

PEMBROKESHIRE COAST NATIONAL PARK AUTHORITY Equality Impact Assessment



Decision/Policy (brief outline):	National Park Management Plan (Review) 2020 -2024 Each National Park Authority must prepare a five-yearly Management Plan "which formulates its policy for the management of the relevant Park and for the carrying out of its functions in relation to that Park" (Section 66 of the Environment Act, 1995).
Lead Officer	Performance and Compliance Coordinator / Conservation Policy Officer

Pembrokeshire Coast National Park Authority
11th December 2019

Description of the policy/decision/proposal

1. Each National Park Authority must prepare a five-yearly Management Plan "which formulates its policy for the management of the relevant Park and for the carrying out of its functions in relation to that Park" (Section 66 of the Environment Act, 1995). This plan sets out National Park policy for the Authority and for other agencies and organisations whose activities might impact on the Park.
2. The Management Plan also provides a context for planning and managing the built environment. Development planning policies are set out in the current adopted Local Development Plan (September 2010) which will in due course be superseded by the replacement Pembrokeshire Coast Local Development Plan (to 2031) for the National Park.
3. The current National Park Management Plan covers the period 2015-2019. The replacement Management Plan will run from 2020-2024.
4. National Park residents, businesses and visitors have a major stake National Park management, and many other organisations and individuals are involved in delivering the purposes.
5. The Management Plan is being created with stakeholders, to provide a framework for:
 - a) conserving landscape, wildlife, cultural heritage and natural resources
 - b) enjoying and learning about the National Park
 - c) economic activity that complements or supports these

Context Setting

Equality Impact Assessment

6. The specific equality duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. They place a duty on Pembrokeshire Coast National Park Authority to assess and consult on the impact its proposed policies will have on people who are protected under the Equality Act 2010 (people who share a protected characteristic of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and its ability to meet the public sector equality duty.
7. The requirement to assess impact means that the Authority must consider relevant evidence in order to understand the likely or actual effect of policies and practices on protected groups.
8. This includes ensuring the policy or practice does not unlawfully discriminate, identifying any adverse impacts on protected groups, considering how the policy or practice could

better advance equality of opportunity and considering whether the policy will affect relations between different groups.

9. This process requires listed bodies to consider taking action to address any issues identified such as, addressing negative impacts, where possible. The Authority must have 'due regard' to the results of this process.¹
10. Equality Impact Assessments are a systematic way of meeting this duty. The Authority has an Equality Impact Assessment template proforma for assessments which has been used. This template and process has been modified due to the nature of the National Park Management Plan making process to include the following stages:

Context setting: Information on National Park Management Plan review process and wider policy framework it operates in.
Review of the evidence base: Consideration of quantitative and qualitative sources and their relevancy to the National Park Management Plan review to form basis for identifying impacts for the Assessment. This includes consideration of consultation information collected prior to drafting as part of work around the Opportunities and Challenges document.
Assessing potential Impact and action planning: Officers provided responses to impacts identified and sought further information or clarification where needed. A number of actions were identified during this process.
Equality Impact Summary Report: Produced for Members' Consideration
Formal Consultation National Park Management Plan: Questions on the Equality Impact Assessment will be included within the questionnaire. Equality organisations and community groups have been included within the list of consultees who will be contacted.
Monitoring and Review: The content of the Assessment will be reviewed following feedback gathered as part of the consultation. Amendments and further actions will be identified and applied where necessary.
Declaration: This will be signed following completion of above stages.

¹ EHRC, 4. Assessing Impact: A guide for listed Public Authorities in Wales: <http://bit.ly/2jqrMoo>

The National Park and its Special Qualities

11. Pembrokeshire Coast National Park was designated in 1952 under the National Park and Access to the Countryside Act 1949.

12. Pembrokeshire Coast National Park's "special qualities" are:

Accessibility	Coastal Splendour
Diverse Geology	Diversity of Landscape
Cultural Heritage	Islands
Rich historic environment	Space to breathe
Richness of habitats and biodiversity	Remoteness, tranquillity and wildness
Distinctive Settlement Character	The diversity of experiences and combination of individual qualities

13. The National Park covers an area of 612km², with approximately 23,000 people living in some 50 community council areas. Most of the National Park is in private ownership with the Authority owning only about 1%.

