

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan
Directorate	Countryside and Policy Management
Lead Person (Owner)	Chris Fairbrother
SMT Champion	Andrew Lee
Date of Completion	23/07/2019

2. Is this a:

Strategy Project Policy Service Function

Other, please specify Partnership Management Plan Outcome 1	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Anne Rehill	Performance and Projects Manager	Thematic Lead
Chris Fairbrother	Landscape and Biodiversity Lead	Specialist Lead

5. What is the aim of the strategy/project/policy/service?

<ul style="list-style-type: none"> • Protect and enhance the natural beauty and character of the SDNP and seek environmental net-gain from any infrastructure projects. • Improve green and blue infrastructure to deliver nature recovery networks and connect people to nature within and around the SDNP. • Maximise environmental, cultural and economic benefits of agri-environment and forestry schemes across the National Park
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6. **Will stakeholders be directly affected?** Yes ¹ No ²
(E.g. service users, customers, contractors, staff, Board members)

7. **Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.**

Evidence spread sheet for Biodiversity, Landscape and climate change
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The initial Equalities Assessment carried out for the last PMP in 2013.

8. **What are the desired outcomes for the end user?**

The landscape character of the South Downs, its special qualities, natural beauty and local distinctiveness have been conserved and enhanced by avoiding or mitigating the negative impacts of development and cumulative change

9. **Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?**

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i></p> <p>Protecting and enhancing a high-quality landscapes provides environmental and health benefits for all. The experiential qualities of landscapes are beneficial to everyone. Improving Green Infrastructure provides opportunities for everyone to have access to, and connect with, the natural environment. The outcome seeks to deliver maximum benefit for all groups from different strands of public investment.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>Protecting and enhancing a high-quality landscapes provides environmental and health benefits for all. The experiential qualities of landscapes are beneficial to everyone. Improving Green Infrastructure provides opportunities for everyone to have access to, and connect with, the natural environment. The outcome seeks to deliver maximum benefit for all groups from different strands of public investment.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i></p> <p>No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i></p> <p>No specific impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i></p> <p>No specific impacts identified</p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i></p> <p>No specific impacts identified</p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p>	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p>

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

<p><i>For example would you receive a different outcome according to your religion or belief?</i></p> <p>No specific impacts identified</p>	<p><i>For example would you receive a different outcome according to whether you are male or female?</i></p> <p>No specific impacts identified</p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>No specific impacts identified</p>	<p>Socio Economic Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>No specific impacts identified</p>

If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan
Directorate	Countryside and Policy Management
Lead Person (Owner)	Jeremy Burgess
SMT Champion	Andrew Lee
Date of Completion	

2. Is this a:

Strategy Project Policy Service Function

Other, please specify	Partnership Management Plan Outcome 2	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Anne Rehill	Performance and Projects Manager	Thematic Lead
Jeremy Burgess	Landscape and Biodiversity Lead	Specialist

5. What is the aim of the strategy/project/policy/service?

<ul style="list-style-type: none"> • Improve soil and water by reducing soil erosion, improving carbon capture and filtration and reconnecting wetland habitats • Improve the resilience and quality and quantity of trees and woodlands in the National Park and ensure that the right tree is planted in the right place
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6. **Will stakeholders be directly affected?** Yes ¹ No ²
(E.g. service users, customers, contractors, staff, Board members)

7. **Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.**

Evidence spread sheet for Biodiversity, Landscape and climate change
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The initial Equalities Assessment carried out for the last PMP in 2013.

8. **What are the desired outcomes for the end user?**

There is increased resilience within the landscape for its natural resources, habitats and species to adapt to the impacts of climate change and other pressures.

9. **Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?**

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i></p> <p>Improving the quality of water resources, soils and the natural environment, including tree cover have environmental and health benefits for all. This includes tackling climate change issues and air quality.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>Improving the quality of water resources, soils and the natural environment, including tree cover have environmental and health benefits for all</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i></p> <p>No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i></p> <p>No specific impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i></p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i></p> <p>No specific impacts identified</p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i></p> <p>No specific impacts identified</p>	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i></p> <p>No specific impacts identified</p>

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>No specific impacts identified</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>Improving the quality of water resources, soils and the natural environment, including tree cover have environmental and health benefits for all, improved air quality, water quality and the feel good factor of the natural environment benefit all elements of society regardless of socio economic status</p>
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If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan
Directorate	Countryside and Policy Management
Lead Person (Owner)	Jeremy Burgess
SMT Champion	Andrew Lee
Date of Completion	

2. Is this a:

Strategy Project Policy Service Function

Other, please specify	Partnership Management Plan Outcome 3	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Anne Rehill	Performance and Projects Manager	Thematic Lead
Jeremy Burgess	Landscape and Biodiversity lead	Specialist

5. What is the aim of the strategy/project/policy/service?

<ul style="list-style-type: none"> • Create, restore and improve areas of priority habitat to be more, bigger, better, and joined up at a landscape scale • Increase the genetic diversity and resilience of target species and implement a landscape scale strategy for tackling invasive, pest species and diseases

6. **Will stakeholders be directly affected?** Yes ¹ No ²
(E.g. service users, customers, contractors, staff, Board members)

7. **Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.**

Evidence spread sheet for Biodiversity, Landscape and climate change
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 The initial Equalities Assessment carried out for the last PMP in 2013.

