

## Template for a full equality impact assessment

Name of the strategy, service or policy	Brecon Beacons National Park Management Plan 2022-2027.
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Description of strategy, service or policy.	The Brecon Beacons National Park Authority's policy for the management of the Brecon Beacons National Park and for the carrying out of its functions in relation to the Brecon Beacons National Park. <a href="https://www.legislation.gov.uk/ukpga/1995/25/section/66">https://www.legislation.gov.uk/ukpga/1995/25/section/66</a>
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Name, Job Title, Department and phone number of staff completing the assessment form	Chris O'Brien Senior Policy Officer 07966522929
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Name and date of committee to which the report is being presented (NPA, PAROW or Audit and Scrutiny Committee )	National Park Authority 24 September 2021
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### Step one: identify the strategy, policy or service aims

What are the main aims, purposes and outcomes of the strategy, service or policy and how does it fit in with the wider aims of the Authority?

The National Park Management Plan sets direction for the Brecon Beacons National Park and well-being objectives for the Brecon Beacons National Park Authority.  
<https://www.legislation.gov.uk/ukpga/1995/25/section/66>  
<https://www.legislation.gov.uk/anaw/2015/2/part/2/enacted>

OBJECTIVES	OUTCOMES
We will conserve and enhance the natural beauty, wildlife and cultural heritage of the National Park.	The park operates within environmental and planetary capacity, supporting healthy ecosystems and resilient productive landscapes.
We will provide opportunities for understanding and enjoyment of the special qualities of the National Park.	The park provides an arena for outdoor recreation which enriches the health and wellbeing of all who use it to those ends. This objective is delivered without breaching environmental limits or impacting social standards.
We will seek to foster the economic and social well-being of local communities within the National Park.	All residents within the park will be afforded the opportunity to live well and prosperously, no activity will take place which impacts on this ability.

List the main activities of the strategy, service or policy (for strategies list the main policy areas)

1. Sets vision for the Brecon Beacons National Park.
2. Acts as Statement of 'Special Qualities'.
3. Sets well-being objectives for the Brecon Beacons National Park Authority.
4. Outlines aspirational policy to meet the vision and objectives.
5. Outlines ways of working to deliver on policy aspirations.

- Active Travel
- Busy Places
- Climate Change
- Dark Skies
- Geopark
- Health and Wellbeing
- Historic Environment
- Landscape
- Local Food
- Nature Recovery
- Outreach
- Peatlands
- Payments for Ecosystem Services
- Resilient Communities
- Rights of Way
- Rural Skills
- Sustainable Tourism
- Treescapes

- Water
- Partnerships
- Human Capital
- Volunteering

Who are the key stakeholders?

Outside Brecon Beacons National Park Authority

Statutory:

- Welsh Government
- Natural Resources Wales
- Cadw
- Powys County Council
- Monmouthshire County Council
- Torfaen County Borough Council
- Blaenau Gwent County Borough Council
- Caerphilly County Borough Council
- Merthyr Tydfil County Borough Council
- Rhondda Cynon Taf County Borough Council
- Neath Port Talbot County Borough Council
- Carmarthenshire County Council

Non-statutory:

- Designation management groups (Geopark; Dark Skies Reserve; World Heritage Site).
- Stakeholder reference panel
- Citizens Assembly
- Local Members and Representative
- Town and community councils
- Non-governmental organisations incl. IUCN Atlantic Isles, Brecon Beacons National Park Society

Who will be responsible for the strategy, service or policy and how will progress be measured?

The National Park makes a strategic contribution to the Wellbeing of Wales monitored through the 'Wellbeing of Wales Report' <https://gov.wales/wellbeing-wales-2020>

Although the Brecon Beacons National Park Authority is responsible for the National Park Management Plan, it is intended as a shared plan for the National Park.

Brecon Beacons National Park Authority contribution will be outlined in the Corporate Plan and outcomes measures through the National Park Doughnut and State of the Park Report.