A Partnership Approach and the Well-being Future Generations Act

14. The National Park Authority will not achieve National Park purposes on its own and works closely with many other organisations and individuals. Some organisations have a legal duty to have regard to the purposes, but in practice the National Park Authority and partners work collaboratively to plan for and achieve shared and complementary goals.

15. The Plan will look at partnership action across five complementary themes. The themes directly relate to National Park purposes and the special qualities. The themes also align with the goals described in the Well-being of Future Generations (Wales) Act 2015. They are:

- a) A national asset (A landscape for life and livelihoods)
- b) Landscapes for everyone (Well-being, enjoyment and discovery)
- c) A resilient Park (Protecting and restoring biodiversity)
- d) A place of culture (Celebrating heritage)
- e) Global responsibility (Managing natural resources sustainably)

16. The Well-being of Future Generations (Wales) Act 2015 and The Environment (Wales) Act 2016 add further statutory backing to National Park purposes and the need for participation and collaboration to achieve them. However there is a two-way relationship, with National Park management able to contribute significantly to the aims of the legislation. The themes are intended to reflect this complementarity, to demonstrate the alignment of National Park policy with Wales' well-being, climate, natural resource and ecosystem resilience goals, and to help identify opportunities to add value between national and local policy areas.

17. The National Park Authority and many of its partners are bound by five ways of working. These are a key element of The Well-being of Future Generations (Wales) Act 2015.

The intention is that the Management Plan (a plan which gives rise to projects) will fulfil the five ways of working as follows.

Long Term	The Plan adopts a long term management approach and the principles of sustainable natural resource management.
Preventative	The Plan proposes ways to avoid and design out issues – not just ways of addressing them.
Integration	The Plan aligns with local and national well-being objectives and goals, and with Area Statement and National Natural Resources Policy priorities.
Collaboration	To add value requires collaboration between partners. the Plan review process is an opportunity to start new conversations and forge new relationships.
Involvement	The engagement programme for the Plan is based on the National Principles of Public Engagement in Wales.

Engagement

18. An [opportunities and challenges discussion document](#) was produced for the review of the National Park Management Plan and circulated for comment during the latter part of 2018. Engagement activities have also been carried out with different groups and at community events to gain different perspectives to inform the development of the reviewed plan. Feedback from these engagement activities have been considered in this assessment.
19. Authority Member workshops were held to inform the development of the Plan, and feedback from these sessions have also been considered as part of this assessment.
20. Questions on the Equality Impact Assessment will be included within the formal consultation on the National Park Management Plan.
21. During the early part of 2019/20 a regional (Pembrokeshire, Carmarthenshire, Ceredigion, Powys) multi-agency led consultation (survey and stakeholder events) were held to inform the revision of public bodies equality objectives and strategic plans. This assessment was reviewed and updated following the feedback and analysis from the survey and events to see if there are any implications for the assessment and National Park Management Plan.

Sustainability Appraisal and Welsh Language

22. The duty of National Park Authorities to foster the economic and social well-being of National Park communities in pursuit of their purposes, suggests that it is appropriate to consider wider sustainability objectives in an assessment of the National Park Management Plan. Guidance on National Park Management Plan preparation published

by Natural Resources Wales (NRW) advises that the requirements of Sustainability Appraisal and Strategic Environmental Assessment can be met in a single appraisal.

23. The Sustainability Appraisal is a process that is integral to and informs the Plan making process. The Sustainability Appraisal of the National Park Management Plan incorporates a Strategic Environmental Assessment.

24. The Sustainability Appraisal framework contains a specific objective / assessment criterion for the Welsh Language. The Sustainability Appraisal process also requires that the cumulative effects of the policies and strategy of the Management Plan be examined.

Timetable

Milestone	By whom/when	Equality Impact Assessment
Draft preparation timetable, and methods of engagement	Leadership Team, external bodies. May 2018	
Approve timetable and engagement proposals	National Park Authority. June 2018	
Engage with key stakeholders: <ul style="list-style-type: none"> • Collate evidence (outcomes, issues, policy impact) • Draft / revise Plan and associated assessments (see "Requirements for impact assessments" below) • Prepare an action planning framework 	July to December 2018	
Member Workshops to discuss draft reports and assessments	Spring 2019	Review of Baseline Data. Identification of if specific engagement with groups needed on areas identified.
Authority approval of consultation draft documents (Management Plan, Sustainability Appraisal / Strategic Environmental	National Park Authority June 2019	EQIA amended to reflect changes to NPMP following Members' amendments to document.