8. **What are the desired outcomes for the end user?**

A thriving and connected network of habitats and increased population and distribution of priority species now exist in the National Park

9. **Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?**

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i></p> <p>Improving habitat quality and connectivity, conserving key species and tackling invasive species, pests and diseases has wider environmental, economic and social benefits for all. There is no specific impact on any protected character groups.</p>	<p>Disability: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>No specific impacts identified</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i></p> <p>No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i></p> <p>No specific impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i></p> <p>No specific impacts identified</p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i></p> <p>No specific impacts identified</p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i></p>	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i></p>

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

<p>No specific impacts identified</p>	<p>No specific impacts identified</p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>No specific impacts identified</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>Invasive species pests and diseases have a major economic impact to society generally, by seeking to control these issues within the National park it will have benefits to all.</p>

If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Cultural Heritage
Directorate	Countryside Policy and Management
Lead Person (Owner)	Anooshka Rawden (Cultural Heritage Lead)
SMT Champion	
Date of Completion	

2. Is this a:

Strategy Project Policy Service Function

Other, please specify	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Andy Beattie	Countryside & Policy Manager	
Anooshka Rawden	Cultural Heritage Lead	

5. What is the aim of the strategy/project/policy/service?

<ul style="list-style-type: none"> ➤ Cultural heritage of the National Park is enhanced and widely understood and enjoyed. ➤ Promote understanding and enjoyment of the landscape and traditions of the South Downs through contemporary arts and crafts.



6. Will stakeholders be directly affected?

Yes ¹

No ²

(E.g. service users, customers, contractors, staff, Board members)

7. Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.

SDNP Research:

- Tom Flemming / Creative Consultancy (2018) SDNPA Cultural Heritage Mapping, Data and Research
- SDNPA (2018) Economic Profile of the South Downs National Park

National / sector wide research:

- VocalEyes (2018) State of Museums Access
- Arts Council England (2018) Livelihood of Visual Artists report
- British Council (2018) Cultural Heritage for Inclusive Growth
- Museums Association (2018) Annual Survey
- National Lottery Heritage Fund online resources re. LGBTQ+ engagement
- Arts Council England / Consilium Research and Consultancy (2013) Equality and Diversity within the Arts and Cultural Sector in England

National data sources:

- National Statistics Socio-Economic classification
- Office for National Statistics (2013) 2011 Census Characteristics of National Parks
- UK GOV (2019) Taking Part Survey (Participation in the Arts)
- Ipsos MORI (with Sport England / Arts Council England / Public Health England / Dept. for Transport) (2018) Active Lives Survey

8. What are the desired outcomes for the end user?

- Everyone who lives in, works in, or visits the South Downs National Park is able to engage with its cultural heritage.
- Cultural heritage, held in trust for future generations, is well managed, maintained and cared for.

9. Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?

<p>Age: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your age?</i></p> <ul style="list-style-type: none"> ➤ There is evidence <u>that some</u> areas of cultural heritage are under-engaging with younger audiences. <ul style="list-style-type: none"> ○ Communications strategies will be key to disseminating and engaging broader groups of people to the National Park to enjoy its cultural heritage and special qualities, as well as for engagement with specific 	<p>Disability: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <ul style="list-style-type: none"> ➤ Access to some cultural heritage sites can be particularly challenging, based on physical access (lack of accessible routes, lack of online information to support pre-planning etc.) impacting older and / or disabled people, children and families etc. ➤ Other access barriers should also be taken into consideration with regards to special educational
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¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

