseeing the production and implementation of our equalities schemes, and has representation from across the organisation including Economic and Social Development, Corporate Services and Communications.

## Recommendation

11. **That the Board note the actions required in Annex 1, including impact assessment and monitoring of the Scheme, (that will be reported back through the annual “Park for All” Board update paper) and endorse the CNPA Race Equality Scheme.**

## Policy Context

12. Relationship with the National Park Plan the development of a “Park for All” culture should ensure that an inclusive attitude is applied, as standard practice to the delivery of the Park Plan by the CNPA and its partners.
13. The guiding principles that set out how the CNPA and its Partners should address inequality within the Park Plan are:
  - a) **“Social Justice - a Park for All”** the CNPA has established links with inclusion and equalities groups and interests and will continue to involve them in creating opportunities for everyone to engage with the park. This includes, amongst others, minority ethnic groups.
  - b) **“People Participating in the Park - A National Park for People”** The CNPA has established links with inclusion groups and interests, and will continue to involve them in shaping the Park and its management. This includes amongst others: minority ethnic groups.

- c) **“Managing Change - A National Park Open to Ideas”** The CNPA will seek to listen and work with equalities groups and interests to achieve best possible solutions to manage change within the Park.

## **National Policy**

- 14. The new Scottish Parliament administration (SNP 2007 manifesto) shows a commitment to pledging to “pull together the different strands of equality legislation under our control to deliver an integrated equality strategy based on the recognition that discrimination harms people and communities, undermines our economic competitiveness and damages our international reputation.”

## **Delivering Sustainability**

- 15. Developing a Race Equality Scheme with clear action plans with monitoring built in will mean that resources can be dedicated in a more effective manner ensuring greater impact. Involving a wide range of Partners in the development of these schemes increases a sense of collective ownership.

## **Delivering Economy, Effectiveness and Efficiency**

- 16. Producing Equalities Schemes will encourage a wider range of visitors to the Park. It is important to build on the existing visitor demographic base and encourage the development (and marketing) of a diverse range of transport, accommodation and activities geared to a variety requirements.

## **Financial Implications**

- 17. Developing, implementing and reviewing Equalities Schemes will take time, resources and commitment from the CNPA and its key partners (particularly Inclusive Cairngorms.) As we do not have the internal resources to cover all this work the Highland and Islands Equality Forum have been contracted to undertake the additional support and consultation work required. Future budget requirements are being tailored into the draft Corporate Plan for consideration by the Board.

## **Presentational Implications**

- 18. Developing a Race Equality Scheme ensures that the CNPA meets its statutory duties with regards to race. Working in partnership with under represented groups to build a more equal, fairer and diverse Scotland, specifically, in creating opportunities for a wider sense of ownership and access to its National Parks.

## **Implications for Stakeholders**

19. Producing a Race Equality Scheme is a statutory requirement for all public authorities. This will ensure a uniform approach and a heightened priority on race equality issues not only for the CNPA but for many of its key partners, both users of the Park and service providers.
20. The Race Equality scheme will create a clear benchmark for not only the authority but its partners to work towards. As the CNPA does not deliver many public services directly to Park users, it will have a key role in influencing partners and service providers to be aware of equalities issues and to demonstrate good practice in meeting the needs of all users of the Park, including minority ethnic groups.

### **Next Steps**

21. Impact assessment, monitoring and evaluation of the race scheme are vital to its success. Reporting on the scheme, along with the other Equalities Schemes, will happen on an annual basis as a core section in the "Park for All" update paper.

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