Milestone	By whom/when	Equality Impact Assessment
Assessment, Habitats Regulations Assessment, Equality Impact Assessment)		
Translation and formatting	June/July 2019	
Public consultation (12 weeks)	Park Direction Team August 2019 - October 2019	Include question on Equality Impact Assessment as part of formal consultation. Review Equality Impact Assessment in light of feedback from specific question on EQIA and broader consultation responses. Review assessment against feedback from regional consultation events and survey in terms of revision of public bodies' equality objectives and plans.
Report of consultations to Authority. Authority approval of amended documents.	National Park Authority December 2019	
Translation and formatting	Park Direction/Graphics Team December 2019/ January 2020	
Feedback to consultees	December 2019	
Publication of approved Management Plan and assessments; formal notification / adoption statements.	January 2020	

Potential impacts of the Plan

1. Customers, stakeholders and the public in general

- a) The Plan will influence future action that could affect people living in the Park in areas such as accommodation, employment, transport, access to the outdoors, heritage and culture, education, well-being initiatives and quality of the environment and landscape they live in. It could also impact on future resilience of communities within the Park area.
- b) The Plan will influence actions that could affect future visitors to the Park including access and experience.
- c) The Plan aims to increase access to the Park to non-traditional and underrepresented audiences and groups.
- d) The Plan aims to engage people in looking after the Park and influence behaviours of people when in the Park including recreational users.
- e) Plan is part of developing an ongoing conversation about the Park with Communities and Stakeholders.

2. The work undertaken by NPA and other organisations involved in the delivery of the plan

- a) The Plan will look at partnership impact across five complementary themes that the NPA and partner organisations will look to address and could affect work they carry out across these themes areas:
 - a. A national asset (A landscape for life and livelihoods)
 - b. Landscapes for everyone (Well-being, enjoyment and discovery)
 - c. A resilient Park (Protecting and restoring biodiversity)
 - d. A place of culture (Celebrating heritage)
 - e. Global responsibility (Managing natural resources sustainably)
- b) For the Authority it is likely to influence its Well-being Objectives and work streams and actions under them.

3. The long-term work of the NPA and other organisations involved in the delivery of the plan

- a) The Plan adopts the principles of sustainable natural resource management that this will influence the long term work of the Authority.
- b) Outcome and impact measures will be used to evaluate the direction and rate of travel. Where as part of this gaps are identified additional action may be required.
- c) The land use planning dimension of the National Park Management Plan is put into effect through the statutory Local Development Plan for the National Park.

4. Staff of NPA and other organisations involved in the delivery of the plan

- a) To solve some of the challenges identified or pursue some of the opportunities identified staff may need to change and adapt their ways of working. Staff may also be working within a context of increasing budget pressures and competing delivery pressures.
- b) Working collaboratively with partners will be key to delivery of the plan.
- c) Plan could impact on areas relating to workforce skills, transport, housing, recreation and access to the outdoors and culture all areas that could impact on workforce recruitment, experiences and retention.

Overview of Issues for Consideration Identified

Issues for consideration: Review of Evidence and Engagement and Consultation Feedback Documents

25. Documents identifying issues for consideration have been created for each of the protected characteristics through reviewing evidence base and engagement and consultation feedback and responses. These documents and issues will be amended and reviewed following different stages of the Plan process and engagement activities:

- a) Age – Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- b) Disability – Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- c) Gender Reassignment – Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- d) Marriage and Civil Partnerships - Issues for considerations: Review of Evidence and Engagement and Consultation Feedback
- e) Pregnancy and Maternity - Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- f) Race - Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- g) Religion and Belief - Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- h) Sex - Issues for consideration: Review of Evidence and Engagement and Consultation Feedback
- i) Sexual Orientation - Issues for consideration: Review of Evidence and Engagement and Consultation Feedback

Consultation and Engagement Activities Undertaken to Date

Consultation Form and Survey – Opportunities and Challenges Document	
Scolton Manor Playday	1 st August 2018
Ateb Big Day Out	17 th August 2018
Travelling Ahead Gypsy Forum	17 th October 2018
Solva Care	27 th November 2018
Youth Rangers	2 nd December 2018

