



**DARTMOOR NATIONAL PARK
MANAGEMENT PLAN REVIEW 2020-2045**

**EQUALITY & DIVERSITY IMPACT
ASSESSMENT
SCREENING REPORT**

January 2020

enfusion 

Dartmoor National Park Authority Management Plan Review 2020-2045

Equality & Diversity Impact Assessment (EqIA) Screening Report

January 2020

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1.0 INTRODUCTION

Background

- 1.1 The Report sets out the process and results of a screening assessment for an Equality and Diversity Impact Assessment (EqIA) of the Dartmoor National Park Management Plan (DNPMP). The DNPMP sets out the Vision, aspirational Themes and Principles to guide and manage future activities in the National Park. Enfusion has been commissioned to carry out the screening on behalf of the Authority and as part of the integrated Sustainability Appraisal (SA) of the emerging Management Plan.

The Dartmoor National Park Management Plan 2020-2045

- 1.2 The draft Management Plan has been prepared in accordance with requirements, using a range of background evidence, and taking into account responses to consultation with communities, public, developers, and the relevant regulators. It is based on studies concerning the characteristics of the National Park area, relationships with adjoining areas, past trends and future predictions. The National Park purposes and duty are at the heart of the development of the Management Plan Review.

SA and EqIA

- 1.3 Under the Equality Act 2010, public authorities such as the Dartmoor National Park Authority must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act
 - Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic
 - Foster good relations between people who share a characteristic and those who do not share a characteristic
- 1.4 An EqIA is a tool that seeks to help improve the work of the Authority and help ensure that the requirements of the Equality Act 2010 are met. The assessment of equality, diversity, and health/well-being (an important aspect of equality) has been detailed through the integrated Sustainability Appraisal (SA) process. All elements of the emerging draft Management Plan have been appraised against a SA framework including SA objectives that directly and indirectly address equality, health and diversity:

No.1 Natural Beauty; No. 4 Tranquillity; No. 9 Historic Environment; No. 10 High quality design; No. 11 Cultural Heritage; No. 12 Air Quality; No. 13 Water; No.14 Soils & Land; No. 15 Climate Change; No. 6 Flood Risk; No. 18 Access; Nos. 19 & 20 Economy & Employment; No. 21 Housing; No. 22 Sustainable

Transport; No. 23 Community Health, Safety & Wellbeing; and No. 24 Inclusiveness & Participation. The summary findings of this EqlA have been integrated into the SA of the DNPMP and are provided separately as Appendix IV to the SA Report.

Consultation

- 1.5 This EqlA on the DNPMP is published as part of the SA Report (January 2020) for public consultation. Any comments received on the EqlA will be considered during the finalisation of the Management Plan.

Purpose & Structure of Report

- 1.6 The purpose of this Screening Report is to determine whether the DNPMP is likely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and whether a full EqlA is required.
- 1.7 This report is structured to demonstrate compliance with the requirements of the Equality Act. Following this introductory section, the Report is organised into three further sections:
 - Section 2 summarises the requirements of the Equality Act 2010 and the purpose of EqlA
 - Section 3 - outlines the screening process and the findings of the screening assessment
 - Section 4 - summarises the findings of the EqlA and sets out the next steps, including consultation arrangements

2.0 EQUALITY & DIVERSITY IMPACT ASSESSMENT: EQUALITY ACT 2010 REQUIREMENTS

- 2.1 The Equality Act came into effect in October 2010 with the aim of harmonising all extant discrimination law and strengthening the laws that prevent discrimination. The Equality Act applies to the provision of services and public functions, and thus includes the development of local authority policies and plans. The Act maintains the protection provided by previous legislation and thus prevents discrimination on the basis of nine protected characteristics (previously referred to as equality strands): age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- 2.2 Inequality can exist in a variety of forms and for land use, land management and development planning, this can include inadequate provision of and access to services (health, food stores, education facilities); good quality & affordable homes; employment opportunities; a healthy living environment (air, water, soils/land, biodiversity & ecosystems); and transport infrastructure (roads, pavements, public & sustainable transport – footpaths & cycleways) - for all members of society.
- 2.3 In summary, public authorities must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act
 - Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic
 - Foster good relations between people who share a characteristic and those who do not share a characteristic
- 2.4 The Equality Act does not specify how public authorities should analyse the effects of their existing or new policies in relation to equality but doing so is an important part of complying with the general duty. The approach in this Report reflects the principles of the Equality Framework for Local Government¹, as applied to the National Park, and other draft guidance provided by the Department of Health.
- 2.5 An EqlA is a tool that seeks to improve the work of an authority and helps ensure that the policies and plans it develops do not discriminate in the way services are provided and new development is guided and managed. Also, where possible, an authority does as much as it can to advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not.

¹ Equality and Human Rights Commission (2009) Equality Impact Assessment Guidance. Online at <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-impact-assessments> [accessed September 2018]

2.6 The methods and approach used for this assessment involve the following stages, as outlined in Table 2.1, as follows. This report presents the method and findings for Stage 1 of the assessment - screening.

