



North York Moors National Park

North York Moors Management Plan

Equalities Impact Assessment

The North York Moors National Park Authority (NPA) is currently working on the production of a new Management Plan which will eventually supersede the current Management Plan adopted in 2012. The new Management Plan will set out the vision, strategic priorities and outcomes for the National Park over the next 20 years or so to help keep the North York Moors a special place. The Management Plan is not just a plan for the Authority to implement but is a plan to help guide everyone with a state on the National Park's future.

This report presents the findings of an assessment of the likely effects of the draft version of the Management Plan on equality issues. The requirement to undertake formal Equalities Impact Assessment of plans was introduced by the Equality Act 2010 (the Act) but was abolished in 2012 as part of a Government bid to reduce bureaucracy. Despite this, authorities are still required to have regard to the provisions of the Act, namely the Public Sector Duty which requires public authorities to have due regard for equality considerations when exercising their functions.

The Act identifies 9 different 'Protected Characteristics' which are:

1. age;
2. disability;
3. gender reassignment;
4. marriage and civil partnership;
5. pregnancy and maternity;
6. race;
7. religion and belief;
8. sex;
9. sexual orientation.

There are three main duties set out in the Act which public authorities, including the North York Moors National Park Authority, must meet in exercising their functions:

- to eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited under the Act;
- to advance equality of opportunity between people who share a Protected Characteristic and people that do not share it; and
- to foster good relations between people who share a Protected Characteristic and people who do not share it.

This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full Equality Impact Assessment would be appropriate and proportionate.

Proposal being screened

Draft North York Moors Management Plan.

The emerging Management Plan will be the most important document the National Park Authority will produce. It must address some of the challenges we know we will have to face, by setting out the key priorities for action over the next twenty years or so to help keep the North York Moors such a special place. It will not be a plan for just this Authority to implement, it is a plan to help guide everyone with a stake in the National Park's future.

What is the main aim or purpose of the Management Plan and what are the intended outcomes

To prepare a statutory Management Plan as required under Section 66(1) of the 1995 Environment Act. The draft Management Plan has been prepared in partnership with key stakeholders and statutory bodies. The Plan will set out the vision, strategic priorities and outcomes for the National Park over the next 20 years. The Plan will influence both the Authority's and also Stakeholders future work through their relevant Business Plans/Project Plans.

What are the intended outcomes of the plan?

The Plan contains six key Outcomes which the Authority and its partners aspire to bring about which will be delivered through 24 objectives.

The aims and policies are strategic in nature and seek to be inclusive of everyone regardless of race, disability, gender, religious beliefs etc. There are some parts of the Plan that will have positive effects in ensuring that the National Park is enjoyed by a wider audience, in particular groups who are under-represented at the moment. This is part of the second Statutory Purpose to promote understanding and enjoyment of the National Park. There are also policies to protect community facilities and provide more employment opportunities which will have a positive effect on groups such as the elderly, young, those with mobility and access difficulties.

Is there any existing evidence available to help identify the impact the new plan may have on these groups (e.g. what is already known about the diversity of your target audience and their needs and/or experiences?)

The Authority has evidence from its other plans (such as the current Management Plan, the Local Plan and the Business Plan) which helps to identify the National Parks audience as well as STEAM data (visitor data) and census data on demographic and social trends. Because of the close proximity of the National Park to large urban areas such as Teesside, this creates opportunities to have a positive impact on some of the Protected Characteristic groups.

Who is affected by the plan?

- All communities/residents in the National Park
- Stakeholders
- Visitors
- Officers
- Partner Organisations
- Businesses
- Others: The wider public who have an interest in the National Park or who may be affected by a resource.

How have stakeholders been involved in the development of the plan?

As part of the drafting of the plan, three 'Thematic Working Groups' have been set up with key stakeholders/partners operating in the North York Moors to help identify important themes which the new plan needs to address. To date, these TWGs have met three times with further, more specific meetings carried out as needed. In addition, an initial engagement exercise has been carried out with the wider public to identify key issues facing the North York Moors. The Plan will now go out to consultation for a period of 8 weeks.

Which equality groups could be affected by this plan and state whether the likely impacts are high, medium or low and briefly explain why?

Each of the Plan's draft outcomes (and the draft objectives which deliver each outcome) have been assessed against each of the Protected Characteristics and given a high, medium or low impact score and also an indication as to whether the impacts are positive or negative.

- **High:** the outcome affects significant numbers of people and/or there is significant potential for adverse impact.
- **Medium:** the outcome affects some people and/or there is some evidence to suggest adverse impact.
- **Low:** the outcome affects few people and/or there is little evidence to suggest adverse impact.

Equality Impact Assessment

Where outcomes are not included below it is because they have been assessed with the conclusion that there is no link or impact in relation to protected characteristics.