Representations on the Consultation draft Equality Impact Assessment

Ref.	Respondent	Representation on the draft Equality Impact Assessment	Officer comments and recommendations
EqlA001	Dyfed Archaeological Trust	<p>5(a) Do you agree with the Equality Impact Assessment of the draft Management Plan?</p> <p>Yes</p>	<p>Noted.</p> <p>No change to the draft Equality Impact Assessment is recommended.</p>
EqlA002	Dyfed Archaeological Trust	<p>5(b) Can you provide detail in relation to specific questions asked in the Equality Impact Assessment? <i>(Please see the “Actions and Implementation” tables at the end of the Equality Impact Assessment for a summary of these.)</i></p> <p>Opportunities for less mobile members of a community to engage with the historic environment/cultural heritage. One way of achieving this could be travelling ‘road shows’ bringing teaching collections to adults</p>	<p>Noted.</p> <p>Amend and Update Equality Impact Assessment: Comments included in Equality Impact Assessment under H1 and to be actioned through Project level response in terms of H1a, WC1 and WM1.</p>

Ref.	Respondent	Representation on the draft Equality Impact Assessment	Officer comments and recommendations
		with dementia of mobility issues. Engaging all members of communities promoting inclusivity and the historic environment.	
EqlA003	Dyfed Archaeological Trust	Many opportunities for supporting policies on religion and belief as many historic monuments are 'sacred' in nature. A more 'open door' approach providing access to certain sites at certain times.	Noted. Amend and Update Equality Impact Assessment: Comments included in Equality Impact Assessment under H2 and to be actioned through Project level response to H2d.
EIA004	Dyfed Archaeological Trust	Heritage trails/walks with children exploring historic landscapes. Generally speaking seeking out opportunities for community led excavations. Specifically to address the issue of promoting physical activity for girls - Land army days working on a farm?	Noted. Amend and Update Equality Impact Assessment: Comments included in Equality Impact Assessment under W2 and to be actioned through Project level response to W2a.
EqlA005	Pembrokeshire	6. (a) Do you agree with the	Noted with thanks. No change to the draft

Ref.	Respondent	Representation on the draft Equality Impact Assessment	Officer comments and recommendations
	County Council	<p>Equality Impact Assessment of the draft Management Plan?</p> <p>Yes. This is a very thorough and detailed assessment that shows how consideration of equalities issues has influence how the Management Plan has developed.</p>	Equality impact Assessment is recommended.
EqIA006	Pembrokeshire County Council	<p>5 (b) Can you provide detail in relation to specific questions asked in the Equality Impact Assessment?</p> <p>We welcome the opportunity for further dialogue and note that we are already working in partnership with PCNPA and other organisations on the development of new Strategic Equality Plans.</p>	Noted with thanks.

Data Gaps

26. There are data gaps at a local level in terms of Sexual Orientation and Gender Identity, however this relates to wider national gaps in data.
27. Pembrokeshire Housing Market Assessment does not provide information on accessible housing or older persons accommodation need within the area.
28. The Multi-agency consultation/ survey for regional bodies equality impact assessment including regional stakeholder events in relation Pembrokeshire were due to be carried out after the draft assessment had been carried out. Information from the survey and regional stakeholder events will be used to inform the Authority's and other public bodies' review of their equality plans and objectives. The Equality Impact Assessment has now been reviewed against information from these engagement activities..
29. The review found that no changes were needed as the equality impact assessment had identified and addressed areas and themes identified through the consultation exercise. Please see Appendix 1 for further information on the feedback relevant for this assessment.

Assessing Impact against the General Duty: Introduction

Through the following tables the assessment will consider and assess the draft National Park Management Plan against:

- a) How could, or does, the plan help advance / promote equality of opportunity?
- b) How could / does the plan help to eliminate unlawful discrimination, harassment or victimisation?
- c) How could / does the plan impact on advancing / promoting good relations and wider community cohesion?
- d) What practical changes / actions could help reduce or remove any negative impacts?
- e) Provide justification if no action is to be taken.

Area for Consideration and Impact	+/-	Response / Mitigation
<p>Authority's Equality Plan is based on older version of EHRC <i>Is Wales Fairer</i>. Updated 2018 issue is available.</p> <p>When referencing equality plan and EHRC <i>Is Wales Fairer</i> there is a need to reference the more up to date version of the document and advise that the Authority will be revising its equality plan in 2019/20.</p>	-	<p>Action/ Amendment: Edit to be made to relevant Appendix in the Management Plan to refer to revision of Equality Plan and updated version of <i>Is Wales Fairer</i> 2019.</p> <p>Note: Addition made to Management Plan Annex A paragraph 1.21: "The Strategic Equality Plan will be updated within the Management Plan period to reflect the 2018 update to <i>Is Wales Fairer</i>?"</p>
<p>During the early part of 2019/20 a regional (Pembrokeshire, Carmarthenshire, Ceredigion, Powys) multi agency led consultation (survey and stakeholder events) is being held to inform the revision of public bodies equality objectives and strategic plans.</p>	+	<p>Response: This assessment will be reviewed and updated following the feedback and analysis from the survey and events to see if there are any</p>

