

## Annex B



### Equality Impact Assessment

An Equality Impact Assessment is an equality and diversity review of the National Park Authority's policies, procedures, functions, services, customs, practices, systems and services, whether they are formal or informal, written or unwritten.

The aim is to highlight the examples of good practice and the areas of disadvantage that need to be addressed. There are six strands to the Yorkshire Dales National Park Authority Equality Policy:

- Ethnicity
- Religion/belief
- Gender
- Disability
- Sexuality
- Age

As a Local Authority we have a legal obligation to carry out Equality Impact Assessments of all policies.

**(NB this is a draft assessment that will be completed more fully once the Special Qualities, Special Experiences strategy is finalised).**

## Special Quality, Special Experiences (recreation and tourism strategy)

**Departments:** External affairs, park management, planning, conservation and policy.

**Date:** 7 September 2009

**Lead Officer** Kathryn Beardmore

### Associated policies and procedures (list if relevant)

Name of policy document	Has this policy had an impact assessment if so ... when? Does it need reviewing again?
<p><b>Yorkshire Dales National Park Authority:</b></p> <ul style="list-style-type: none"> <li>• National Park Management Plan 2007</li> <li>• Corporate Plan 2009-10</li> <li>• Local Plan / Local Development Framework</li> <li>• Landscape Character Assessment</li> <li>• Interpretation strategy</li> <li>• Volunteering strategy</li> <li>• Rights of Way Maintenance Plan</li> <li>• Open Access Management Plan</li> <li>• Dales Countryside Museum policies</li> <li>• Management of the use of green lanes (unsealed routes) in the Yorkshire Dales National Park 2007</li> <li>• Disability Equality Scheme</li> </ul> <p><b>Other organisations:</b></p> <ul style="list-style-type: none"> <li>• ENPAA – position statement on sustainable tourism</li> <li>• Tourism Partnership– Destination Management Plan 2007</li> <li>• Countryside Agency - By all reasonable means: Inclusive access to the outdoors for disabled people</li> <li>• Natural England – State of the Natural Environment Report 2008</li> <li>• Dept of Health - Be Active, Be Healthy 2008</li> <li>• Dept of Transport – Accessibility Planning in Local Transport Plans 2004</li> <li>• Defra – Diversity Action Plan: Outdoors for All? 2008</li> <li>• Cumbria County Council and - Rights of Way Improvement Plan 2007</li> <li>• North Yorkshire County Council - Rights of Way Improvement Plan 2007</li> </ul>	<p>None of the Authority's policies have had an equality impact assessment.</p>

**Table 1: Aims of policy or procedure being assessed**

<p><b>What are the aims, objectives and purpose of the strategy?</b></p>	<p><b>The purpose of the Special Qualities, Special Experiences strategy</b></p> <p>This is a thematic strategy which shows the Authority's detailed policy framework in which the aims, objectives and actions in the National Park Management Plan and Corporate Plan relating to the topic areas of access and recreation, diversity, transport, visitor management, and sustainable tourism are delivered.</p> <p><b>Aims of the Special Qualities, Special Experiences strategy (from the National Park Management Plan 2007)</b></p> <p><b>Access and recreation</b> There will be opportunities for access and recreation in the National Park for people of all ages and abilities and from every sector of society to enjoy the special qualities of the Yorkshire Dales and derive a sense of well-being from their experiences.</p> <p><b>Understanding and enjoyment</b> There will be a greater awareness of the National Park and of the opportunities it offers to everyone to appreciate, enjoy and learn from its special qualities. People's enjoyment will encourage them to find out more, play a part in the National Park's conservation, and help forge ties between urban and rural communities.</p> <p><b>Economy and employment</b> The National Park's special qualities will help to support a local economy that provides secure, diverse and sustainable high-quality jobs, maintains thriving, balanced communities and a healthy, cared for environment. Imagination and innovation will attract new types of business and develop a local economy that respects and draws on the area's assets and quality of life and looks to the future for its aspirations.</p> <p><b>Key objectives of the Special Qualities, Special Experiences (from the National Park Management Plan 2007)</b></p> <p>L7. Maintain the overall tranquillity and sense of remoteness within the Park, and carry out a re-assessment of levels of tranquillity by 2011.</p>
--	--

L8. By 2008, develop approaches to signage and road improvement and maintenance works that better reflect the distinctive rural character of the National Park, and introduce measures to conserve and enhance important roadside verges.