<p>projects and / or campaigns (i.e. use of social media campaigns and hashtags, engaging with social media influencers etc.)</p> <ul style="list-style-type: none"> ➤ Volunteer projects can risk prioritising time / asset rich older groups over other demographics (i.e. such as younger people, who better engage with other volunteer models). ➤ Some older people may find engagement with the National Park’s cultural heritage and special qualities a challenge due to limited mobility and related access barriers. Priority Programme 5.2 and 5.3 would have a positive impact on these users. 	<p>needs and disability, autism and sensory awareness.</p> <ul style="list-style-type: none"> ➤ Lack of advance information online to support disabled people, carers and families with planning visits to cultural heritage sites and events, linked to access, sensory mapping, facilities etc. <ul style="list-style-type: none"> ➤ VocalEyes (in collaboration with StageText and Autism in Museums) have published the State of Museum Access 2018 report on museum websites and advance information to support access for disabled people. The guidance is applicable beyond museums to all cultural heritage sites and events. ➤ Lack of suitable facilities (such as Changing Places toilets) can limit access for children, adults and families who wish to engage with the National Park and its special qualities, but who cannot plan visits due to a lack of facilities. <ul style="list-style-type: none"> ➤ Changing Places facilities will become mandatory in any new large public buildings, or those being materially altered, under changes to building regulations proposed by the government in 2019. According to the Changing Places location map, currently most Changing Places provision is outside the SDNP area. <p>Priority Programmes 5.1, 5.2 and 5.3 would have a positive impact on some of these users.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i> No specific impacts identified.</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i> No specific impacts identified.</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i> Mobility can be reduced during pregnancy and access to the Park can be more difficult when the group is reliant is pushchairs or buggies. Priority Programme 5.2 and 5.3 would have a positive impact on these users. There is an increased health risk to the foetus in pregnant women from close contact with sheep during the lambing season, so visits to heritage sites accessible to sheep at this time should be avoided. https://www.nhs.uk/common-health-questions/pregnancy/why-should-pregnant-women-avoid-sheep-during-the-lambing-season/</p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i> The promotion of cultural heritage can risk exclusion if it is presented through a dominant lens / narrow interpretation, relative only to a predominant demographic. Where possible and appropriate:</p> <ul style="list-style-type: none"> ➤ Interpretation and understanding should include engaging in difficult colonial histories (such as the legacies of empire) from the perspective of oppressed and occupied nations, in collaboration with relevant contemporary groups. ➤ Interpretation and understanding should include (where clear evidence supports) narratives of settlement, people movement and immigration to unlock stories of our diverse histories and

	<p>cultures which have shaped and contributed to the Park’s landscape and development.</p> <ul style="list-style-type: none"> ➤ Where language barriers exist, alternative approaches or methods of ensuring visitor enjoyment and cross cultural interactions should be explored to ensure people without English / English as a second language, can still enjoy and engage with the cultural heritage of the National Park.
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your religion or belief?</i></p> <p>Cultural heritage risks exclusion if it is perceived as only relevant to one group / exclusive groups.</p> <p>Where possible and appropriate:</p> <ul style="list-style-type: none"> ➤ Explore opportunities to raise awareness of diverse heritage in relation to religions and belief through projects, activities and interpretation, to foster respect and understanding of the variety of beliefs and religions invested in this special landscape. ➤ Ensure that religious beliefs and rituals focused away from structures (i.e. churches, temples) and instead focused on landscape, are equally given recognition, such as the use of watercourses for ritual deposits (of continuing contemporary significance in Hindu and Buddhist ceremonies), which do not contravene any legal restrictions. 	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to whether you are male or female?</i></p> <p>There is evidence that women’s history receives less focus in the heritage sector.</p> <ul style="list-style-type: none"> ➤ This can be remedied through project design and by ensuring focus on women makers, workers, artists and pioneers who have shaped the historic environment and cultural heritage of the South Downs.
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>A number of culture and heritage sector projects (many supported by the National Lottery Heritage Fund in the South East) to engage LGBTQ+ audiences, reveal hidden LGBTQ+ histories and ensure LGBTQ+ people are consulted in the context of collections, interpretation and programming points to significant gaps in representation in the cultural heritage sector.</p> <p>There is also a related risk that LGBTQ+ people can become only defined by their sexuality, while at the same time, LGBTQ+ experience of prejudice and persecution can be underplayed despite it shaping life experience and influencing their creative responses and practice (i.e. the creative output of specific artists etc.)</p>	<p>Socio Economic Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>National Statistics Socio-Economic classification (NS-SEC) 1-4 show 61% attended a cultural heritage event, performance or festival compared to 5-8 showing 36.9% attendance across the same areas. There is therefore evidence of an inherent bias based on income and engagement presented in this particular evidence (see: Tom Flemming / Creative Consultancy (May 2018) report ‘SDNPA Cultural Heritage Mapping, Data and Research’)</p> <p>Public transport costs may present barriers to engagement with the cultural heritage of the National Park. Priority Programme 5.3 would have a positive impact on these users.</p> <p>There may be inherent barriers to access due to perceptions of the Park as being for a narrow defined group (i.e. affluent).</p> <ul style="list-style-type: none"> ➤ Ensuring a better understanding of the socio-economic makeup of the Park’s demographic,

	<p>and highlighting target areas of culture rich but engagement poor regions, may help to engage broader ranges of people with the National Park and its special qualities through specific and targeted projects and activities.</p> <ul style="list-style-type: none"> ➤ Utilising cultural heritage as a tool for social engagement and health and wellbeing will enable the benefits and special qualities of the National Park to appeal to a broader range of users. ➤ Some artists and makers face socio-economic challenges that can impact their ability to achieve creative potential, that isn't necessarily related to their skill level – for some artists and creative practitioners, the levels of income that they are able to generate (set against costs of studio space, materials etc.) are low, and growing expenses in London and the South East can impact creative industries such as visual arts (see: ACE (Dec. 2018) Livelihood of Visual Artists report).
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If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
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Date published:

Equality Analysis Template

1. Details

SUBJECT	PMP 2020 – 2025, Outcome 5, Outstanding experience for all
Directorate	Countryside Policy and Management
Lead Person (Owner)	Andy Gattiker, National Trails & Rights of Way Lead
SMT Champion	
Date of Completion	June 2019

2. Is this a:

Strategy Project Policy Service Function

Other, please specify	
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3. Is it:

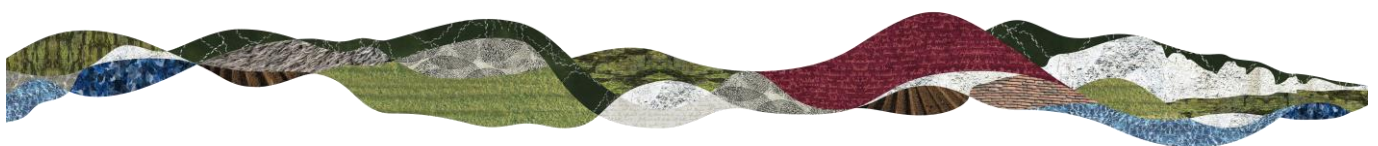
New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Andy Gattiker	National Trails & RoW Lead	Specialist
Allison Thorpe	Access & Recreation Lead	Specialist
Amanda Elmes	Learning, Outreach & Volunteer Lead Lead	Specialist

5. What is the aim of the strategy/project/policy/service?

<ul style="list-style-type: none"> ➤ Encourage everyone to experience the National Park and widen participation for under-represented groups through targeted activities and promotion. ➤ Improve accessibility through a network of high quality routes connecting communities with the landscape, heritage, attractions, transport hubs and gateways.



- Encourage sustainable access into and around the National Park, encouraging the retention and expansion of rural transport services.

6. Will stakeholders be directly affected?

Yes ¹

No ²

(E.g. service users, customers, contractors, staff, Board members)

7. Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.

Add all evidence on Adam’s spread sheet for “Access & Recreation”, “Health & Wellbeing” and “Outreach” [\\southdowns.gov.uk\data\Research_Evidence_performance\evidence\Evidence_Library\MASTER_Evidence_Catalogue.xlsm](https://southdowns.gov.uk/data/Research_Evidence_performance/evidence/Evidence_Library/MASTER_Evidence_Catalogue.xlsm)

Assume we can provide a link here to the Evidence spreadsheet rather than list? Note the list has more than 50 items in it.

Should we also reference the earlier Equalities Assessment carried out for the last PMP and grouped around the policies?

8. What are the desired outcomes for the end user?

- Outstanding experiences for communities and visitors are supported by high quality access and sustainable transport networks.

9. Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your age?</i></p> <p>Accessing and travelling around the park can become more difficult if age related health issues cause mobility impairment. Levels of Car ownership or access to private car travel is reduced amongst the older age brackets which can also reduce opportunities to enjoy the Park.</p> <p>Priority Programme 5.2 and 5.3 would have a positive impact on these users.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>Accessing, enjoying, engaging and travelling around the park can become more difficult with a disability. From use of the Rights of way network, and using public transport to accessing learning or volunteering.</p> <p>Priority Programmes 5.1, 5.2 and 5.3 would have a positive impact on these users.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you were transgender?</i></p> <p>No specific impacts identified.</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you were married or in a civil partnership?</i></p> <p>No specific impacts identified.</p>
<p>Pregnancy & Maternity: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i></p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your race?</i></p>

¹ If you have answered ‘Yes’ to question 6, you must continue to complete to full EA.

² If you have answered ‘No’ to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

<p>Mobility can be reduced during pregnancy and access to the Park can be more difficult when the group is reliant is pushchairs or buggies. Priority Programme 5.2 and 5.3 would have a positive impact on these users.</p>	<p>Some groups are currently under-represented in the visitor profile for a variety of perceived and actual barriers. Priority Programme 5.1 would have a positive impact on these users</p>
<p>Religion or Belief: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i> Some groups are currently under-represented in the visitor profile for a variety of perceived and actual barriers. Priority Programme 5.1 would have a positive impact on these users</p>	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i> No specific impacts identified.</p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i> No specific impacts identified.</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i> Levels of Car ownership or access to private car travel is reduced amongst some socio-economic groups which can also reduce opportunities to enjoy the Park. These groups are reliant on public transport and therefore can be disadvantaged. Priority Programme 5.3 would have a positive impact on these users.</p>

If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan
Directorate	Countryside and Policy Management
Lead Person (Owner)	Amanda Elmes
SMT Champion	Andrew Lee
Date of Completion	18/7/19

2. Is this a:

Strategy Project Policy Service Function

Other, please specify Partnership Management Plan Outcome	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Anne Rehill	Performance and Projects Manager	Thematic Lead
Amanda Elmes	Learning, Outreach and Volunteer Lead	Strategy Lead

5. What is the aim of the strategy/project/policy/service?

1.1	Provide high-quality outdoor learning opportunities as part of a locally relevant curriculum
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6. Will stakeholders be directly affected?