Table 2.1: Equality and Diversity Impact Assessment Key Stages	
Stage 1	
Screening for Equality and Diversity Impact Assessment	<ul style="list-style-type: none"> ■ Identify the main purpose and aims of strategy/plan. ■ Identify other plans, programmes and assessments that have influenced the strategy/ plan in relation to equality. ■ Provide baseline information on issues and needs related to each protected characteristic or person. ■ Assess the impacts of the strategy/plan on the protected characteristics or persons. <hr/> <ul style="list-style-type: none"> ■ <i>If no negative effects are likely, then no further assessment will be required.</i> ■ <i>If there are effects are judged likely or uncertainty exists which cannot be easily mitigated – the precautionary principle applies and proceed to Stage 2</i>
Stage 2	
Full Equality and Diversity Impact Assessment	<ul style="list-style-type: none"> ■ Complete additional baseline and research. ■ Agree scope and method with wider [public] stakeholders as necessary. ■ Assess strategy/plan in greater detail. ■ Provide recommendations to mitigate negative impacts. ■ Develop measures to monitor, evaluate and review (including timescale and mechanisms) the recommendations. ■ Report outcomes of EqlA and consult with wider [public] stakeholders as necessary. ■ Finalise EqlA following responses from public and implement.

3.0 EQUALITY AND DIVERSITY IMPACT ASSESSMENT: STAGE 1 SCREENING

Approach to Equality and Diversity Impact Assessment Screening: Key Tasks

- 3.1 EqlA typically involves two stages - as outlined previously in Table 2.1. This report sets out our approach and findings for Stage 1, to determine whether the emerging DNPMP is likely to have negative effects on protected characteristics or persons identified under the Equality Act 2010, and thus whether a full EqlA would be required.
- 3.2 The process of screening can be organised into four main task areas, as set out in more detail below:

Task 1: Identify the main purpose and aims of strategy/plan – This is where a description of the strategy/ plan will be provided. The following questions will be used to set out the information required for this task. The questions are:

- What are the main aims, objectives, purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation?
- Who implements or delivers the policy, service or function?
- Who will be affected by the strategy/ plan?

Task 2: Description of other plans, programmes and policies used to develop the strategy/plan – This will draw out any relevant documents that have influenced the development of the strategy/ plan in relation to equality.

Task 3: Review baseline data and research – This will involve looking at relevant equalities monitoring data covering the nine protected characteristics or persons from existing databases. Any gaps will be identified.

Task 4: Screening Assessment, recording the view and the supporting information and analysis – This is where the information gained from tasks 1 to 3 is brought together to support the screening view.

The assessment uses a simplified version of the SA/SEA appraisal key applied across the strategy/ plan, with the assessment informed by decision aiding questions:

- Will the policy have a negative impact on any of the protected characteristics or persons?
- How can identified negative impacts be minimised or removed?
- How can identified positive impacts be improved or enhanced?
- Is monitoring of the issues required?

Assessment Key	
+	Positive Effect
-	Negative Effect
0	Neutral Effect
?	Unknown or Uncertain Effect

Task 1: Identify the main purpose and aims of strategy/plan

What are the main aims objectives purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation?

- 3.3 The draft Dartmoor National Park Management Plan sets out the proposed Vision and strategic framework for aspirational intentions to address the forces for change for the Dartmoor National Park. Delivery of the Management Plan is a shared responsibility led by the DNPA but dependent on strong partnership working. The Management Plan sits alongside the Dartmoor NP Local Plan which provides the planning framework for decisions regarding development and the use of land. The Management Plan and the Local Plan are statutory documents, both designed to help deliver the statutory purposes of the National Park. The decisions that the DNPA makes in relation to planning are also an important element of how the Management Plan will be delivered.
- 3.4 The draft Management Plan 2020-2045 comprises a long-term Vision for Dartmoor in 2045 with more detail set out in seven Themes, as follows:
- Climate Change (Cross-Cutting)
 - Better for the Next Generation (Cross-Cutting & with Next Generation Vision)
 - Better for Nature & Natural Beauty
 - Better for Cultural Heritage
 - Better for Farming & Forestry
 - Better for People
 - Better for Communities & Business

For each specific theme, the DNPMP considers “*What are we trying to achieve?*” and “*How will we achieve this?*” The final section of the Plan proposes “*How do we measure success?*” with indicators to consider progress towards the Vision and outcomes to be monitored through periodic updates to the State of the Park report.

- 3.5 In preparing the Management Plan, it was clear that there are a number of conflicting or competing objectives and also ‘grit issues’ where opinions are divided about how the DNPMP should address them. Whilst the Authority will always refer back to the statutory purposes of the National Park when considering such issues, the draft DNPMP sets out Principles to guide decision-making on such Key Challenges, as follows:
- Landscape Management & Nature Recovery
 - More Trees
 - Existing Conifer Plantations
 - A Grazed Moorland Landscape
 - More Visitors

- Changing Demographics
- Communication Infrastructure
- Renewable Energy & Energy Efficiency
- Military Training

Who implements or delivers the policy, service or function?