<p>The feedback and outcomes of these consultation exercises can be used to inform the development of the plan.</p> <p>When referencing the Equality Plan and Objectives it is important that this recognizes that new plan will be developed in 2019/20 and there is an opportunity to align certain aspects of equality plan and NPMP to ensure an integrated approach to addressing issues.</p>	<p>implications for the assessment and National Park Management Plan where feasible with the respective timetables.</p> <p>Action - Engagement: Review draft Management Plan following feedback and analysis from regional multi agency equality surveys and engagement events.</p> <p>Note: EIA has been reviewed following feedback from regional multi agency equality surveys and engagement events. The review found that no changes were needed as the equality impact assessment had identified and addressed areas and themes identified through the consultation exercise. Please see Appendix 1 for further information on the feedback relevant for this assessment.</p>
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A Landscape for Life and Livelihoods

L1: Conserve and enhance National Park landscapes and seascapes.*		
<ul style="list-style-type: none"> a. Engage on an ongoing basis with a wide range of people about management of the National Park to achieve National Park purposes. b. Manage development in accordance with Pembrokeshire Coast National Park Authority's <i>Local Development Plan 2</i> policy, regarding major development, defence sites, lighting, amenity, employment, housing allocations, housing windfall sites and exceptional land releases for affordable housing to promote sustainable communities, in particular. c. Reduce the visibility of existing infrastructure (e.g. through undergrounding cables) with a focus on schemes supported by Western Power Distribution at Newport Parrog, Great Castle Head and Marloes Sands. d. Conserve and restore field boundaries and trees in the landscape, and create hedgerows and new woodland strips, taking into account landscape character, species' connectivity needs and the impacts of plant pathogens e.g. <i>Chalara</i> ash dieback, and pursue opportunities to reduce the impacts of non-native coniferous woodland on biodiversity and landscape . e. Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Meaningful Community Engagement. f. Compile an assessment of land management risks to earth heritage sites and prioritise for management. g. Manage littering and raise awareness of its impacts. 		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
<p>Age/ Disability/ Pregnancy and Maternity/ Sex:</p> <p>An ageing population, with a high concentration of older people in some Lower Layer Super Output Area (LSOAs) within the Park. In some LSOAs in the Park over quarter of the populations day to day activities are limited. An expected increase in the future of the number of people with Dementia in Pembrokeshire.</p> <p>A current and future demand for neighbourhoods and communities that facilitate ageing in place and promote prevention agenda through provision of accessible accommodation and support, accessible neighbourhood design and layout, access to health, community, toilet and other facilities and accessible transport. Provision of accessible neighbourhood layouts (such as drop curbs, benches for resting) alongside provision of baby changing facilities and parent and child</p>	+/-	<p>Response Land Use Planning:</p> <p>The extent to which land use planning can address many of these issues has been considered in detail by the Authority's review of its Local Development Plan – please see the Equalities Impact Assessment for the Local Development Plan 2.</p> <p>Action/ Amendment: No further action or amendment needed.</p> <p>Response – Project Level: There is</p>

<p>parking can also benefit expectant mums and new parents.</p> <p>Inaccessible neighbourhoods with poor facilities will impact on the ability of some people to participate in active travel in the Park.</p> <p>The above also needs to be seen in the context of changes to delivery of services with closure of many localised services including banks and move to digital delivery.</p> <p>What role can land use policy in the Park play in facilitating the following:</p> <ul style="list-style-type: none"> • Ageing in Place • Lifetime Homes/ care and support • Accessible and Life Time and Dementia Friendly Neighbourhoods, linked to layout and design • Access to facilities – including accessible toilets and changing facilities • Accessible Transport networks and associated infrastructure (e.g. bus stops) and accessible active travel routes (e.g. location of drop curbs) <p>Are there actions outside land use policy that could positively impact on the promotion of accessible and age/ dementia friendly neighbourhoods?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>potential to address some of these issues at project level through the following impact areas identified in W1: Impact Area k – Collaborate in delivery of nature-based health services, including targeted walking programmes, and supporting people living with dementia. Impact area c - Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).</p> <p>Project Level Action: Addressing issues relating to age and dementia friendly neighbourhoods through development of projects. W1: c and k.</p>
<p>Age/ Marriage and Civil Partnerships</p> <p>Barriers to access to affordable housing options for young people and young families in the Park area.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/- Response Land Use Planning:</p> <p>The Local Development Plan 1 and 2 strategies seek to increase the supply of affordable housing.</p> <p>Sustainable housing design is controlled through building regulations – see more</p>