CC3. By 2011 develop and implement 8 walking/cycling routes, each of which links one of the surrounding villages to the local service centres of Grassington, Skipton, Settle, Ingleton, Sedbergh, Hawes, Leyburn and Richmond, so that essential facilities and services can be accessed easily and safely on foot or by bicycle.

CC4. By 2011 develop and implement sympathetic traffic management schemes, to reduce the impact of vehicles in at least 8 villages and other locations, and achieve accident reduction rates in line with County Councils' targets.

AR1. Manage and improve the network of public rights of way so that 90% are 'easy to use' by 2012, and maintain that level in future years.

AR2. Identify the most appropriate measures to manage the use of motorised recreational vehicles on each sensitive 'Green Lane', and put all such measures in place by 2011.

AR3. Produce digital versions of the three 'Definitive Maps' of rights of way covering the Yorkshire Dales by 2011 to make it easier to check and resolve issues around the legal status of routes.

AR4. Develop 'Rights of Way Improvement Plans' for Cumbria and North Yorkshire by 2007, and involve local communities and their representatives, the Yorkshire Dales Local Access Forum, landowners/managers and users in their development and implementation.

AR5. By 2011 undertake 5 promotional campaigns aimed at specific recreational activities to raise awareness of the National Park Authority's recreation charter and codes of conduct.

AR6. Through sustainable travel partnerships increase the integration and use of sustainable transport modes for leisure and everyday life within and to the Park to ensure that by 2011:

- a) the main visitor locations in the Dales are accessible by public transport from their main catchments between Easter and October on Saturdays, Sundays and Bank Holidays,
- b) the key corridors in the Dales, linking Kendal, Richmond, Leyburn, Skipton, Settle and Ingleton, have Monday to Saturday public transport access all year;
- c) all public bus services to and within the Dales are operated by suitable, fully accessible, low emission vehicles;
- d) there is a Park-wide programme of guided walks and events, at least 85% of which are accessible by

public transport.

AR7. Increase the accessibility of the Park to users of all abilities so that by 2010 at least 10 km (0.5%) of rights of way are fully accessible by wheelchair users and 105 km (5%) by those with limited mobility, and improve opportunities for those with sensory disabilities.

AR8. Develop opportunities, including a Park-wide programme of events, walks and other activities that encourage healthy lifestyles and assist in the Government's target of increasing levels of physical activity amongst residents and visitors by 1% per year.

AR9. By 2008, identify and encourage designation of a network of 'quiet lanes' to enhance the enjoyment of the Park for visitors and residents, improve safety of users and to reinforce the tranquillity and landscape character of key areas.

AR10. Complete and open the Pennine Bridleway through the Dales by 2009, and identify opportunities to develop additional recreational routes to and from it.

UE1. Provide clear and consistent messages about what is special and what people can do to help conserve the special qualities of the Yorkshire Dales National Park, so that at least 50% of visitors and 70% of residents have an understanding of National Park purposes and/or the special qualities of the Yorkshire Dales by 2010.

UE2. Promote awareness of the Yorkshire Dales National Park so that, by 2008, 90% of visitors are aware that they are in a National Park.

UE3. Make information about the Yorkshire Dales National Park easily accessible and relevant to a diverse range of groups and individuals, focusing on the urban areas of Yorkshire, Lancashire and Teesside that surround it, including:

- a) increase the number of visitors from black and ethnic minority communities from 1% in 2005 to 2% by 2011;
- b) increase the percentage of residents in Keighley and Bradford who are aware of the Park from 25% in 2005 to 30% by 2011.

UE4. Through the Tourism Partnership, strengthen and develop the image of the Yorkshire Dales National Park to incorporate sustainability, inclusion and conservation values, alongside outdoor recreation, excitement and enjoyment.