Yes ¹ No ²

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

(E.g. service users, customers, contractors, staff, Board members)

7. Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.

There is compelling evidence of a growing disconnect between people and the natural environment. The South Downs National Park provides a real opportunity for people to experience and enjoy the countryside and take part in life-long learning opportunities, which is essential if people are to move from participation and inspiration towards taking action.

With 893 schools inside, or within 10 kilometres of the National Park boundary, there is huge potential to promote opportunities for understanding the special qualities of the area. There are nearly 200 providers of outdoor learning opportunities pertinent to National Park purposes located within the South Downs National Park. There is clear evidence from a wide range of academic publications and research studies that learning outside the classroom (LOtC) is beneficial for young people’s social, physical and academic development.

Full evidence can be seen in the Evidence Spreadsheet: Learning and Outreach

8. What are the desired outcomes for the end user?

Widespread understanding of the special qualities of the National Park and the benefits it provides

9. Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i> The actions in the delivery plan will have a positive impact on young people but will be equally accessible to older people through life-long learning activities</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i> Tailored programmes of activities will ensure that groups with disabilities can access the learning opportunities. This also links to PMP Outcome 5 project delivery.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i> No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i> No specific impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i> No specific impacts identified</p>	<p>Race: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i> Working with school audiences ensures a cross section of different communities can access the opportunities.</p>
<p>Religion or Belief: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i></p>	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i></p>

<p>Working with school audiences ensures a cross section of different communities can access the opportunities.</p>	<p>No specific impacts identified</p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i> No specific impacts identified</p>	<p>Socio Economic Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i> The School Travel Grant Scheme enables schools with 10% or more of pupils eligible for Free School meals to have subsidised coach transport to visit the SDNP. This supports access to learning opportunities for schools from areas of greater social deprivation.</p>

If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan
Directorate	Countryside and Policy Management
Lead Person (Owner)	Anne Rehill
SMT Champion	Andrew Lee
Date of Completion	18/06/19

2. Is this a:

Strategy Project Policy Service Function

Other, please specify Partnership Management Plan Outcome	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Anne Rehill	Performance and Projects Manager	Thematic Lead

5. What is the aim of the strategy/project/policy/service?

<ol style="list-style-type: none"> To make the National Park a well-used and recognised asset for sustaining mental and physical health and well-being To increase the number of people being referred to activity in the National Park which supports their physical or mental health and well-being

6. **Will stakeholders be directly affected?** Yes ¹ No ²
(E.g. service users, customers, contractors, staff, Board members)

7. **Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.**

\\southdowns.gov.uk\data\Research_Evidence_performance\evidence\Evidence_Library\MASTER_Evidence_Catalogue.xlsm Add all references to Access and recreation, Health and Well-being and Outreach

8. **What are the desired outcomes for the end user?**

Increase in well-being
Lower instances of mental and physical poor health
Improved physical environment including enhanced green infrastructure

9. **Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?**

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i> Accessing some areas of the National Park can be more challenging to those with limited mobility, and age related health issues.</p> <p>Priorities in the Management Plan related to increasing access should have a positive impact on this group. Outcome 7 may have a positive impact on reducing instances of loneliness and social isolation. It will also help with promoting age appropriate physical activities.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i> For those people who have difficulty accessing the physical environment, either through physical disability or due to mental health issues implementation of Outcome 7 should reduce those difficulties.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i> No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i> No specific impact identified</p>
<p>Pregnancy & Maternity: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i> Access to natural green space can have a positive impact on stress and mental health, both of which can increase during pregnancy.</p>	<p>Race: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i> Some BAME groups have said that one of the barriers to them using the National Park is the perception that 'it is not for them'.</p> <p>The implementation of Outcome 7 would seek to reduce this feeling of alienation and provide more opportunities for people from different backgrounds to visit the National Park.</p>

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your religion or belief?</i></p> <p>No specific impacts identified</p>	<p>Sex: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to whether you are male or female?</i></p> <p>No specific impacts identified</p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>No specific impact identified.</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>Much of the focus of the activity under this outcome would be intended to increase opportunities for those with reduced access to private transport to get to the National Park. It would also aim to address some of the mental health conditions that some groups in certain socio-economic groups experience.</p> <p>Outcome 7 would have a positive impact on these users.</p>

If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan
Directorate	Countryside and Policy Management
Lead Person (Owner)	Amanda Elmes
SMT Champion	Andrew Lee
Date of Completion	18 July 2019

2. Is this a:

Strategy Project Policy Service Function

Other, please specify Partnership Management Plan Outcome	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Anne Rehill	Performance and Projects Manager	Thematic Lead
Amanda Elmes	Learning, Outreach and Volunteer Lead	Strategy Lead

5. What is the aim of the strategy/project/policy/service?

Increase and diversify volunteering opportunities that support the National Park
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6. Will stakeholders be directly affected?

