

Snowdonia National Park Authority



Cynllun Eryri (Snowdonia National Park Partnership Management Plan) Initial Consultation Document

**Equality Impact Assessment –
Screening May 2018**

Equality Impact Assessments

The National Park Authority is required by the Equality Act 2010 and the Public Sector Equality Duties to make arrangements in order to assess the likely impact of proposed policies and practices on our ability to comply with the general duty, as well as the impact of any policy or practice that we have decided to review or any proposed revision to a policy or practice.

For each new policy or practice (or revision of an existing policy or practice) the authority will assess the likely impact for its effect on people who share protected characteristics by undertaking an initial screening assessment.

If the policy or practice is considered likely to have an impact, a full Equality Impact Assessment will be undertaken and an assessment report will be produced. Each assessment report will include the following information:

- *the purpose of the policy or practice being assessed whether that is a new policy or an existing policy that is being reviewed or revised;*
- *a summary of the steps taken to assess the likely impact of the proposed or revised policy or practice;*
- *a summary of the evidence considered as part of the assessment process;*
- *the results of the assessment; and*
- *any decisions taken following the assessment.*

The following provides an initial screening of the consultation document, which will be used for the public consultation taking place over 12 weeks during the summer months in 2018.

This is a working document, which will be updated at each stage of the Plan development.

Equality Impact Assessment Screening:

Key Questions

1. What is being assessed and what is its main purpose?

Please note the name of the strategy, policy, plan, procedure or practice to be assessed and a brief narrative of its main purpose or aim.

The National Park Authority is required by law to prepare a Plan to provide effective management of Snowdonia for the future.

The final Plan will set out how all parties will work together to look after Snowdonia National Park for future generations. It will enable the Authority, in conjunction with its partners, to set a clear direction and put plans in place for the future of the area. When implemented, Cynllun Eryri will help achieve national park purposes, as well as deliver on a number of significant Welsh Government policy objectives, goals and priorities; the most significant of these being the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.

A detailed timetable for the Plan's creation has been set, which includes widespread and extensive consultation at each stage of the Plan's development. This document brings together the results of the initial consultation work and data analysis, which has taken place over the past year.

The document is structured into three parts:

1. What Snowdonia looks like now;
2. What we want to Snowdonia to look like in the future; and
3. How we are going to get there.

There are also three headline areas that provide a key focus for the document:

1. The Environment;
2. Health and Happiness; and
3. Communities and Economy

In summary, the consultation document sets out what the big issues and opportunities are for Snowdonia National Park in the coming years. It outlines some of the recent progress made on tackling some issues and opportunities, and also suggests ways to address these issues and capitalise on the opportunities for the future. The purpose of the consultation is therefore to invite wider public views on these.

2. Who is affected by this strategy, policy, plan, procedure or practice? Who is it intended to benefit and how?

The final Plan will affect everyone who lives, works, and uses the National Park recreationally. This includes (not in any order of priority):

1. Residents – people who live and work within Snowdonia National Park such as landowners, land managers, owners and employees of all types of local businesses, owners and employees in the hospitality industry and owners and employees in the outdoor recreation sector.
2. Visitors – people who visit Snowdonia, either as day visitors, short breaks or as part of a longer holiday. These people come from all corners of the UK as well as from all parts of the world.
3. Stakeholders – public authorities, private companies and third sector organisations who are responsible for the long term future of Snowdonia National Park and its residents.

The final Plan will affect all of these people, as it will set a strategic policy framework for the future management of the National Park. It is therefore important that everyone has the opportunity to input and shape the final Plan through the Plan production process.

3. Have those people who will be affected by this strategy, policy, plan, procedure or practice been consulted and given an opportunity to respond? If not, has it been promoted and explained to those people who will be affected?

Over the past year, initial consultation work has been carried out to get a feel for the key issues and opportunities affecting Snowdonia National Park. This 'opinion gathering' process has taken place through events and shows, speaking to community councils, holding an on-line survey and holding detailed discussions and workshops with partners and with the Equality Forum sub-group. In addition, a detailed analysis of all current data has been carried out, and is outlined in the consultation document.