- UE5. Each year, develop and implement at least one new programme of formal or informal education or training to encourage schools and groups to get involved in conserving the special qualities of the Yorkshire Dales National Park.
- UE6. Carry out research to identify why few young people visit National Parks other than as part of educational groups, and by 2008 develop appropriate programmes to encourage an interest in National Parks within this age group.
- UE7. Provide people from all backgrounds with the opportunity to make a difference to the long-term conservation, enhancement and enjoyment of the National Park and to contribute to personal health and well-being by providing at least 5,000 volunteer days per year by 2009.
- UE8. Raise awareness of the Yorkshire Dales so that by 2008 at least 10% of people in England and Wales can name it as being a National Park.
- UE9. As part of the Tourism Partnership's programme, develop an annual programme of events, walks and activities that use the special qualities of the Yorkshire Dales National Park to deliver wider benefits, such as health, leadership skills and spiritual well being.
- UE10. Promote environmental awareness amongst tourism businesses and visitors within the Yorkshire Dales National Park, so as to increase the number of businesses offering 'sustainable tourism products' from 25% in 2006 to 50% by 2010.
- EE1. By 2008 develop a 'quality of place' brand, linked to the Park's 'special qualities', to use as a common thread that underpins regeneration and renaissance activity across the area.
- EE2. Target priority economic sectors that use and reinforce the Park's assets (notably the creative industries, food and drink, culture, heritage, education, health and eco tourism), to diversify the local economy, and promote the Dales as a dynamic area that is welcoming to 'low impact' business, supports innovation and offers a healthy and attractive lifestyle.
- EE3. By 2011 develop, through the Tourism Partnership, a range of high quality, innovative heritage, cultural and sustainable tourism initiatives that make imaginative use of the area's image and assets.
- EE8. Develop the scope, quality and co-ordination of recreational infrastructure to increase and promote the area's appeal to a wider range of people and groups and to increase the economic value to local tourism businesses.

	EE9 Use publications, events and other opportunities to encourage businesses, residents and visitors to buy and source local food and products that support national park purposes.
<p><b>Who is intended to benefit from this strategy and in what way?</b></p>	<ul style="list-style-type: none"> <li>• <b>All visitors and potential visitors to the Yorkshire Dales National Park</b> Benefits - increasing accessibility to, and understanding and enjoyment of, the National Park. Widening the range of accommodation and activities available will enable a wider range of people to visit.</li> <li>• <b>Residents</b> Benefits – well maintained local right of way network, less disruption to local community through positive visitor management (see <b>section 5</b> of Strategy).</li> <li>• <b>Local businesses</b> Benefits – increase sustainability of tourism including improved environmental performance; accommodation accreditation, and niche marketing (see <b>section 6</b> of Strategy).</li> <li>• <b>Everyone</b> High quality and equitable experience of the National Park. Wider health benefits (see paragraph 46 – 51). Better accessibility of rights of way network, and equality of opportunity (see section 4.2).</li> </ul>
<p><b>What are the intended outcomes of the strategy? (and how will they be achieved?)</b></p>	<p><b>Outcomes</b> (see Vision in Strategy and European Sustainable Tourism Charter) :</p> <ul style="list-style-type: none"> <li>• To ensure the National Park is not for any privileged or otherwise restricted section of the population but for all who come to refresh their minds and spirit and to exercise their bodies in a peaceful setting of natural beauty.</li> <li>• To increase awareness of, and support for, the special qualities of the areas as a fundamental part of our heritage, which should be conserved for, and enjoyed by, current and future generations.</li> <li>• To improve the sustainable development and management of tourism which takes account of the needs of the environment, local residents, local businesses and visitors.</li> </ul> <p>This will be achieved through:</p> <ul style="list-style-type: none"> <li>• Partnership and collaborative working with organisations and individuals.</li> <li>• Working together across Authority departments in an integrated and consistent way to deliver the National Park Authority’s aim and objectives in accordance with its policy.</li> </ul>

**Who are the individual stakeholders of the strategy?**

Individuals:

- All visitors and potential visitors to the Yorkshire Dales National Park
- Individual members of the Local Access Forum
- Residents and local businesses
- Members and officers of the Yorkshire Dales National Park Authority

Organisations and interested bodies:

- District Councils: South Lakeland, Richmondshire, Craven
- County Councils: Cumbria, North Yorkshire
- Yorkshire Rural Community Council, Parish councils
- NFU, CLA, Moorland Association
- Recreational user groups: e.g. Ramblers' Association, British Horse Society, British Mountaineering Council, International Mountain Biking Assoc, Land Access Recreation Association, TRF, British Driving Society, North Caving Assoc, Swaledale Outdoor Club, Yorkshire Dales Green Lanes Alliance
- Disability user groups: e.g. disabled ramblers, SCAD – Skipton and Craven Action for Disability
- Independus - Richmondshire, Disability Action in Richmondshire (DAIR) Open Country
- Natural England, Environment Agency, English Heritage
- Cumbria and Yorkshire Tourism
- National Trust
- CPRE, Open Spaces Society
- Council for National Parks
- Nidderdale and North Pennines AONB
- Yorkshire Dales Society
- Yorkshire Wildlife Trust
- YDMT
- Regional Development Agency: Yorkshire Forward, North West Development Agency
- Government Office for Yorkshire and Humber
- Dales and Harrogate Tourism Partnership
- Business Associations and Chambers of Trade: e.g. Sedbergh, Settle, Swaledale, Upper Wensleydale, Grassington
- Yorkshire Dales Public Transport User Group
- Yorkshire Dales and Bowland Community Interest Company
- Friends of Settle Carlisle Line, Wensleydale Railway, Settle Carlisle Railway trust
- Sport England, North Yorkshire Sport
- Field Studies Council, Outdoor Centres, Craven College.

Amongst others...

<b>Who implements the policy?</b>	<ul style="list-style-type: none"> <li>• Officers of the Yorkshire Dales National Park Authority where the Authority has direct statutory responsibility (see paragraph 18 of the strategy).</li> <li>• Where the Authority does not have statutory responsibility, but this rests with another Authority e.g. public transport, and economic regeneration we will work through a partnership approach with those local authorities and other interested bodies (see paragraph 65 to 72).</li> <li>• Implementation of some policy e.g. improving the environmental performance of businesses will be through a collaborative approach with individuals and local businesses (see paragraph 133 to 134).</li> </ul>
-----------------------------------	---

<b>Based on the above answers, does this policy have a high, medium or low relevance to equality?</b>	<b>High</b>	<b>Medium</b>	<b>Low</b>
	✓		

### Table 2: Data

List examples of background information that you think is relevant. This may include official statistics such as Census or Household Survey information, or data held by the organisation, such as service uptake, workforce or complaints data.

Information from focus groups and consultation should also be included where you think it is relevant.

<b>What quantitative data do you have on this strategy?</b>	<b>General Profile Information</b> <ul style="list-style-type: none"> <li>• State of the Park Report – Resident and Visitor Profile</li> </ul>				
	Age	Residents %	Yorkshire Dales NP visitors %	North Yorks	England
	School and pre-school (0-15)	17.5%		19.2%	20.1%
	Working Age (16-65)	61.5%		62.6%	64.0%
	Pensionable Age (65+)	21.0%		18.2%	15.9%
	Average Age	43.7 years	55 years	40.8 years	38.6 years

Gender	Residents %	Yorkshire Dales NP visitors %	North Yorks	England
Male	9746 (49.6%)	49%	277677 (48.7%)	23,922,144 (48.7%)
Female	9908 (50.4%)	51%	291983 (51.2%)	25,216,687 (51.3%)

Ethnicity	Residents %	Yorkshire Dales NP visitors %	North Yorks %	England %
White - British	97.95	} 97%	96.91	86.99
White - other	1.52		1.96	3.93
Mixed	0.19	1%	0.45	1.31
Asian or Asian British	0.09	} 1%	0.27	4.57
Black or Black British	0.05		0.12	2.3
Chinese or other ethnic group	0.22	<1%	0.29	0.89

- Park profile, residents  
Currently monitor numbers and ethnicity across residents through analysis of census data
- Park profile, Visitors  
Currently monitor numbers and ethnicity across the area through a snap-shot 'customer' survey every 5 years. (Age – tourism partnership, gender - From All Parks Visitor Survey 1994, ethnicity- Customer Survey 2008).
- Access, Recreation and Sustainable Tourism 2008 - Baseline Data Report  
(Quantitative data from pedestrian and traffic counters, ticket sales - number of trips by public transport, breakdown of accommodation by type etc).
- Monitoring (gender, age, and ethnicity)  
Disability Equality Survey of visitors (2008)

Individual projects and promoting understanding services monitor the take up by different ethnic groups:

### **Project specific data**

- **TARGET (2002 - 03)**

Programme of group visits to the Dales for variety of urban / disadvantaged / ethnic groups. Summary data.

- **Dales Experience (2003 – present)**

Annual programme of visits to the Dales for urban / ethnic groups - particularly - not exclusively – BME; (Keighley / Bradford) focus. Annual summary data.

- **Keighley / Bradford Survey (2004)**

Major research survey of awareness of the National Park among urban particularly BME communities. Survey report.