- 3.6 The Dartmoor National Park Authority is responsible for leading the implementation of the Management Plan and in strong partnership working involving anyone with an interest in the future of Dartmoor, in particular those who manage the land, national agencies, local authorities, local communities, businesses, interest groups and the voluntary sector. The draft Management Plan is subject to consultation with wider (public) stakeholders who can influence the aspirational strategic framework of Themes and Principles.

Who will be affected by the strategy/plan?

- 3.7 The Management Plan applies to the administrative area of the Dartmoor National Park Authority. It will affect everyone who lives, works and visits this area.

Task 2: Description of other plans and policies used to develop the strategy/plan

- 3.8 Appendix I provides a summary of each plan, programme and the policies that have influenced the draft Management Plan and draft Local Plan in relation to equality. They include:

National

- National Planning Policy Framework (NPPF) (2012, revised 2018)
- Community Infrastructure Levy (2015)
- Planning Policy for Traveller Sites (2015)
- Infrastructure and Projects Authority, National Infrastructure Delivery Plan 2016 – 2021
- The Equality Strategy – Building a Fairer Britain (2010)
- Public Health England, Strategic Plan to 2020
- Natural England (2009, 2014) Green Infrastructure Guidance
- The Glover Report (September 2019) Landscapes Review

Local

- Devon Joint Health & Wellbeing Strategy 2016-2019
- Devon County Council Fair for All 2015-19 Strategy for Equality
- Devon Communities Strategy 2017-2020
- Devon Equality & Diversity Policy 2012
- Dartmoor National Park Authority Equal Opportunities Policy Statement (relates to employment with the DNPA)

Task 3: Review baseline data and research

- 3.9 The baseline was sourced from Devon County Council Facts & Figures - The People (sourced from ONS)² which includes data for the county by Parish and by Ward for population estimates & projections; live births; deaths; long-term health problems & disability; provision of unpaid care; general health; marital status; living arrangements; ethnicity; religion; and age of arrival into the UK. Summary information for the county was also taken from the Protected Characteristics Factsheets³ and other baseline information supporting the SA, such as the Dartmoor Economic Profile (2016)⁴.
- 3.10 Given that these statistics have been collated to cover the nine protected characteristics or persons based on the most up-to-date information available under the Equality Act 2010, there are not considered to be any gaps in the data.
- 3.11 The equality and diversity status and trends in the Devon County area, and specific to Dartmoor with comparisons to the national data, where available, may be summarised as follows:
- **Age:** The average age of residents in Dartmoor is 50, which is higher than the average age of 46 for Devon and 40 for England. The ageing population of Dartmoor means that the proportion of residents who are over 65 has risen from 20% in 2001 to 26% in 2014. The population of Dartmoor residents who are over 80 is 7%, whereas the England average is 5%, and the National Park has a higher old age dependency ratio (OAD) than the national average, which creates issues for Dartmoor⁵. There has only been 0.1% change in the population of Dartmoor between 2001-2011⁶.
 - **Marriage and civil partnership:** In 2011, as in 2001, the largest marital status group comprised people who were married at 55% over all the national parks. The numbers of single people across all national parks has increased slightly from 23 to 25% - reflecting the national level pattern of change. Civil partnerships as a new legal partnership status comprised a small proportion of the total usual residents at 0.3%.
 - **Pregnancy and maternity:** Devon had 6,940 live births in 2017 with a fertility rate of 1.68, slightly lower than the national rate of 1.76, and a stillbirth rate of 4.3, slightly higher than the national rate of 4.1⁷.
 - **Race:** The ethnic composition of Dartmoor is predominantly White British and is higher than the national average. Most residents are British, with only a small proportion of the population coming from outside of the

² <https://new.devon.gov.uk/factsandfigures/the-people/> [accessed September 2018]

³ <https://new.devon.gov.uk/equality/performance-and-monitoring/equality-information> [accessed September 2018]

⁴ http://www.dartmoor.gov.uk/_data/assets/pdf_file/0012/1130043/15967-Cover-Dartmoor-economic-profile-FINAL.pdf [accessed September 2018]

⁵ Edge analytics for DNPA (2016) Dartmoor National Park Demographic Forecasts

⁶ <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/articles/characteristicsofnationalparks/2013-02-19> [accessed September 2018]

⁷ <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables> [accessed September 2018]

United Kingdom⁸. Other National Parks in the UK have similar ethnicity compositions, where White British is the largest ethnicity group. Within National Parks the biggest non-White racial group is Asian/Asian British⁹.