<p>Increased % of children in low income household within National Park Area may impact on need for affordable housing for families in the future. This also needs to be seen in the context of the introduction of Universal Credit for new claimants in Pembrokeshire in 2018.</p> <p>House prices and rents in the National Park are significantly higher than the rest of Pembrokeshire, median sale price for houses in the National Park in 2017 was nine times the median wage. This makes access to appropriate housing difficult for new households forming in the National Park, or existing households whose current accommodation is no longer suitable.</p> <p>Impact of second homes on housing affordability.</p> <p>Provision of affordable housing can align with other impacts such as those relating to reducing CO2 and sustainable management of natural resources. Housing design and build can help individuals through reducing running costs of properties and support local supply chains as seen in some of the projects being funded under the Welsh Government's Innovative Housing programme.</p> <p>A need to increase supply of affordable housing.</p> <p>It is positive that explicit reference to exceptional land release for affordable housing is referenced in impact section.</p> <p>Are there other mechanisms beyond land use policy that could assist in this area, for example development of schemes in the Park similar to those developed under the Welsh Government Innovative housing programme (that could also reduce fuel poverty and contribute to wider CO2 reductions) or initiatives relating</p>	<p>detailed response in the Equalities Impact Assessment for the Local Development Plan 2. In some instances developers seek to achieve a higher standard which is always welcomed.</p> <p>Response outside land use planning: Issues around second homes are complex with both positive and negative concerns arising often in policy areas beyond the National Park. The Authority has resolved to discuss/debate this further recently. Any response is likely to require a partnership which would be much wider than would be covered by the Management Plan's remit. Similarly an Innovative Housing Programme would be wider than the National Park/Authority and from experience both are likely to need to be of national debate status.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
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to second homes?		
<p>Age / Disability/ Marriage and Civil Partnerships/ Sex:</p> <p>The need to help support and develop community focal points/ facilities, hubs (that are accessible), locations for events and activities that help address social isolation and provide opportunities for people to engage with others in the Park area.</p> <p>What role will land use policy in the Park play in supporting provision of community facilities and focal points?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	+	<p>Response Land Use Planning: The Equalities Impact Assessment for the Local Development Plan 2 provides commentary on this issue. There is a positive framework for community facility provision in the Local Development Plan.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>Age / Disability</p> <p>How will land use policy contribute to facilitating sustainable employment opportunities?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	+/-	<p>Response Land Use Planning: The Equalities Impact Assessment for Local Development Plan 2 addresses this issue. The Plan provides positive support for employment opportunities.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>Race</p> <p>How will the Authority ensure that land use policy in the Park meets the needs of and doesn't discriminate against Gypsy and Travellers in terms of site provision?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	+/-	<p>Response Land Use Planning: This issue has been addressed through the preparation of the Local Development Plan 2. Please see the Equalities Impact Assessment for detailed commentary.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
Age / Disability	+/-	Response Land Use Planning: This

<p>How will land use policy prevent developments in the Park having negative impact on public health (e.g. reducing access to green space, noise, air and other pollution? Etc.)</p>		<p>issue has been addressed through the preparation of the Local Development Plan 2. Please see the Equalities Impact Assessment for detailed commentary.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>Age/ Disability/ Gender Reassignment / Pregnancy and Maternity / Race/ Religion or Belief/ Sex / Sexual Orientation</p> <p>Across the protected characteristics there are issues relating to people being targeted for harassment, sexual violence, domestic abuse and hate crime and incidents. Fear of being targeted may also mean people are reluctant to go outdoors and use public transport. This is an issue that is relevant for those living in the Park and also those visiting it.</p> <p>The Promotion of “Secure by Design” principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods.</p> <p>How will land use policy in the Park promote secure by design principles?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p>	<p>Response Land Use Planning: This issue has been addressed through the preparation of the Local Development Plan 2. Please see the LDP2 Equalities Impact Assessment for detailed commentary.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>L2: Protect and enhance dark night skies.</p>		
<p>a) Produce and promote supplementary planning guidance for Pembrokeshire on lighting for developments requiring lighting schemes (Pembrokeshire County Council and Pembrokeshire Coast National Park Authority)..</p> <p>b) Engage with communities to reduce unwanted light.</p> <p>c) Promote good practice in regard to lighting, with enforcement where appropriate, focussing on installations intervisible with Dark Sky Discovery sites.</p>		