This will be the first public consultation, which will enable a wider audience to have an input into what the final Plan will look like. During the 12 week consultation period over the summer months of 2018, roadshows will be taking place in and around the National Park to publicise and promote the consultation. There will also be a number of expert Panels held to look in depth at each one of the three key areas identified.

4. Are there opportunities within the strategy, policy, plan, procedure or practice to promote equality and is there an opportunity to promote positive attitudes towards people who share protected characteristics and promote good relations between different groups and communities?

Yes, there will be numerous opportunities within the final Plan to promote equality of opportunity and to increase understanding between different groups of people.

5. Could this strategy, policy, plan, procedure or practice affect negatively and disproportionately any of the groups below?

Different Age Groups – No

The consultation document is non-discriminatory in terms of age. The proposed way forward outlined under the challenges and opportunities identified under each of the three themes, has the potential to have a positive effect on various age groups, if they are developed to be included into the final Plan.

Working-age people and young people in particular will receive a positive benefit from the proposed way forward under the economy heading. Proposals to support the local economy, which in turn will assist in developing quality jobs, will help young people to stay in the area. Supporting business start-ups, having the right infrastructure in place, developing sustainable all year round tourism and high quality tourism offerings etc., will all assist in economic development locally.

Data in 2014 shows that 4.1% of Gwynedd and 5.6% of Conwy were within the 10% most deprived areas in Wales, so any improvements in the local economy and the quality of jobs will have a positive effect.

In addition, the work proposed under the environment heading to conserve and protect the environment and habitats, reverse the decline in biodiversity, counteract climate change, improve carbon storage etc., can also have the potential to develop the local economy by creating new job opportunities. Currently 38% of jobs in Snowdonia are linked to the environment. There are opportunities to further develop specialised skills locally for this sector, which again will be of benefit to young people.

Improving affordable housing availability within the National Park will benefit all local residents, but will in particular help younger people to stay in the area, rather than move away.

Thriving local communities require a good mix of all ages, and indirectly these proposals on the way forward should contribute to this. Statistics show that local communities are losing a significant amount of young people, whilst the older generation is increasing as a percentage, due in some part to Snowdonia being an attractive retirement destination. Redressing this balance will benefit the local economy, as there will be more working people using local services and businesses.

In addition, with an ageing population (25.2% of Snowdonia's population is aged over 65), the proposed way forward regarding improving health through encouraging use of the National Park recreationally through social prescribing etc., will be of benefit to this group in particular, who tend to have higher rates of lifestyle-related conditions such as high blood pressure, heart disease and type 2 diabetes.

No negative effects towards any particular age group have been identified within the consultation document.

Sex – No

The consultation document is not discriminatory in terms of sex.

Life expectancy between men and women has narrowed, with the age gap in Gwynedd currently 3 years (80 male / 83.5 female). The population of Snowdonia is fairly evenly balanced (49.8% male / 50.2% female); therefore the proposals within this document are not likely to adversely affect one sex over another.

Historically, females tend to occupy more part-time positions than males and there is a demonstrable pay gap in these roles. The proposals on the way forward in the document with regard to economic development through creating more higher quality jobs etc., has the potential to positively impact female employment.

In general, none of the proposals on the way forward are aimed at a specific gender and will therefore have a neutral impact.

Disability – No

There is nothing within the consultation document that is likely to discriminate against, disadvantage or unfairly affect disabled people. Some of the proposals have the potential to give a very positive benefit for people who have a range of impairments.

Data in Gwynedd and Conwy shows that 8.9% of adults report that they are being treated for mental health problems. In the UK each year, it is estimated that 25% of people have mental health needs, with the most common issues being anxiety and depression. This reflects the picture in Wales, with 20% of the Welsh NHS budget being spent on mental health services. However, the very long waiting times for access to these services suggests that the actual number of people with mental health related issues is actually far higher than the official data shows.

Research shows that regular physical activity is good for physical health on a wide range of factors and is proven to have a positive impact upon mental health, with positive benefits being reported for some who have been diagnosed with anxiety and / or depression. Some people with lifestyle-related conditions such as heart disease, high blood pressure and type 2 diabetes can also benefit from physical activity in the outdoors, which over the long term could see improvement in their health and well-being. Physical activity is also a great way for people to connect with others. By increasing the accessibility of the National Park, and by taking advantage of what it has to offer through social prescribing etc., people will be able to improve their overall health and well-being.