Yes ¹ No ²

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

(E.g. service users, customers, contractors, staff, Board members)

7. Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.

Across the SDNP, volunteers are not currently representative of the local or regional demography. In particular, young people (age 16-24), people with disabilities, people from more socially disadvantaged communities and people from BAME communities are under-represented in volunteer profiles across the SDNP.

Park-wide the main category of work undertaken by volunteers is countryside and recreation based activity with 98% of volunteering organisations citing practical tasks/conservation as their main volunteering roles.

Full evidence can be seen in the evidence Spreadsheet for Outcome 8, volunteering.

8. What are the desired outcomes for the end user?

More responsibility and action is taken by visitors, communities and businesses to conserve and enhance the special qualities and use resources more wisely

9. Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i> Specific projects will be delivered to support 16-25 year olds in volunteering including Youth Action volunteering days, working with NCS and creating Youth Ambassador volunteering roles.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i> Development of more diverse tasks will allow a greater variety of people with disabilities to participate in volunteering across the SDNP.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i> No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i> No specific impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i> No specific impacts identified</p>	<p>Race: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i> Specific projects will be developed to increase participation from a greater variety of people from BAME communities including working with refugee centres and organisations supporting BAME communities.</p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i> No specific impacts identified</p>	<p>Sex: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i> More flexible volunteering opportunities and promotion of a variety of tasks will aim to increase the number of women choosing to volunteer across the SDNP.</p>

<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>No specific impacts identified</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>The cost of accessing volunteering can be prohibitive to some people. We will explore urban pick-ups and review volunteer expenses policy to address this challenge and enable more people to volunteer.</p>
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If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	Partnership Management Plan – Outcome 9 Communities in the National Park are more sustainable with an appropriate provision of housing to address local needs and improved access to essential services and facilities
Directorate	Countryside and Policy Management
Lead Person (Owner)	Chris Paterson
SMT Champion	Andrew Lee
Date of Completion	18/7/19

2. Is this a:

Strategy Project Policy Service Function

Other, please specify Partnership Management Plan outcome	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Nick Heasman	CPM	Thematic Lead
Chris Paterson	Community Strategy Lead	Specialist
Mark Alden	Enterprise Development Lead	Specialist

5. What is the aim of the strategy?

To create more sustainable communities within the National Park, where residents have better access to an appropriate provision of housing, services, facilities and digital infrastructure to meet the needs of local people.

The strategy will focus on supporting community led initiatives which seek to address local issues and result in more sustainable communities where residents can access the essential services they require to ensure a high quality of life without negatively impacting the special qualities of the National Park.



There are three key priority programmes in this strategy area, which seek to;

- Increase affordable housing stock in the National Park, with focus on exemplary design and using local sustainable materials
- Support community-led initiatives which enhance the towns, villages and landscapes of the National Park
- Support improvement in digital infrastructure, speed and coverage throughout the South Downs National Park

6. Will stakeholders be directly affected?

(E.g. service users, customers, contractors, staff, Board members)

Yes ¹

No ²

7. Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.

Affordable Housing

Housing and Economic Development Needs Assessment 2017
 DCLG Indices of Deprivation – Barriers to Housing and Services
 Lloyds Bank National Park review
 District Council Housing registers
 Authority Monitoring Report

Services and Facilities

The South Downs National Park Authority Settlement facilities study
 DCLG Indices of Deprivation – Barriers to Housing and Services

Digital Infrastructure

DCMS. (2017). Future Telecoms Infrastructure Review
 DCMS. (2017). UK Digital Strategy 2017

Available evidence identifies access to housing as being a particular problem for young people and young families. Given the large proportion of larger homes and high affordability ratio across the National Park. In the South Downs there is a premium of more than £200,000 to buy a house in the National Park as opposed to buying a property outside the National Park.

Available evidence, research and consultation highlights accessing services as a particular problem for those with limited access to private transport, limited mobility and particularly for older people living in and around the National Park.

The following highlights the evidence which helps us understand potential impact of the policy on certain protected characteristics:

Age – It is clear from statistical evidence and feedback from consultation that younger people and young families find it difficult to access affordable housing (both market and non-market) in the National Park, this is generally a national trend but is compounded by the relatively high house prices found in the South Downs National Park. It is also clear that improved digital infrastructure will benefit all, but with younger generations relying more heavily on digital services they are likely to benefit more from this intended outcome

Disability – Discussions with disability support groups and other support agencies has identified that accessing particular services can be difficult for those with disability. This is generally related to physical access to services and facilities. Given the rural nature of the South Downs National Park services and

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

facilities are often located in rural communities where access to facilities can be challenging (existence of pavements, drop kerbs etc). Services and facilities offered in the larger Market Towns and larger villages are more accessible.