- **Religion or Belief:** Christianity is the dominant religion in the area; for all national parks 65% of the population was affiliated with the Christian religion compared to 59% for England & Wales. The lowest Christian affiliation amongst the national parks was reported for Dartmoor (60%).
- **Gender reassignment:** There are no official estimates of gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society estimate that somewhere between 0.6% and 1% of the UK's adult population are experiencing some degree of gender variance.
- **Sexual Orientation:** Estimates from the ONS Integrated Household Survey suggests that nationally Lesbian, Gay and Bisexuals represent 1.9% of people aged 16 and over. Young people aged 16-24 are more likely to identify as LGB than older age groups and a higher proportion of males than females.
- **Sex:** Devon has a slightly higher percentage of women to men in its populations with 51.4% women and 48.6% men.
- **Disability:** Devon residents have a lower percentage of their population with long term limiting illness or disability than the national average. Given the ageing population the number of people with a limiting long-term health problem is likely to increase in the future.

Task 4: Screening Assessment, recording the view and the supporting information and analysis

- 3.12 The development of the Management Plan has been influenced by a number of other plans, programmes and assessments relating to the protected characteristics or persons under the Equality Act 2010.
- 3.13 The draft Management Plan Vision and Themes have been assessed to the same level of detail, taking into account the information gathered in Task 3 to establish any potential impacts on the protected characteristics or persons identified under the Equality Act 2010. The full assessment is provided in Appendix II and may be summarised, as follows:

The Dartmoor National Park Management Plan Vision

- 3.14 Each element of the Plan's Vision is likely to have positive effects on people in the protected characteristics – no negative effects were identified. The aspiration for a much better place for nature, as the beating heart of Devon, will benefit all categories as improvements to nature will benefit everyone. The commitment to building resilience to climate change through increasing carbon storage capacity and reducing greenhouse gas emissions will benefit everyone.

⁸ ONS (2017) 2011 census statistics

⁹ <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/articles/characteristicsofnationalparks/2013-02-19> [accessed September 2018]

- 3.15 Defining Dartmoor "*as a place where people from all backgrounds and ages come together around this collective Vision*" further confirms the positive effects for the age protected characteristic. The use of "*all backgrounds*" implies the inclusion of most of the other protected characteristics – with positive effects. This could be made more explicit for the disability and pregnancy/maternity characteristics by adding "*and abilities*". Overall, positive and inclusive/equitable effects with no negative effects identified.

The Dartmoor National Park Management Plan Themes

- 3.16 The aspiration for adaptation and recovery of natural processes through diversity, abundance and distribution of biodiversity on Dartmoor accepts that there may be some change in the future to Dartmoor's landscape and wildlife. The commitment to maintain the natural beauty and to manage nature to enable adaptation to the effects of climate change will help communities to be more resilient which should benefit all protected characteristics.
- 3.17 The aspirations for conservation, enhancement, and increased understanding, of the cultural heritage will benefit all communities and all the protected characteristics. The aspirations for high environment, low carbon farming and forestry systems that are economically viable and deliver a range of public benefits including healthy food will benefit all the protected characteristics. The significance of the ageing population and issues for the next generation have been specifically addressed – with major positive effects for this group.
- 3.18 The aspirations for people of all ages and backgrounds to be able to access Dartmoor and feel welcome encompasses most of the protected characteristics. The disability and pregnancy/maternity protected groups would be more explicitly included if "*and abilities*" was added to the overall aspiration. The Plan includes a proposal to improve 20 routes to increase accessibility for those with limited mobility – and this will have positive effects for the disability group with regard to physical ability. It is suggested that the proposed Strategy for Outreach & Understanding includes consideration of mental disability to more explicitly include all people from this protected group. It is also suggested that during development of this Strategy, particular attention is given to increase the ethnic diversity of visitors as far as possible within the likely demographics of Dartmoor.
- 3.19 Many of these aspirations will be delivered through the new Dartmoor Local Plan that includes strong Policies to promote equality and help ensure that communities and businesses are supported. There is no reason why these benefits should affect people from the protected characteristics in a different way and all are compatible and will benefit all the protected characteristics with likely positive effects overall. The significance of the ageing population and issues for the next generation have been specifically addressed – with major positive effects for these groups.

- 3.20 The Themes detail the aspirational intentions for progressing the Vision that applies to people of all ages and backgrounds with likely beneficial effects. There is no reason why these benefits should affect people from the protected characteristics in a different way, all are compatible and with likely positive effects overall.

Monitoring

- 3.21 Devon County Council each year publishes information¹⁰ and progress on the status of the protected characteristics for the Devon population area which includes Dartmoor. The DNPA publishes an authority monitoring report¹¹ each year and this includes relevant indicators such as affordable housing. The draft Management Plan includes a section of monitoring that explains that progress towards the Vision will be measured and the outcomes will be monitored through periodic updates to the State of the Park report. Therefore, further monitoring regarding equality is not considered to be required.