Areas for consideration (Identified in Evidence and Feedback document)	Impact	+/-	Response/ Mitigation
<p>Age/ Disability/ Gender Reassignment / Pregnancy and Maternity / Race/ Religion or Belief/ Sex / Sexual Orientation</p> <p>Across the protected characteristics there are issues relating to people being targeted for harassment, sexual violence, domestic abuse and hate crime and incidents. Fear of being targeted may also mean people are reluctant to go outdoors and use public transport. This is an issue that is relevant for those living in the Park and also those visiting it. Younger People aged 16-24 are the age group in Wales who feel least safe walking in their local area after dark. Dark sky/ light pollution measures in an area including limited street light provision could increase the risks for some individuals and make them more vulnerable to incidents or discourage them from going out in the dark in certain areas (which could be particularly restrictive in winter time).</p> <p>How will supplementary planning guidance on lighting take into account secure by design principles and considerations? How will enforcement action take into account breaches that stem from use of light as a result of safety concerns?</p> <p>How will activities to promote Dark Skies and prevent Light Pollution take account of safety implications, will this be an issue that is addressed and discussed with communities engaged in reducing light pollution?</p>		-	<p>Response Land Use Planning: This issue has been addressed through the preparation of the Local Development Plan 2 in terms of the design policy of the Plan which will need to be read in conjunction with the Lighting Policy. Please see the Equalities Impact Assessment.</p> <p>Specific reference to minimizing light pollution while meeting Secure by Design requirements too detailed for specific inclusion in National Park Management Plan.</p> <p>Action/Amendment: No further action or amendment needed.</p> <p>Response – Project Level: Recognise that when dark skies and light pollution projects are developed in Park Area including specific community focused projects there is a need to factor in potential safety implications or concerns that people may perceive or face.</p> <p>Project Level Action: Projects focusing on light pollution/ minimisation and dark</p>

		<p>skies should consider at design and development stage secure by design principles and potential safety implications of projects and identify mechanism for concerns and issues to be mitigated. Consideration should be taken of impacts on both residents and visitors with a recognition that safety concerns could act as a barrier for some people to accessing the Park or local services/ public transport opportunities particularly in winter months. L1a and b.</p>
<p>Age / Disability / Marriage and Civil Partnership</p> <p>Children are more likely to be living in poverty than people as a whole. Single parent households were more likely to be in material deprivation than other types of households. Growth of low income families in some LSOA areas in the Park. Those living in rural areas also face increased costs and pay a premium on certain services or through necessity, for example, in housing, childcare, vehicle ownership, energy sources, fuel and food. Impact of Universal Credit, including on farming families on low incomes.</p> <p>Access to healthy food and fuel poverty particularly affects those in material deprivation.</p> <p>Working with communities on light pollution if focused also on helping households reduce the amount of energy they use, could benefit people currently facing or at risk of facing fuel poverty.</p> <p>How can light pollution reduction schemes be linked with approaches to reducing</p>	<p>+</p>	<p>Response Land Use Planning: These are matters that are likely to stem from strategies employed by housing associations or other developers. The Authority could be a contributor through land use planning advice and guidance – see above.</p> <p>Action/Amendment: No further action or amendment needed.</p> <p>Response– Project Level (Collaboration): There is potential to explore the link between light pollution and reducing fuel poverty when developing projects under the following impact areas in L1: b) Engage with communities to reduce unwanted light. c) Promote good practice in regard to lighting, with enforcement where</p>

