



# Diversity and Equality presentation for EAF 11 March 2009

Belinda Davis – Policy Team, People & Access

# Diversity affects us all



Taking a representative sample of 100 adults from the population at large...

- -- are likely to have a disability of some kind
- -- will be gay
- -- will be women
- -- will be over 65
- -- will be lone parents and
- -- will be from an ethnic minority

# Equality – what it covers

At present there are 116 separate pieces of equality legislation in force

- 35 Acts
- 52 statutory instruments
- 13 codes of practice
- 16 European Commission directives and recommendations
- Plus 2,500 pages of guidance

Discrimination law covers:

- Sex Discrimination
- Sexual Orientation
- Race
- Age
- Religion and Belief
- Disability
- Part time workers

## Definitions

### The Equality and Human Rights Commission:

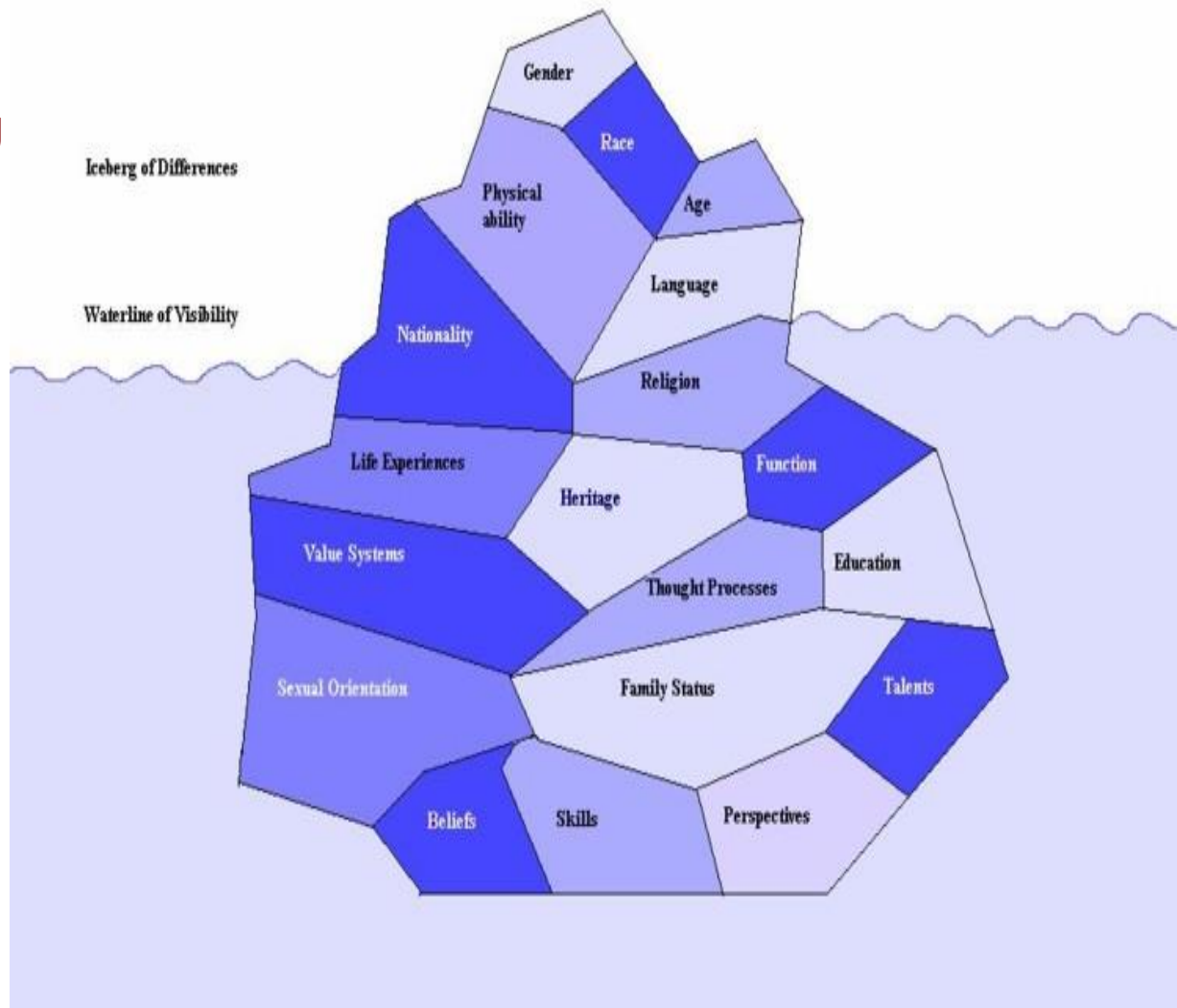
- “To help create a society where our origins do not determine our destiny.”
- “Giving every individual the chance to achieve their potential, free from prejudice and discrimination.”
- “A Britain that is at ease with itself”