Socio Economic

The State of the Park report has established that pockets of deprivation exist in the National Park with more substantial areas of deprivation existing in the areas surrounding the National Park. There are also areas with low private car ownership and low income levels. These issues all impact on people’s ability to access vital community services including affordable housing.

Generally the evidence collated through consultation and data analysis identified the following key issues:

- Lack of range of type, size and tenancy of existing housing stock (over 60% of homes in the National Park are detached or semidetached)
- Affordability of current housing stock (majority of areas in the National Park have a lower than average housing affordability ratio than the current ratio for England)
- Currently (2011) 3780 households on the housing waiting list
- The majority of the National Park is in the 20 per cent most deprived areas in the country for access to services and housing

8. What are the desired outcomes for the end user?

To ensure that communities in the National Park are able to access essential community services (shops, banks, healthcare, leisure facilities, broadband) and have an adequate provision of appropriate affordable housing.

9. Would the service user/member of staff receive a different outcome if they shared any of the following protected characteristics?

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your age?</i></p> <p>The allocation of housing will not be dependent on age, there are assessment criteria for the allocation of affordable housing, but this tends to focus on assessment criteria relating to need. The improved provision of services and facilities, including improved digital infrastructure which will provide access to some services will benefit all regardless of age. The provision of services in more rural areas, with rural hubs providing services to multiple settlements should improve access for all age groups, whilst the population of the National Park is ageing, it will likely be this age sector which benefits the most. Improved digital infrastructure will provide improved access to some services regardless of age.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>The provision of appropriate affordable housing and improved access to services and facilities, including improved digital infrastructure should have a positive outcome for this characteristic. Improved provision of services, particularly in rural communities will benefit those with limited accessibility, particularly where public transport is limited or unavailable</p> <p>Improved broadband connectivity and speeds may assist people with disabilities to access services</p>
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<p>Gender Reassignment: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i> No specific impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i> No specific impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i> No specific impacts identified</p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i> No specific impacts identified</p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i> No specific impacts identified</p>	<p>Sex: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i></p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i> No specific impacts identified</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i> The primary aim of this outcome is to ensure that access to essential community services and housing is fair and equal regardless of any protected characteristic. So this could be considered to positively affect those with lower income or limited access to private car or public transport due to financial status.</p>

If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date
???		

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

Equality Analysis Template

1. Details

SUBJECT	PMP 2020-2025 - Outcome 10
Directorate	Countryside Policy and Management
Lead Person (Owner)	Mark Alden and Katharine Beer
SMT Champion	Andrew Lee
Date of Completion	June 2019

2. Is this a:

Strategy Project Policy Service Function

Other, please specify Partnership Management Plan 2020 - 2025	
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3. Is it:

New Proposed Already exists but is being reviewed

4. Members of Assessment team

Name	Position / Role	Role on assessment team <i>e.g. service user, manager of service, specialist</i>
Mark Alden	Enterprise Development Strategy Lead	Specialist
Katharine Beer	Sustainable Tourism Strategy Lead	Specialist

5. What is the aim of the strategy/project/policy/service?

A diverse, sustainable, dynamic economy which is positively linked to the special qualities of the National Park
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6. **Will stakeholders be directly affected?** Yes ¹ No ²
(E.g. service users, customers, contractors, staff, Board members)

7. **Think about what evidence you already have that will help you to decide how the strategy/project/policy/service etc. affects different groups.**

For full evidence list see – Evidence Library Spreadsheet
\\southdowns.gov.uk\data\Research_Evidence_performance\evidence\Evidence_Library\MASTER_Evidence_Catalogue.xlsm

During the evidence gathering and engagement phase of the Management Plan process there were a number of key issues that were identified and ranked highly for Outcome 10

Economic Development:

1. Lack of affordable housing
2. Rural proof LEP business support
3. Lack of employment space
4. Growth in the knowledge sector
5. Improve digital infrastructure to support knowledge intensive businesses, attract high value businesses and retain and attract young people bringing vibrancy to our towns.
6. Increase holiday accommodation which is currently heavily underrepresented.
7. Lack of advanced technology businesses

Visitor Economy

The SDNP attracts a high proportion of visitors from a white British background, with only 2.7% of non- white ethnicity (SDNP, 2018). There is also little representation of young people visiting the SDNP, with the smallest proportion between the ages of 16-24 years old, and 55% of visitors over 55 years old. This illustrates the lack of diversity in the visitors who are attracted to the SDNP.