- **Beyond the Boundary (2004 – 07)**

Programme of (c.20) cricket matches twinning Bradford and Dales clubs and providing parallel visits for club communities. Evaluation report.

- **Yours to Explore – DVD (2005)**

Promotional DVD and leaflet for urban groups promoting visits to the National Park by urban, mainly BME, community groups; major promotional campaign. Evaluation report.

- **Mosaic Partnership (2005 - 08)**

Campaign for National Parks / Youth Hostels Association partner project, developing group leaders (Community Champions) among BME communities and delivering group leader visits. Evaluation report.

- **Events Programme (2005 - present)**

Annual programme of events – activities, walks, workshops, etc – for the general public; year on year increase of provision for outreach groups. Annual evaluation report.

- **Mosaic (2009 - 12)**

Campaign for National Parks / Youth Hostels Association partner project, developing self sustaining clusters of Community Champions among BME communities.

- **GoDales Project**

Promoting outdoor activities in the National Park, the project monitors age, gender, and ethnicity of participants in the projects. Annual evaluation report.

	<ul style="list-style-type: none"> <li>• Partner projects / initiatives</li> </ul> <p>Learning in Limestone Country (group visits programme 2004 - 08)  Bolton Abbey Estate – tourism estate  Yorkshire Dales Society (summer Wednesdays, public service bus)  National Trust – annual group visits programme.</p>
<b>What qualitative data do you have on this policy?</b>	<ul style="list-style-type: none"> <li>• Visitor profile and perception survey 2008 – a customer satisfaction survey of over 500 visitors to the National Park (see <b>appendix B</b> of strategy for summary).</li> <li>• STEAM report annual surveys</li> <li>• Official Holiday Guide annual evaluations</li> <li>• National Park Centre annual effectiveness survey</li> </ul>
<b>What data do I need to get or am I missing?</b>	<p>Limited data (2008/9 only) regarding disability, sexuality, and religious beliefs relating to customers using the Authority’s promoting understanding services.  Data is needed across the whole range of Authority services.</p>
<b>How can I generate this data?</b>	<p>The Authority could carry out further in-depth surveys of its facilities. However, these would need to include the busier summer months of 2010 to give a broad, representative, user base of data. The National Park user base through out the winter months tends to be more local people so would not be representative of the overall customer profile.</p>

From the evidence you have seen, please indicate where you think the policy disadvantages a particular group based on the findings in Table 2. Please also indicate where you think the policy is having a good impact in promoting equality and diversity. Wherever possible use monitoring data to support the issue.

You should also rate the policy for relevance:

- High: Affects most of the group and has a major impact.
- Medium: Affects some of the group and has a variable impact.
- Low: Affects few people in the group and has a minimal impact.

**Table 3: Issues**

**Ethnicity:** Is there any concern that this policy could cause differential impact on the grounds of ethnicity? All ethnic groups recognised under the Race relations Act including Asian, Black, East Asian and white minority ethnic groups, including Eastern Europeans, Irish people and Gypsy Travellers.

Area	Relevance High Medium Low	Positive Impact	Negative impact
Ethnicity	Medium	<p>Raised awareness of the National Park in targeted regional locations; Keighley/Bradford, other areas receive less targeted coverage.</p> <p>Increased number of visits from targeted BME community groups, in target areas; smaller increase across other ethnic groups.</p> <p>The Leeds based African-Caribbean community will be engaged through the current Mosaic initiative.</p>	<p>Not all groups or geographical areas are targeted or covered equally.</p> <p>Only NPCs are monitored on the basis of ethnicity other services provided e.g. use of public rights of way are not.</p> <p>Foreign languages associated with ethnic groups currently unavailable on the Authority’s website.</p>

	<p>Strong relationships with key local and regional organisations developing and actively delivering projects with shared aims – Mosaic, National Trust, Millennium Trust.</p> <p>Some individual Authority services e.g. website has a service user focus group which includes BME groups.</p> <p>NPC staff have received ethnicity awareness training.</p> <p>A general leaflet about the National Park has been produced in Urdu and European languages. Information touch screens also follow this format. However, advice received from Mosaic Community Champions has indicated that this is not the best way to promote services.</p> <p>In partnership with the tourism industry, the Authority provides online promotions and booking services which may have an impact on ethnic minorities and migrant workers. Research elsewhere shows that these groups are more likely to use the internet as their first point of contact with public organisations.</p>	
--	--	--

**Disability:** Is there any concern that this policy could cause differential impact on the grounds of disability? All forms of disability recognised under the Disability Discrimination Act including sensory impairment, mental health, learning disabilities, mobility related conditions, conditions such as heart disease, diabetes, asthma.