¹⁰ <https://new.devon.gov.uk/equality/performance-and-monitoring>

¹¹ <http://www.dartmoor.gov.uk/living-and-working/planning/planning-policy/background-evidence/background-evidence-and-research/preparing-the-local-plan>

4.0 SUMMARY AND CONCLUSIONS

- 4.1 The Dartmoor National Park Management Plan (DNPMP) sets out the proposed approach with a bold ambitious Vision to 2045, Themes and Principles for managing the Dartmoor National Park. Management is focused on protecting the Special Qualities of the DNPA whilst meeting the needs of its communities and visitors. The development of the DNPMP has been influenced by a number of other plans, programmes and assessments relating to the protected characteristics or persons under the Equality Act 2010.
- 4.2 The Vision and Themes have been assessed to the same level of detail, taking into account the baseline information gathered to establish any potential impacts on the protected characteristics or persons identified under the Equality Act 2010. The assessment found that the components of the Plan will lead to positive effects on the protected characteristics – and with no negative effects being identified.
- 4.3 The EqlA suggested some minor amendments that could enhance the positive effects indicated for the protected characteristics:
- The use of “*all backgrounds*” implies the inclusion of **most of the** other protected characteristics – with positive effects. This could be made more explicit for the disability and pregnancy/maternity characteristics by adding “*and abilities*”.
 - The Plan includes a proposal to improve 20 routes to increase accessibility for those with limited mobility – and this will have positive effects for the disability group with regard to physical ability. It is suggested that the proposed Strategy for Outreach & Understanding includes consideration of mental disability to more explicitly include all people from this protected group.
 - It is also suggested that during development of this Strategy, particular attention is given to increase the ethnic diversity of visitors as far as possible within the likely demographics of Dartmoor.
- 4.4 Reports are already produced on an annual basis that include consideration of equality, health and diversity – by Devon County Council on equality and by the DNPA on progress for the both the Management Plan and the Local Plan. Therefore, further monitoring regarding equality and diversity is not considered to be required.
- 4.5 The screening assessment has found that draft Dartmoor Management Plan is unlikely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and as a result a full EqlA will not be required. This EqlA screening is published alongside the draft Plan for consultation during early 2020. Any comments received will be considered during the finalisation of the Management Plan.

Equality Impact Assessment (EqlA) Screening Report

APPENDICES:

- I Key Plans & policies Review**
- II Equality & Diversity Impact Assessment Screening**

DNPMP 2020-2045

Equality & Diversity Impact Assessment: Appendix I Key Plans & Policies Review

Plan/Policy/Programme	Key Message
The Equality Strategy – Building a Fairer Britain 2011	<p>The strategy focuses two principles of equality: equal treatment and equal opportunity.</p> <p>Principles for change:</p> <ul style="list-style-type: none"> ▪ Creating equal opportunities for all ▪ Devolving power to people ▪ Transparency ▪ Supporting social action ▪ Embedding equality
Public Health England, Global Health Strategy 2014 to 2019 and updated to 2020	<p>The paper summarises the government's strategy to protect the population from serious health threat; helping people live longer, healthier and faster and more fulfilling lives; and improving the health of the poorest, fastest. Outlines the cross-government framework that will enable local communities to reduce inequalities and improve health at key stages in people's lives, including:</p>
Natural England (2009, 2014) Green Infrastructure Guidance	<p>Guidance articulates NE's position in relation to green infrastructure planning and delivery, which is increasingly recognised as an essential part of sustainable spatial planning. This is due in no small part to the role of green infrastructure as a life support system, able to deliver multiple environmental functions, and to play a key part in adapting to and mitigating climate change.</p>
Defra The Landscapes Review (2019)	<p>In section on Landscape for Everyone, Proposals include</p> <ul style="list-style-type: none"> • New long-term programmes to increase the ethnic diversity of visitors
Devon County Council Green Infrastructure Strategy	<p>Provides framework seeking partnership working across boundaries to:</p> <ul style="list-style-type: none"> • communicate effectively on green infrastructure, sharing a common understanding of green infrastructure throughout and beyond the county, including the use of common definitions and standards to raise awareness of how green infrastructure can improve health, quality of life, economy and resilience to climate change • enable interested local groups and partnerships to take account of strategic needs and the bigger picture, through the consideration of the guiding principles and priorities for action in this strategy • support a co-ordinated approach to the delivery of green infrastructure at different levels, be these sub-regional, district and neighbourhood. <p>Includes interactive map https://www.devon.gov.uk/greeninfrastructure/strategy with opportunities and deficiencies on a county wide scale.</p>