## Step two: consider the data and research

<p>What data is available to inform the impact assessment?</p> <p>Check available data research, studies, reports, audits, surveys, feedback etc., concerning each equality target group (ethnicity, religion/belief, disability, gender, sexual orientation, age and welsh language.</p>	
Age	<p>Stats Wales: Population estimates by National Park  <a href="https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/National-Park/PopulationEstimates-by-Year-NationalPark">https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/National-Park/PopulationEstimates-by-Year-NationalPark</a></p>
Disability	<p>Stats Wales  <a href="https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability">https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability</a></p>
Gender reassignment	<p>No statistics available  <a href="http://www.wales.nhs.uk/document/184239/info/">http://www.wales.nhs.uk/document/184239/info/</a></p>
Marriage or civil partnership	<p>Census Table 2011: KS103EW  <a href="https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeystatisticsforationalparksinenglandandwales%2Fcurrent/r23ewrtksnationalparksv2_tcm77-300733.xls">https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeystatisticsforationalparksinenglandandwales%2Fcurrent/r23ewrtksnationalparksv2_tcm77-300733.xls</a></p>
Pregnancy	<p>Stats Wales: 2018-based sub national population projections  <a href="https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Projections/National-Park/2018-based/populationprojectioncomponentsofchange-by-nationalpark-year">https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Projections/National-Park/2018-based/populationprojectioncomponentsofchange-by-nationalpark-year</a></p>
Race	<p>Race: no stats available.</p> <p>Recognising ethnicity is different to race, statistics on ethnic group are available:            Census Table 2011: KS201EW – Ethnic Group  <a href="https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeystatisticsforationalparksinenglandandwales%2Fcurrent/r23ewrtksnationalparksv2_tcm77-300733.xls">https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeystatisticsforationalparksinenglandandwales%2Fcurrent/r23ewrtksnationalparksv2_tcm77-300733.xls</a></p>
Religion / Belief	<p>Census Table 2011: KS209EW  <a href="https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeysta">https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeysta</a></p>

	<a href="#">tisticsfornationalparksinenglandandwales%2Fcurrent/r23ewrtsnationalparksv2_tcm77-300733.xls</a>
Sex / Gender (including transgender)	Stats Wales <a href="https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/National-Park">https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/National-Park</a>
Sexual orientation	Stats Wales <a href="https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Sexual-Orientation">https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Sexual-Orientation</a>
Welsh language	Census 2011: Table KS207WA <a href="https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeystatisticsfornationalparksinenglandandwales%2Fcurrent/r23ewrtsnationalparksv2_tcm77-300733.xls">https://www.ons.gov.uk/file?uri=%2Fpeoplepopulationandcommunity%2Fpopulationandmigration%2Fpopulationestimates%2Fdatasets%2Fkeystatisticsfornationalparksinenglandandwales%2Fcurrent/r23ewrtsnationalparksv2_tcm77-300733.xls</a>  Stats Wales <a href="https://statswales.gov.wales/Catalogue/Welsh-Language">https://statswales.gov.wales/Catalogue/Welsh-Language</a>
General	<b>Visitor information 2017.</b> <a href="https://www.beacons-mpa.gov.uk/wp-content/uploads/Brecon-Beacons-Visitor-Survey-Final-report-May-2017-English-.pdf">https://www.beacons-mpa.gov.uk/wp-content/uploads/Brecon-Beacons-Visitor-Survey-Final-report-May-2017-English-.pdf</a>

Where, if any, are the gaps in the information required? What reasons are there for any lack of information? List the reasons below.

**Gender Reassignment data**

<http://www.wales.nhs.uk/document/184239/info/>

“Data on transgender is currently unavailable in large scale surveys. Research has been undertaken by the Office for National Statistics to assess the feasibility of gathering transgender data. The conclusion was that asking a question in a survey is not the most appropriate method of data collection due to difficulties such as sample sizes, privacy and acceptability of terminology.”

Is additional information required? If yes, what is needed and how will it be carried out?

Much of the information is from 2011 Census. We await the results of the final outputs in March 2023.

## Step three: analysis of the strategy, service or policy

Does or could the strategy, service or policy have any influence on any of the equality strands in relation to: <ul style="list-style-type: none"> <li>• Promoting equality</li> <li>• Elimination discrimination</li> <li>• Achieving equality</li> </ul>	Yes	No
Age	Yes	
Disability	Yes	
Gender reassignment		The Plan has no influence on the process (typically involving a combination of surgical procedures and hormone treatment) undertaken by a transgender person in order to alter their physical sexual characteristics to match their gender identity.
Marriage or civil partnership	Yes	
Pregnancy	Yes	
Race	Yes	

Religion / Belief	Yes	
Sex / Gender (including transgender)	Yes	
Sexual orientation	Yes	
Welsh language	Yes	

### Step four: assess the likely impact on equality

Could the strategy, service or policy in the way it is planned / delivered have a negative impact on any of the equality target groups (i.e. it could disadvantage them) or could it have a positive impact on any of the groups, contribute to promoting equality, equal opportunities or improve relations?			
Group affected	Positive impact	Negative impact	Reason
Age	Yes.		Through delivering the Plan; ensuring:  National Parks accessible for all – providing information on a wide range of experiences and ensuring appropriate facilities are in place.  The type, scale and pace of landscape changes necessary to tackle issues of access, climate