8. **What are the desired outcomes for the end user?**

- Strengthen and support sustainably managed land based industries and local enterprise
- Increase awareness and desirability of the South Downs as a destination
- Establish the South Downs as an exemplar in sustainable tourism

Economy:

- There is a diverse economy within the National Park providing jobs and services for local people.
- Businesses have the tools necessary to expand and develop, i.e. superfast broadband, skilled workforce, employment space, training, and finance.
- Enterprises are able to add value to their products and services by linking to the special qualities of the National Park.

¹ If you have answered 'Yes' to question 6, you must continue to complete to full EA.

² If you have answered 'No' to question 6 there is no need to carry out the full analysis. However you must get questions 1-6 signed off by the SMT Champion.

- Provision of employment space is increased meaning residents are provided with greater job opportunities within the National Park reducing the need to commute out of the National Park to work.
- Land based businesses are better prepared for the challenges ahead with developing initiatives and opportunities to improve their core business to ensure their long term survival.
- An increased holiday accommodation offer in the National Park will provide greater opportunities for visitors to turn their day visits into overnight stays. Thus ensuring greater visitor spend which will provide the catalyst for growth in a stagnant sector in the SDNP economy.
- Ample provision for employment space coupled with ultrafast broadband will attract high value businesses to the National Park. These high value knowledge intensive or advanced manufacturing and technology businesses will provide high skilled employment opportunities which will enable young people to be retained in our communities.

9. Would the service user receive a different outcome if they shared any of the following protected characteristics?

Tourism

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your age?</i></p> <p>55% of visitors to South Downs National Park are 45yrs +. Visitors in the 16-24 year age group has nearly halved since 2015 to only 4%. Improve through delivery of Outcome 5.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>5% of visitors stated their mobility as 'Limited a little, and 2% of visitors stated their mobility as 'Limited a lot' in the 2018 Visitor Survey. Improve through delivery of Outcome 5.</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you were transgender?</i></p> <p>There are no adverse impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you were married or in a civil partnership?</i></p> <p>There are no adverse impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i></p> <p>There are no adverse impacts identified</p>	<p>Race: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your race?</i></p> <p>Only 2.7% of visitors are of non-white ethnicity with 85.9% White British. Improve through delivery of Outcome 5.</p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to your religion or belief?</i></p> <p>There are no adverse impacts identified</p>	<p>Sex: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/></p> <p><i>For example would you receive a different outcome according to whether you are male or female?</i></p> <p>Only 0.4% of visitors are non-binary/Third Gender group, with 35% Male and 45% female (2018 SDNP Visitor Survey). Improve through delivery of Outcome 5.</p>

<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p> <p>There are no adverse impacts identified</p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p> <p>We are working, through Outcome 5, to improve access to recreation and towns and villages to create an affordable solution for people who wish to visit the SDNP. We also seek to support where possible, the development of affordable accommodation.</p>
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Economy:-

<p>Age: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your age?</i></p> <p>Policy 53 aims to increase the opportunities for young people to stay within the area and find work through training; apprenticeship schemes etc. and would therefore have a positive impact.</p>	<p>Disability: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you had a disability or impairment?</i></p> <p>Improved broadband connectivity and speeds may assist people with disabilities to access services</p>
<p>Gender Reassignment: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were transgender?</i></p> <p>There are no adverse impacts identified</p>	<p>Marriage & Civil Partnership: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were married or in a civil partnership?</i></p> <p>There are no adverse impacts identified</p>
<p>Pregnancy & Maternity: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome if you were pregnant or on maternity leave?</i></p> <p>There are no adverse impacts identified</p>	<p>Race: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your race?</i></p>
<p>Religion or Belief: Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your religion or belief?</i></p> <p>There are no adverse impacts identified</p>	<p>Sex: Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to whether you are male or female?</i></p> <p>Policy 51 aims to improve broadband speeds and connectivity which will facilitate home working which may have a positive impact on female workers enabling them to work from home more easily to fit in with child care arrangements.</p>
<p>Sexual Orientation Positive: <input type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your sexual orientation, i.e. depending on whether you are gay, lesbian, heterosexual or bisexual?</i></p>	<p>Socio Economic Positive: <input checked="" type="checkbox"/> Negative: <input type="checkbox"/> <i>For example would you receive a different outcome according to your ability to pay or financial status, e.g. if you were on welfare benefit?</i></p>

<p>There are no adverse impacts identified</p>	<p>Policies 53, 54 and 55 aim to provide a range of opportunities that will provide jobs, training and funding within the National Park, through these there is potential to help address rural deprivation.</p>
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If you have marked any of the boxes in question 9 as negative, you now need to consider whether or not you can reasonably justify these outcomes...

10. Complete the action plan below to demonstrate how you intend to overcome or justify any adverse impact.

Protected Group	Issue Identified	Action/Justification	Timescale	Lead person

11. Governance & Ownership - state here who has approved the action plan

Name	Job Title	Date

12. Publishing

Date signed off by Project Team/SMT:	
Date published:	