Plan/Policy/Programme	Key Message
<p>Devon Joint Health and Wellbeing Strategy 2020-2025</p> <p>Healthy & Happy Communities</p>	<p>Around 800,000 people live in Devon, which has an older population profile than England and population growth above the national average, influenced by the inward migration of people aged 40 to 75. The population is set to grow by 88,000 (11%) over the next 20 years, with low growth in under 65s (2%), but considerable growth in the older population. Fuel poverty and poor housing conditions, particularly in the private rented sector, are a major issue in many areas, especially in rural parts of Northern and Western Devon, which impacts on health and wellbeing. Homelessness is increasing, with more than 15,000 families on the housing register, and average house price more than nine times annual earnings, compared to seven times nationally.</p> <p>Four Priorities:</p> <ol style="list-style-type: none"> 1. Create opportunities for all -inclusive economic growth, education and social mobility 2. Healthy, safe, strong and sustainable communities creating conditions for good health and wellbeing where we live, work and learn 3. Focus on mental health building good emotional health and wellbeing, happiness and resilience 4. Maintain good health for all supporting people to stay as healthy as possible for as long as possible
<p>Devon Children and Young People & Families Plan 2015-2020</p>	<p>The Plan aims to improve people's lives by uniting different agencies who work with young people. My Life, My Journey seeks for all to have the chance to keep safe, become resilient, to thrive, to give, to be engaged, and to be active.</p> <p>Priorities are as follows:</p> <ul style="list-style-type: none"> ▪ Good mental health & emotional wellbeing ▪ Young people & their parents have excellent economic prospects in Devon ▪ Young people influence the decisions that affect them
<p>Devon County Council Communities Strategy (2017-2020)</p>	<p>The Vision is for Devon to have flourishing people and communities that are strong, kind, compassionate and safe. There are 4 guiding principles:</p> <ul style="list-style-type: none"> ▪ Connection ▪ Control ▪ Equality ▪ Working differently <p>There are 7 Action Areas: Volunteering; Community Spaces; Communications & Engagement; Role Development; Data, Intelligence & Evaluation; Commissioning; and Businesses & the Economy</p>
<p>Devon Equality and Diversity Policy 2012</p>	<p>The Equality and Diversity Policy will enable the Council to demonstrate how they are complying with the Equality Act 2010. The Policy includes Principles, as follows:</p> <ul style="list-style-type: none"> ▪ Ensure acceptable behaviour

Plan/Policy/Programme	Key Message
	<ul style="list-style-type: none"> ▪ Respond to complaints & incidents in a positive & proactive manner ▪ Provide access to services, facilities & information ▪ Recruit & employ people fairly ▪ Meet specific needs for the 9 protected characteristics
Plymouth & South West Devon Sports & Leisure Facilities Plan 2016-2034	Sets out issues and actions to be addressed across the local authority areas of Plymouth, South Hams, and West Devon
DNPA Equal Opportunities Policy Statement	The DNPA will provide equal opportunities in employment and will not discriminate on any of the grounds designated as protected characteristics.
UK Landscapes Review The Glover Report (September 2019)	<p>Proposes significant changes to the way National Parks are managed and funded – reinforcing the original missions for people – to provide unrivalled opportunities for enjoyment, spiritual refreshment and in turn supporting the nation's health and wellbeing.</p> <p>Proposals include:</p> <ul style="list-style-type: none"> ▪ National landscapes should have renewed mission to recover and enhance nature ▪ A night under the stars for every child ▪ New long-term programmes to increase ethnic diversity of visitors ▪ Landscapes that cater for and improve health and wellbeing ▪ A new National Landscapes Housing Association to build affordable homes

Dartmoor National Park Management Plan (DNPMP) Equality & Diversity Impact Assessment (EqIA) Appendix II: Impact Assessment Screening

EqIA Key and Method Notes:

The assessment uses a simplified version of the SA/SEA appraisal key applied across the draft Plan's Vision & Themes, with the assessment informed by decision aiding questions:

- Will the theme have a negative effect on any of the protected characteristics?
- Will the theme have a positive effect on any of the protected characteristics?
- How can identified negative effect be minimised or removed?
- How can identified positive effect be improved or enhanced?
- Is monitoring of the issues required?

Assessment Key	
+	Positive or Compatible Effect
-	Negative or Incompatible effect
O	Neutral Effect
N/A	Not Applicable
?	Unknown or Uncertain Effect

Dartmoor National Park Management Plan Vision

DNPMP Vision for 2045	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
EqIA Protected Characteristics									
Plan Vision									
<p><i>In 25 years Dartmoor will be a much better place for nature, as the beating heart of Devon; cultural heritage will be better understood and valued; and more people will have the chance to enjoy the National Park and be inspired to care for it. People of all ages will enjoy living and working in low carbon, flourishing communities across the National Park, promoting innovation and resilience. Farming and forestry businesses will thrive, delivering high quality food, and a range of benefits for people and the environment.</i></p> <p><i>Dartmoor will be a place where people from all backgrounds and ages come together around this collective Vision, take action to enhance the National Park, and to promote and embrace positive change. Carbon storage capacity will be increased through soils and woodland, and greenhouse gas emissions reduced significantly through concerted and collaborative effort.</i></p>									
	+	+	+	+	+	+	+	+	+
<p>Commentary: Each element of the Plan's Vision is likely to have positive effects on protected characteristics. The aspiration for a much better place for nature, as the beating heart of Devon, will benefit all categories as improvements to nature will benefit everyone. The commitment to building resilience to climate change through increasing carbon storage capacity and reducing greenhouse gas emissions will benefit everyone.</p>									