## Why it matters

- Legislative obligations
- Changing demographics
- Employee engagement
- Recruitment and retention
- Stakeholder value

# So what does Diversity mean?

- Equality
- Appreciating Diversity
- Social Inclusion



## What it means for LAFs

Creating an inclusive environment where:

- Difference is valued and appreciated
- People can be themselves
- 'Don't assume – ask' is the embedded approach, avoiding prejudice, stereotyping and bias
- Diversity is more than a policy
- Creating equality of opportunity and a 'welcoming countryside'

# Promoting Equality - Removing Barriers

- Physical
- Cultural
- Attitudinal
- Confidence
- Information
- Financial



# Equality in Natural England

- Diversity Champions for 6 equality strands
- Diversity Ambassadors in each region across the organisation
- Equality Schemes and Action Plans
- Equality Impact Assessments
- Improving our data - employees, volunteers and visitors
- Monitoring engagement with natural environment (MENE survey)
- Access Audits on National Nature Reserves
- Consultations





## Further Information

- Capturing Richness (Countryside Agency 2003)
- Diversity Review (Countryside Agency)
- By All Reasonable Means (Countryside Agency)
- A Sense of Freedom (Natural England 2007)
  
- Outdoors For All
- Mosaic
- Access to Nature

# Diversity Review findings

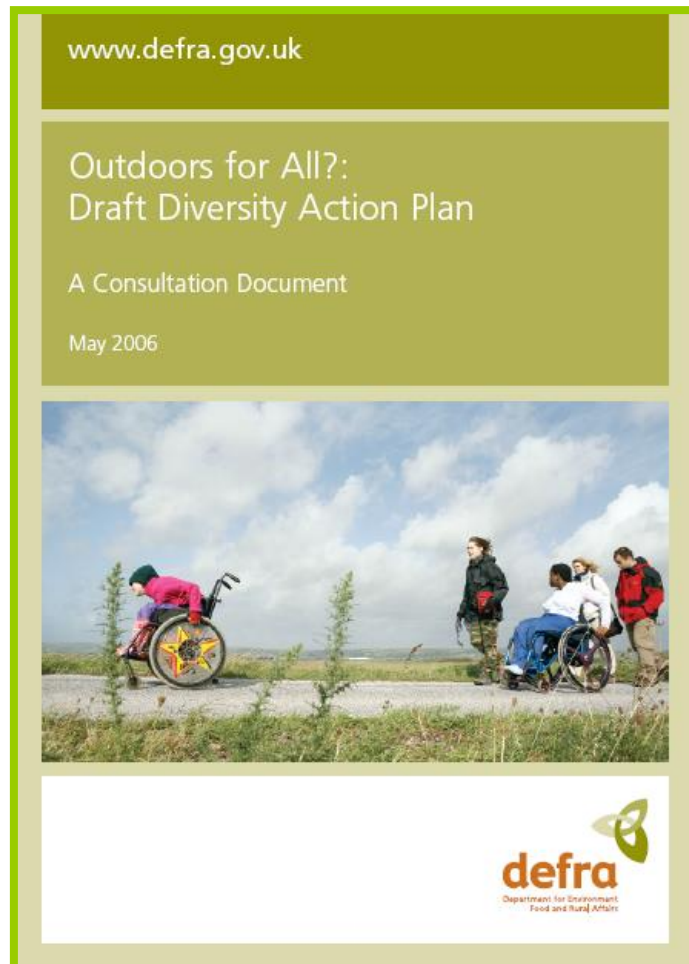
- ✓ Lack of information/knowledge of what is out there
- ✓ Difficulty with transport
- ✓ Fear of discrimination
- ✓ Lack of confidence in some providers dealing with diverse customers



## Action Research Projects

- Four action research projects
- Final evaluation - Spring 2009

# Outdoors for All?



- Public Consultation
- Work with Stakeholders
- “Outdoors for All?”  
launched by Jonathan  
Shaw MP March 2008

# How can Local Access Forums make a difference?

- Embrace Diversity and Advocate Social Inclusion
- Assess your Representation on Local Access Forums
- Address barriers – physical
  - cultural
  - attitudinal
  - information
- More specifically:
  - Coastal Access
  - Championing Equality of Opportunity and Accessibility in your local area
- LAFs meet diversity groups on site to explore opportunities?

## Discussion points

- We would like to here your thoughts on some of the issues raised in this presentation.
- Are you aware what is happening in your local areas already?
- Is there a need to consider some sort of diversity and equality training for LAFs?
- Have you got any examples of best practice you can share?
- How can we best promote success?