Area	Relevance High Medium Low	Positive Impact	Negative impact
Disability	medium	<p>A disability equality scheme has been produced for the Authority.</p> <p>There are clear measurable targets for 'access for all' which are being met.</p> <p>All of the Authority's National Park Centres (NPCs) and toilets are fully accessible for those with disabilities. The NPCs also have induction loops, drop counters, and automatic doors.</p> <p>Onsite interpretation at NPCs is accessible taking into account intellectual access for all, and for other users such as those with sensory impairment.</p> <p>The Authority has carried a full audit of the rights of way network to provide information for those with mobility impairments (evaluation report available).</p> <p>The Events Programme seeks to address disability through diverse programming and targeted work and events, eg use of trampers through disabled ramblers.</p>	<p>There is only anecdotal evidence of use of promoted 'access for all' routes amongst those with disabilities'.</p> <p>The 'access for all' rights of way audit information is not yet available through the Authority's website.</p> <p>There is no data regarding use of the Authority car parks by those with a disability, as blue badge holders have to pay to use the car park.</p> <p>Use of the public rights of way, and other routes with public access are not monitored on the basis of disability.</p> <p>There have been no requests received for information to be provided in alternative formats.</p> <p>The current promotion of accessible visitor accommodation is limited by national scheme criteria. This may have led to a perception that the area is less accessible for disabled visitors than is the case.</p>

	<p>The Authority complies with RNIB guidelines for publications and its website.</p> <p>Disability projects are developed with representation from local disability networks, and individuals are asked to comment at the development stage It also seeks views of disability action groups on access and recreation issues eg path schemes.</p> <p>'Access for all' booklet and some promotional information is provided in other formats such as Braille or audio tape on request - ensuring they are accessible to all.</p> <p>A report has been produced by the Authority called 'access to services in the Yorkshire Dales'. This is aimed at helping tourism facility providers understand the needs of people with different types of disabilities and how they can adapt their facilities/premises relatively easily.</p>	
--	---	--

**Gender:** Is there any concern that this policy could cause differential impact on the grounds of gender? Including men, women and transgender people.

Area	Relevance High Medium Low	Positive Impact	Negative impact
Gender	low	<p>The Authority monitors use of its services and the visitor profile to the National Park by gender.</p> <p>There are baby changing facilities in both male and female toilets.</p> <p>Both male and female Toilets have cubicles not just urinals.</p> <p>Toilets for disabled users in the Authority premises are suitable for males and females.</p> <p>The GoDales project is specifically targeted towards females (8-25 years) regardless of ethnicity and is meeting its performance targets. Anecdotal evidence suggest that females are less likely to be attracted to high adrenalin sports.</p> <p>The GoDales project is specifically targeted towards females (8-25 years) regardless of ethnicity and is meeting its performance targets. Anecdotal evidence suggest that females are less likely to be attracted to high adrenalin sports.</p>	<p>No gender gaps which have been identified with regards to Authority services. However there is no information with regard to transgender issues. (Surveys do not make specific allowance for transgender ie male / female tick box only).</p> <p>Some accommodation eg campsites do not allow single sex groups. Also child protection issues are associated with young peoples' group accommodation.</p> <p>Toilets for disabled users in Authority car parks are only accessible by RADAR key, so not available for all transgender users.</p> <p>There is no data on single parents accessing the National Park.</p>

**Sexuality:** Is there any concern that this policy could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

Area	Relevance High Medium Low	Positive Impact	Negative impact
Sexuality	low	The NPCs support the booking of single sex accommodation provision in the area.	<p>Currently the Authority does not monitor usage by sexuality.</p> <p>Anecdotally it has been suggested that some accommodation providers may be inadvertently discriminating against same sex couples by their legitimate decisions not to accommodate single sex groups i.e stag parties.</p>