DNPMP Vision for 2045 EqIA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
<p>The vision for people of all ages enjoying living and working in low carbon flourishing communities will have major positive effects for the age protected characteristic – and there will be no negative effects on the other characteristics.</p> <p>Defining Dartmoor “as a place where people from all backgrounds and ages come together around this collective Vision” further confirms the positive effects for the age protected characteristic. The use of “all backgrounds” implies the inclusion of the other protected characteristics – with positive effects. Farming and forestry will thrive – and the socio-economic and environmental benefits will apply to all – there is no reason why such benefits would not apply to any of the protected characteristics.</p> <p>It is understood that during the development of the draft Vision, it was agreed that it is important to keep the Vision as concise as possible and as ambitious and aspirational as possible. The key elements for the Plan – addressing climate change, for all ages, sustaining communities, farming and forestry, within a better place for nature and cultural heritage better understood – have all been included within a visionary and collective approach.</p> <p>The use of “from all backgrounds and ages” encompasses inclusion for people of most of the protected characteristics, with a particular focus on age which has been identified as a particular issue for the management of the Park.</p> <p>This could be made more explicit for the disability and pregnancy/maternity characteristics by adding “and abilities”.</p> <p>Overall, positive and inclusive/equitable effects with no negative effects identified.</p> <p>Dartmoor National Park Authority declared a climate and ecological emergency in June 2019, with a commitment for the Authority to be carbon neutral by 2025. The Management Plan seeks to find ways that the National Park can move towards</p>									

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<p>being carbon neutral as soon as possible – the benefits accruing will affect all protected characteristics equitably; there is no reason why this should affect people from the protected characteristics in a different way.</p>									
<p><i>Next Generation Vision:</i> <i>The National Park will be a place that the next generation can thrive in: a place to call home, a place to work, a place to explore and a place to protect and understand. The next generation will be supported on Dartmoor through reliable infrastructure and services, viable jobs and diverse career opportunities. Communities will thrive, traditions will be alive and there will be widespread recognition of the rural skills on offer.</i></p> <p><i>There will also be a future for the environment and heritage of Dartmoor, it will be protected, enhanced and understood by all. Everyone will have the opportunity to visit and experience Dartmoor and it will remain one of Britain's breathing spaces.</i></p>									
<p>By engaging the next generation, the DNPA has recognised that such involvement is essential to sustain the future of the National Park – recognising that there is an ageing population and that there are current difficulties for younger people with regard to housing and working in Dartmoor.</p> <p>This in itself will benefit all the protected characteristics through sustaining the Dartmoor environment, communities and businesses, and cultural heritage through proactive engagement to manage positive change.</p>									

DNPMP Themes									
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Theme: Better for Nature & Natural Beauty									
Soils, water, & ecosystems to improve biodiversity, carbon storage & reduce flood risk	+	+	+	+	+	+	+	+	+
Abundance & diversity of species; net gain in biodiversity	+	+	+	+	+	+	+	+	+
Natural beauty & valued landscape character maintained & enhanced	+	+	+	+	+	+	+	+	+
<p>Commentary: The aspiration for adaptation and recovery of natural processes through diversity, abundance and distribution of biodiversity on Dartmoor accepts that there may be some change in the future to Dartmoor's landscape and wildlife. The commitment to maintain the natural beauty and to manage nature to enable adaptation to the effects of climate change will help communities to be more resilient which should benefit all protected characteristics.</p>									
Theme: Better for Cultural Heritage									
Archeological heritage conserved, enhanced & visible	+	+	+	+	+	+	+	+	+
Historic built environment conserved and enhanced	+	+	+	+	+	+	+	+	+
Increase understanding of cultural heritage	+	+	+	+	+	+	+	+	+
Sense of community & place through engagement & experience	+	+	+	+	+	+	+	+	+

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<p>Commentary: The aspirations for conservation, enhancement, and increased understanding, of the cultural heritage will benefit all communities and all the protected characteristics. There is no reason why these benefits should affect people from the protected characteristics in a different way and all are compatible and with likely positive effects overall.</p>									
Theme: Better for Farming & Forestry									
Support agriculture & forestry with healthy outcomes	+	+	+	+	+	+	+	+	+
Develop locally tailored Environmental Land Management Schemes (ELMSs)	+	+	+	+	+	+	+	+	+
Develop Integrated Land Management Plans for key commons & priority areas	+	+	+	+	+	+	+	+	+
Active engagement with next generation of farmers & foresters	+	+	+	+	+	+	+	+	+
Secure greater understanding & support for low carbon farming & forestry systems	+	+	+	+	+	+	+	+	+
Developing new products & a Dartmoor brand	+	+	+	+	+	+	+	+	+
<p>Commentary:</p>									