Proposals for improving accessibility of paths and improving infrastructure will be of benefit to disabled people in particular, as it will lead to opening up more opportunities for people to enjoy the National Park.

In addition, continued learning throughout life enhances self-esteem and encourages social interaction and a more active life. Evidence shows that the opportunity to engage in work or educational activities particularly helps to lift people out of depression. The practice of setting goals, which is related to adult learning in particular, has been strongly associated with higher levels of well-being. In addition, participation in social and community life has attracted a lot of attention in the field of well-being research. Individuals who report a greater interest in helping others are more likely to rate themselves as happy. Proposals to increase community and volunteer involvement in environmental projects will therefore have the potential to increase people's confidence through contact with new people and developing new skills and experience.

Other proposals such as improving broadband connectivity, reviewing public transport systems, and improving support for upgrading central heating systems have the potential to have a positive influence on disabled people. Statistically, disabled people are more likely to be in a position of not having their own transport, more likely to be unemployed and living in poverty and more likely to be socially isolated, especially if they have a physical impairment. All these proposals have the potential to help disabled people.

Race – No

The proposals within the consultation document are not likely to have an adverse effect on any Black, Asian or minority ethnic groups (BAME).

The local population is mostly white, with only 2.4% of Gwynedd and 1.7% of Conwy residents being of a non-white background, which is much lower than the overall UK percentage of 14% from BAME groups (ONS Data).

Although we have ample data on visitor numbers, we do not have a breakdown of visitors by ethnicity, therefore no accurate figures are available. However, with 3.89 million people visiting Snowdonia National Park in 2015, the area is likely to have a much higher percentage of visitors from BAME groups than the local population.

Proposals for the sustainable development of the tourism sector within the National Park is therefore likely to have an overall positive effect on this group generally.

Religion – No

The proposals are not likely to have an adverse effect on any particular religious groups or people who have no religion.

Sexual Orientation – No

It is not anticipated that the proposals are likely to have an adverse effect on this group.

Pregnancy and Maternity – No

It is not anticipated that the proposals are likely to have an adverse effect on this group.

Marriage and Civil Partnership – No

No potential adverse impacts have been identified within the proposals on this group.

Welsh Language – No

The proposals within the document are likely have a positive impact on the Welsh language, as it has been identified as an important part of the cultural heritage of the area, which needs to be protected. Currently, 58.6% of the population are Welsh speakers, making Snowdonia a stronghold for the language. However, this figure is in decline, having gone down 3.5% since 2001.

Part of this work, will be the positive promotion of the Welsh language as an important element of what makes Snowdonia National Park special. By celebrating the Welsh language and encouraging visitors to appreciate and embrace it, this will hopefully develop their understanding and respect towards it.

In addition, work that contributes to the sustainable development of the economy is likely to have a positive effect on the language, through better opportunities for young people to have local sustainable employment. Young people bought up through Welsh medium education are more likely to remain in their local communities and will be able to bring their own children up with Welsh as their mother tongue, if good quality sustainable employment and affordable housing is available locally.

6. How will the strategy, policy, plan, procedure or practice be monitored?

This consultation document forms one stage of the final Plan development.

The feedback and comments received from the consultation period will be collated into a Consultation Report, which will be subject to an updated Equality Impact Assessment screening. As the Plan development progresses, a further Equality Impact Assessment screening will be undertaken on the draft Plan before the final consultation takes place; which will then be updated to take into account the consultation responses. At each stage, the screening process will determine if a full Equality Impact Assessment is required.

Decision re full assessment – give your reasons

Screening Completed – no need for full assessment.

There is no indication that the proposals on the way forward listed under the three themes will have any adverse effects on people from any of the protected groups.

Data Sources and Evidence

ONS Data

Anglesey and Gwynedd Well-being Assessment

Conwy Denbighshire Well-being Assessment

Data Sources listed in the Consultation Document

Is Wales Fairer? The state of equality and human rights 2015 (Equality and Human Rights Commission)

North Wales Population Assessment 2017 (North Wales Social Care and Well-being Services Improvement Collaborative)

If you decide that there is no need for a full assessment – indicate any changes that have been made to the Plan as a result of the screening process.

No changes required at this stage.