**Age:** Is there any concern that this policy could cause differential impact on the grounds of age? All age groups.

Area	Relevance High Medium Low	Positive Impact	Negative impact
Age	low	<p>The Authority's outreach programme prioritises access to the young and the old as identified hard to reach groups.</p> <p>Targeting young people based on customer survey showing low level use. The Godales and year of adventure aimed at young people the next customer survey will identify if profile changed.</p> <p>Packaging in different ways, geocaching. In the future looking to use different media eg Bluetooth to help be relevant.</p> <p>Older people through waking way to health encouraged to visit the Park</p> <p>Online booking for accommodation and events has been developed, so this has more appeal to younger users.</p>	<p>Currently the Authority does not monitor use of all its services by age. (Only the performance and understanding service, individual projects and NPCs are monitored).</p> <p>The Authority, in partnership with the Tourism Partnership, is focused on providing online promotions and booking services which might have an impact on elderly people who do not use the internet as their first means of communication.</p>

**Religion/belief:** Is there any concern that this policy could cause differential impact on the grounds of religion or faith? All faiths including Christianity, Islam, Judaism, Hinduism, Buddhism, Sikhism and non religious beliefs such as Humanism.

Area	Relevance High Medium Low	Positive Impact	Negative impact
Religion/belief	Low	<p>All NPC staff are able to find information regarding vegetarian cafes, places of worship, local community groups or festivals for all religious and beliefs groups.</p> <p>Mosaic and women only visits, organised as part of the Authority's outreach programme, respect specific religious requirements.</p>	Currently the Authority does not monitor use of its services by religion or belief.

### Phase 3: Full Impact Assessment

#### Impact Assessment results:

Through the analysis of the supporting data the following barriers to equality have been identified:

- There is no current data collected regarding the use of Authority services by gender, sexuality, or religion.
- There have been no request for information in different formats
- Delivery of the outreach programme is being targeted at appropriate groups, but it may be to the exclusion of some other groups.
- The current promotion of accessible visitor facilities is limited by national scheme criteria. This has led to a perception that the area is less accessible for disabled visitors than is the case.
- Accommodation providers may be unwittingly discriminating against single sex couples due to legitimate decisions not to accommodate single sex groups i.e stag parties.
- The Authority, in partnership with the Tourism Partnership are focused on providing online promotions and booking services which might have an impact on elderly people who do not use the internet as their first means of communication.

Is there enough evidence to proceed to the secondary impact assessment stage – consultation?	Yes	No
	✓	

#### Details of consultation results:

This will be added following consultation on the strategy and equality impact assessment.

**Table 4: Action Plan**

Negative Impact	Actions proposed	Lead officer	When	Outcome
No equality data beyond age, gender and ethnicity collected or monitored.	<ul style="list-style-type: none"> <li>• Establish a way of collecting and monitoring equality data in a sensitive and appropriate way.</li> <li>• Analyse current data collection mechanisms across departments and consider how these can be adapted to assist equality data collection.</li> <li>• Devise a mechanism for analysing this information and monitoring customer usage.</li> </ul>	Equality Group		
Limited amount of promotional material - advertise translation facilities.	<ul style="list-style-type: none"> <li>• Produce a standard paragraph for all leaflets, public notices and documents, letters, strategies and policies that promotes a translation service. These will include hearing loops, document translation into large print, Braille or other languages and language line.</li> <li>• Increase awareness amongst staff as to the provision of these services and how they access them if requested.</li> </ul>	Equality Group		
Some information provided through the NPCs is not available in alternative formats.	<ul style="list-style-type: none"> <li>• Liaise with local businesses / attractions to encourage action to be taken across all tourism operators.</li> </ul>	Tourism Partnership	April 2010	The Authority's commitment to produce its literature in alternate formats is adopted by others.
Limited promotion of accessible visitor facilities.	This action is not the direct responsibility of the Authority. However the Sustainable Tourism Officer will raise this with the Tourism Partnership.	Kathryn Storey	March 2010	

Unwitting discrimination by accommodation providers against single sex couples.	This action is not the direct responsibility of the Authority. However the Sustainable Tourism Officer will raise this with the Tourism Partnership.	Kathryn Storey	March 2010	
The move towards online booking is a barrier to those who do not use the internet as their first form of communication e.g. some older people.	Ongoing review of the online booking process in order to identify and address any adverse impacts the project may be having on certain groups.	Tourism Partnership	March 2010	Ensure on-line booking system is not having an adverse impact on equality.

**Documents appended to the Equality Impact Assessment:**

This section will be added following consultation on the Special Qualities, Special Experiences Strategy and equality impact assessment.

<b>Date completed</b>	
<b>Signature</b>	
<b>Printed</b>	