			<p>change adaptation and mitigation and biodiversity recovery should be explored with people of all ages.</p> <p>Open and accessible partnerships and decision-making processes are promoted.</p> <p>Communicating the Plan provides an opportunity for inclusivity.</p>
Disability	Yes.		<p>Through delivering the Plan; ensuring:</p> <p>National Parks accessible for all – providing information on a wide range of experiences and ensuring appropriate facilities are in place.</p> <p>The type, scale and pace of landscape changes necessary to tackle issues of access, climate change adaptation and mitigation and biodiversity recovery should be explored with all people.</p> <p>Open and accessible partnerships and decision-making processes are promoted.</p>



			Communicating the Plan provides an opportunity for inclusivity.
Gender reassignment	N/A	N/A	N/A. See step 3.
Marriage or civil partnership	Yes.		Communicating the Plan provides an opportunity for inclusivity.
Pregnancy	Yes.		<p>The type, scale and pace of landscape changes necessary to tackle issues of access, climate change adaptation and mitigation and biodiversity recovery should be explored with all people.</p> <p>Open and accessible partnerships and decision-making processes are promoted.</p> <p>Communicating the Plan provides an opportunity for inclusivity.</p> <p>Through delivering the Plan; ensuring:</p> <p>National Parks accessible for all – providing information on a wide range of experiences and</p>

			ensuring appropriate facilities are in place.
Race	Yes.	Yes.	<p>The 2017 Visitor Survey reported demographic characteristics of survey participants.</p> <p>1.7% of respondents were from any other ethnic group including Asian, Black African, Black Caribbean, Arab or multiple ethnic background.</p> <p>This is not representative of the UK population.</p> <p>Whilst National Parks are accessible for all – no specific positive policy / provision is made within the Plan to support visitors from under-represented ethnic groups (based on the visitor survey) to visit and experience the National Park.</p>
Religion / Belief	Yes.	Yes.	<p>National Parks, as areas of natural beauty for public recreation and happiness, support wellbeing and spirituality generally.</p> <p>The type, scale and pace of landscape</p>

			<p>changes necessary to tackle issues of access, climate change adaptation and mitigation and biodiversity recovery should be explored with all people.</p> <p>Open and accessible partnerships and decision-making processes are promoted.</p> <p>Communicating the Plan provides an opportunity for inclusivity.</p> <p>However, no specific positive policy / provision is made within the Plan to support people and groups with different faiths, religions and beliefs to access and benefit from the National Park.</p>
<p>Sex / Gender (including transgender)</p>	<p>Yes.</p>	<p>Yes.</p>	<p>National Parks accessible for all – providing information on a wide range of experiences and ensuring appropriate facilities are in place.</p> <p>The type, scale and pace of landscape changes necessary to tackle issues of access, climate change adaptation</p>

			<p>and mitigation and biodiversity recovery should be explored with all people.</p> <p>Open and accessible partnerships and decision-making processes are promoted.</p> <p>Communicating the Plan provides an opportunity for inclusivity.</p>
Sexual orientation	Yes.	Yes.	<p>National Parks accessible for all – providing information on a wide range of experiences and ensuring appropriate facilities are in place.</p> <p>The type, scale and pace of landscape changes necessary to tackle issues of access, climate change adaptation and mitigation and biodiversity recovery should be explored with all people.</p> <p>Open and accessible partnerships and decision-making processes are promoted.</p> <p>Communicating the Plan provides an opportunity for inclusivity.</p>

Welsh language	Yes.	Yes.	<p>The Plan provides an opportunity to promote use of the language through outreach, sustainable tourism, resilient communities and geopark policies.</p> <p>Protecting and enhancing landscape features and ecosystems – nature recovery - (which providing cultural ecosystem services), and supporting rural skills indirectly supports the Welsh language.</p> <p>Land use-change and trends towards increasing visitor numbers and population increases through positive migration to the National Park risk diluting the everyday use of Welsh in communities, particularly in the west of the National Park.</p> <p>The way in which the plan is delivered, through partnership working, is a key opportunity to promote opportunities for persons to use the</p>

			<p>Welsh language.</p> <p>Furthermore, broadening participation in plan preparation, broaden the range of views and perspectives influencing the Plan and can act to ensure opportunities to use the Welsh language are considered.</p> <p>There is the potential for the Plan to drive actions which treat the Welsh language less favourably than the English language. The scale and pace of change mean that some relevant research or evidence may only be available in English language.</p>
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If you have indicated there is a negative impact on any group, is that impact:	Yes	No
Lawful? i/e/ it is not discriminatory under anti-discriminatory legislation		Not discriminatory.
Intended?		Not intended.
Could you minimise or improve any negative impact? Explain how.		