Protected Characteristic – Age

Outcome 1 (Objectives 1, 2, 3, 4, 5)

Mitigating the impacts of climate change will impact on all age groups. The impact will be positive by creating a healthier environment, more resilient to extreme weather conditions.

Impact – Low/Positive

Outcome 4 (Objectives 12, 13, 14, 15, 16 and 17)

Improving health and wellbeing and ensuring that all members of the public have access to the National Park through easy to use, well-marked rights of way will make it easier for people of all ages to enjoy the National Park. There is also a focus on inspiring and involving the next generation in the National Park and supporting their direct involvement and decision making.

Impact - Low/Positive

Outcome 5 (Objectives 18, 19 and 20)

Targeting young people to live and work in the National Park will help to balance the current population demographics and create thriving communities. Creating more sustainable travel opportunities will increase choice for younger people.

Impact - Low/Positive

Outcome 6 (Objectives 21, 22, 23, 24)

Affordable housing which is based on a local housing needs survey can meet the specific needs of the elderly where such housing is needed. The creation of local community hubs to improve access to local facilities and improved access to broadband and mobile phone coverage can help those age groups who are most vulnerable to isolation.

Impact - Low/Positive

Protected Characteristic – Disability

Outcome 1 (Objectives 1, 2, 3, 4, 5)

Mitigating the impacts of climate change will impact on people of all abilities. The impact will be positive by creating a healthier environment, more resilient to extreme weather conditions.

Impact - Low/Positive

Outcome 3 (Objectives 9, 10 ,11)

Measures to expand the current dark sky core could be discriminatory to persons with visual impairment. However, the needs of the visually impaired can be considered as part of any proposal to reduce lighting.

Impact – Low/Positive

Outcome 4 (Objectives 12, 13, 14, 15, 16 and 17)

Improving health and wellbeing and ensuring that people have access to the National Park through easy to use, well-marked rights of way will make it easier for people of all abilities to enjoy the National Park.

Affordable housing which is based on a local housing needs survey can meet the specific needs of those with disabilities, where such housing is needed. The creation of local community hubs can improve access to facilities and improved broadband and mobile phone coverage can be beneficial to members of this group that are particularly reliant on digital services e.g. for healthcare and communications.

Impact - Low/Positive

Outcome 5 (Objectives 18, 19 and 20)

Creating more sustainable travel opportunities will increase choice of transport modes which could benefit the disabled.

Impact - Low/Positive

Outcome 6 (Objectives 21, 22, 23, 24)

Affordable housing which is based on a local housing needs survey can meet the specific needs of those with disabilities, where such housing is needed. The creation of local community hubs can improve access to facilities and improved broadband and mobile phone coverage can be beneficial to members of this group that are particularly reliant on digital services e.g. for healthcare and communications.

Protected Characteristic – Gender re-assignment

No specific impacts identified.

Protected Characteristic – Marriage/Civil Partnership

No specific impacts identified.

Protected Characteristic – Pregnancy/ maternity

Outcome 1 (Objectives 1, 2, 3, 4, 5)

Mitigating the impacts of climate change could be beneficial to pregnant mothers and parents with very young children by creating a healthier environment more resilient to extreme weather conditions.

Impact – Low/Positive

Outcome 4 (Objectives 12, 13, 14, 15, 16 and 17)

Improving health and wellbeing and providing easy to use, well-marked rights of way could be beneficial to pregnant mothers and parents with very young children seeking safe access to the countryside.

Impact - Low/Positive

Outcome 6 (Objectives 21, 22, 23, 24)

Affordable housing which is based on a local housing needs survey can meet the specific needs of families, where such housing is needed. The creation of local community hubs should be beneficial to avoid longer journeys to reach services.

No specific impacts identified.

Protected Characteristic – Race

Outcome 4 (Objectives 12, 13, 14, 15, 16 and 17)

Targeting under-served groups to raise awareness of, and access to the National Park could provide new opportunities for groups.

Impact - Low/Positive

Protected Characteristic – Religion or belief

No specific impacts identified.

Protected Characteristic – Sex and sexual orientation

No specific impacts identified.

Where a high or medium impact has been identified, an assessment should detail actions that can be taken to reduce any negative effects and/or enhance positive effects.

The assessment has identified some Outcomes/Objectives which could have a positive impact for some Protected Characteristics, particularly age, disability, pregnancy/maternity and race.

The only possible negative impact identified relates to increasing the dark night sky reserve which could impact people with impaired vision. It is likely that this would be achieved through project work, working with landowners, businesses and estate and as such any implications can be assessed through project planning, should an issue be identified. In practice reducing light levels is about the right light in the right place and does not mean that there will be less light available, rather that it is suitable, not excessive and does not produce upward glare.

Officer(s) carrying out screening:

Paul Fellows/Clair Shields

North York Moors National Park Authority, The Old Vicarage, Bondgate, Helmsley. YO62 5BP.

Date of Assessment: 24 June 2022