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<p>The aspirations for high environment, low carbon farming and forestry systems that are economically viable and deliver a range of public benefits including healthy food will benefit all the protected characteristics. A sustainable high environmental quality will benefit all; sustaining low carbon farming & forestry systems will be more resilient to climate change and all people will benefit.</p> <p>There is no reason why these benefits should affect people from the protected characteristics in a different way and all are compatible and with likely positive effects overall. The significance of the ageing population and issues for the next generation have been specifically addressed – with major positive effects for this group.</p>									
Theme: Better for People									
Understanding needs & building partnerships	+	+	+	+	+	+	+	+	+
Develop Strategy for Outreach & Understanding	+	+	+	+	+	+	+	+	+
Develop agreed plan with GP surgeries	+	+	+	+	+	+	+	+	+
Focus on young people from all backgrounds	+	+	+	+	+	+	+	+	+
Continue to deliver Dartmoor Recreation Strategy	+	+	+	+	+	+	+	+	+
Develop Green Transport Strategy	+	+	+	+	+	+	+	+	+

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<p>Commentary:</p> <p>The aspirations for people of all ages and backgrounds to be able to access Dartmoor and feel welcome encompasses most of the protected characteristics. The disability and pregnancy/maternity protected groups would be more explicitly included if “and abilities” was added to the overall aspiration. The Plan includes a proposal to improve 20 routes to increase accessibility for those with limited mobility – and this will have positive effects for the disability group with regard to physical ability. It is suggested that the proposed Strategy for Outreach & Understanding includes consideration of mental disability to more explicitly include all people from this protected group. Realistic possibilities could also be investigated through the proposed plan with local GP surgeries that could promote specific health & wellbeing for protected characteristics of age, disability (mental & physical) and pregnancy/maternity – all with potential increased beneficial effects.</p> <p>The focus on young people from all backgrounds (suggest adding “and abilities”) recognises the particular needs of an ageing population and the next generation – all with positive effects for all protected characteristics.</p> <p>The Management Plan has recognised that there is a projected increase in visitors associated with proposed new development around the Park area. The intention to investigate strategic zoning of activities will help manage visitors for particular activities in the appropriate places. The intention to develop a green transport plan, including promoting a network of multi-functional bus services should have further equitable beneficial effects for the protected characteristics.</p> <p>Whilst the overall Vision for the Management Plan and the specific Theme refer to people from all backgrounds – and this is taken to include all races and religions/beliefs (two of the protected characteristics) - the long-term challenge to increase the ethnic diversity of visitors is known and is also listed as a proposal in the Glover Report. The intention to develop a strategy for outreach</p>									

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<p>and understanding by 2020 with a targeted programme of activity to reduce barriers for those wishing to visit the National Park should equitably affect all the protected characteristics. There is no reason why benefits should affect people from the protected characteristics in a different way; they are compatible and with likely positive effects overall. It is suggested that during development of this Strategy, particular attention is given to increase the ethnic diversity of visitors as far as possible within the likely demographics of Dartmoor.</p>									
Theme: Better for Communities & Business									
Affordable Housing, Modern vernacular design, access to services & facilities	+	+	+	+	+	+	+	+	+
Sustain as a tranquil place & maintain Dark Night Skies status	+	+	+	+	+	+	+	+	+
Opportunities to engage in caring for the NP	+	+	+	+	+	+	+	+	+
Promote & enable sustainable transport choices	+	+	+	+	+	+	+	+	+
Help communities make good choices about use of resources	+	+	+	+	+	+	+	+	+
Promote local food and develop Dartmoor brand with links to tourism	+	+	+	+	+	+	+	+	+
Develop natural capital markets; help transition to low carbon economy	+	+	+	+	+	+	+	+	+

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Enable high quality digital connectivity	+	+	+	+	+	+	+	+	+
Help local businesses to thrive through skills & training; suitable premises; entrepreneurship	+	+	+	+	+	+	+	+	+
Support ageing popln by encouraging skills & businesses to promote health & social care	+	+	+	+	+	+	+	+	+
Promote innovation & depth in the tourism sector	+	+	+	+	+	+	+	+	+
<p>Commentary:</p> <p>Many of these aspirations will be delivered through the new Dartmoor Local Plan that includes strong Policies to promote equality and help ensure that communities and businesses are supported. There is no reason why these benefits should affect people from the protected characteristics in a different way and all are compatible and will benefit all the protected characteristics with likely positive effects overall. The significance of the ageing population and issues for the next generation have been specifically addressed – with major positive effects for these groups.</p> <p>An important aspiration is associated with promoting innovation and depth in the tourism sector – there may be opportunities to develop a scope for particular protected characteristics such as for people from different backgrounds including ethnic diversity. Also, opportunities for reflective or spiritual activities – and as proposed in the Glover Report. This approach will be further supported through the MP Principle to proactively manage visitor activity through strategic zoning.</p>									