Continuously enabling, through involvement and participation, a better understanding between all people, local communities and decision makers and to ensure the needs of all people are integrated into the planning of facilities, partnerships and the provision of information, services and opportunities for recreation in the National Park.

## Step five: consider the alternatives

Can changes be made to the strategy, service or policy?

Yes. This is the draft National Park Management Plan only – amendments may be made before approving the final National Park Management Plan.

Can the strategy, service or policy be implemented in a different way?

Yes. The draft National Park Management Plan may be implemented in a wide number of ways; depending on project design and partnership development and working.

Is it possible to consider a different strategy, service or policy which still achieves your aim, but avoids any adverse impact?

Yes. The draft National Park Management Plan may be implemented in a wide number of ways; depending on project design and partnership development and working.

## Step six: involve and consult relevant stakeholders

What previous or planned consultation on this strategy, service or policy has taken place / will take place with groups / individuals from equality target groups? If there has already been consultation, what does it indicate about negative impacts and how people view this strategy, service or policy?	
Equalities target group	Summary of function carried out or planned
Age	Four-month consultation October 2021 – Jan 2022.  During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.
Disability	Four-month consultation October 2021 – Jan 2022.  During the consultation, we plan to work with our stakeholder reference group which includes a representative from the local access forum who takes a lead on accessibility for all.
Gender reassignment	N/A.
Marriage or civil partnership	Four-month consultation October 2021 – Jan 2022.  During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.
Pregnancy	Four-month consultation October 2021 – Jan 2022.  During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.



Race	<p>Four-month consultation October 2021 – Jan 2022.</p> <p>During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.</p>
Religion / Belief	<p>Four-month consultation October 2021 – Jan 2022.</p> <p>During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.</p>
Sex / Gender (including transgender)	<p>Four-month consultation October 2021 – Jan 2022.</p> <p>During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.</p>
Sexual orientation	<p>Four-month consultation October 2021 – Jan 2022.</p> <p>During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.</p>
Welsh language	<p>Four-month consultation October 2021 – Jan 2022.</p> <p>During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.</p>

If there are any gaps in your previous or planned consultation and research, are there any experts / relevant groups that can be contacted to get further views or evidence on this issue. Please list them and explain how you will obtain their views.

Four-month consultation October 2021 – Jan 2022.

During the consultation, we plan to work with the emerging diversity forum facilitated by a person with appropriate skills.

## Step seven: making the decision

The following matrix may assist you to make the decision on whether to adopt the strategy, service or policy and what actions may be needed.

What is the potential risk on the effect of equality? (indicate one)		
<p>Highly likely to have an adverse impact on equality</p> <p><b>High Risk</b></p> <p><input type="checkbox"/></p>	<p>May possibly have an adverse impact on equality</p> <p><b>Moderate Risk</b></p> <p><input type="checkbox"/></p>	<p>Probably will not have an adverse effect</p> <p><b>Low Risk</b></p> <p><input type="checkbox" value="This"/></p>
<p>Highly likely to promote equality of opportunity and good relations</p> <p><b>High Potential</b></p> <p><input type="checkbox"/></p>	<p>May have the potential to promote equality and good relations</p> <p><b>Moderate Potential</b></p> <p><input type="checkbox" value="This"/></p>	<p>Probably will not promote equality and good relations</p> <p><b>Low Potential</b></p> <p><input type="checkbox"/></p>
Summarise the findings and give an overview on whether the function or policy will promote equality and diversity		
<p>The policy has the potential to promote equality and diversity. Undertaking four months of consultation will help the NPA understand these opportunities better.</p>		



## Step eight: equality impact assessment action plan

Category	Actions	Target date	Person responsible
Practical changes required to reduce adverse impact	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA Policy Officer Group
Measures to improve access to / take up of services and understanding of the policy / strategy.	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA Policy Officer Group
Dissemination of information on the EIA	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA Policy Officer Group
Involvement and consultation	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA Policy Officer Group
Assessment and analysis	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA Policy Officer Group
Procurement and partnerships	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA Policy Officer Group



	contributing to it.		
Monitoring, evaluating and reviewing (including publishing the results)	Consider responses to the consultation and make appropriate amendments to the final version of the National Park Management Plan and means of implementing and contributing to it.	April 2022	NPA

## Step nine: For the record

Date EIA completed	16 September 2021
Signature of Manager	Chris O'Brien
Signature of Director	Helen Lucocq

### Note for Directors:

Directors must ensure that:

- The policy, strategy or service has **been informed by the outcome** of the EIA
- That you have gathered all **relevant evidence** and used **any feedback** from previous involvement / consultation and / or **consulted** and **involved** stakeholders
- Have an **action plan** (if required) to **reduce and (potential) adverse impact**