<p>fuel poverty? Are there opportunities to develop joint projects with social housing providers or fuel poverty/energy charities?</p>		<p>appropriate, focussing on installations intervisible with Dark Sky Discovery sites. In doing so there would be opportunities to explore the potential of developing joint projects with social housing providers and fuel poverty/ energy charities.</p> <p>Project Level Action (Collaboration): Explore opportunities for developing projects under L1 impact area c and b that link light pollution reduction with approaches to reducing fuel poverty, including exploring opportunities to develop joint projects with housing associations and fuel poverty/energy charities. L1a and b.</p>
L3: Protect and enhance natural soundscapes.*		
<p>a. Collaborate through the Pembrokeshire Greenways Partnership to provide and promote accessible and affordable public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations.</p> <p>b. Manage proposals for intensification of use or extension of Ministry of Defence sites in accordance with Pembrokeshire Coast National Park Authority's <i>Local Development Plan 2</i> policy.</p>		
Areas for consideration (Identified in Evidence and Feedback document) And Impact	+/-	Response/ Mitigation
<p>Age/ Disability/ Pregnancy and Maternity/ Sex</p> <p>A need to remove barriers in neighbourhoods that prevent accessible active transport routes – link with issue of promoting accessible and dementia friendly neighbourhoods. Are there opportunities to engage with users to develop interactive maps of their neighbourhoods e.g. information on drop curbs etc.,</p>	<p>+/-</p>	<p>Response Land Use Policy: Look at viability of this being addressed through the Authority's revision of the Parking Standards SPG.</p> <p>Action – Engagement PCNPA: Speak to relevant Officer for further guidance in</p>

<p>resting facilities like benches or where toilet and changing facilities are available? Are people with mobility and other needs able to access drop off and pick up points for public transport easily in the Park?</p> <p>There is a need to work with Greenways, public transport providers, community transport and local taxi firms to improve the accessible transport offer. It is important the Plan promotes innovation in this area due to the Parks location and current public transport offer, e.g. helping local taxi firms increase their accessible car fleet while greening their fleet, developing apps to help plan accessible journeys and look at how on demand apps could be used in rural setting. How will the plan foster the development of innovative accessible transport solutions?</p> <p>How will the plan ensure that low carbon vehicle initiatives such as electric charging points take into account needs of disabled car users and address issues of accessibility or assistance in their design?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>relation to revision of Parking Standards SPG (accessibility). L3a.</p> <p>Response Outside Land Use Policy: Propose amendment to wording of L3 to reference accessible in wording. This will assist in development of projects that take account of accessibility considerations in terms of both provision and promotion of public transport, active travel and low-carbon vehicle initiatives.</p> <p>Action/ Amendment: Add accessible to L3. a –“to provide and promote accessible public transport, active travel and low-carbon vehicle initiatives. L3a.</p> <p>Response – Project Level (Collaboration): Recognise that there is a need for projects and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in the Park to consider accessibility and how to overcome barriers particular users may face in terms of both access to information and accessing/ using transport options.</p> <p>Project Level Action (Collaboration): Projects focusing on and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in the Park should</p>
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		consider at design and development stage of initiatives accessibility issues and how to overcome barriers particular users may face in terms of both access to information and accessing/ using transport option. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering accessibility could act as a barrier for some people to accessing the Park, services within the Park and sustainable transport options. L3a.
<p>Age / Disability /Marriage and Civil Partnerships/ Race / Sex:</p> <p>A need to assist people and families in socio economic disadvantage to access affordable transport.</p> <p>How will issues of affordability be taken into account when developing and promoting sustainable transport solutions to ensure they are equitable?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p>	<p>Response Outside Land Use Policy: Propose amendment to wording of L3 to reference affordable in wording. This will assist in development of projects that take account of affordability in terms access to sustainable transport options.</p> <p>Action/ Amendment: Add “affordable” to L3. a –“to provide and promote <i>accessible and</i> affordable public transport, active travel and low carbon-vehicle initiatives. L3a.</p> <p>Response – Project Level (Collaboration): Recognise that there is a need for projects and forums addressing issues relating to sustainable transport in the Park to consider affordability and how to overcome barriers particular users may face as a</p>

	<p>result in terms of accessing and using transport options. Projects developed under W1 impact c -Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017) will also assist with this.</p> <p>Project Level Action (Collaboration): Projects focusing on and forums addressing issues relating to sustainable transport initiatives in the Park should consider at design and development stage of initiatives affordability issues and how to overcome barriers particular users may face in accessing/ using transport options. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering affordability could act as a barrier for some people to use sustainable transport options to access the Park and services within the Park. Projects and initiatives developed under W1 – c should consider potential barriers in the Park relating to affordability and sustainable transport options. L3a.</p>
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<p>Age/ Disability / Gender Reassignment/ Pregnancy and Maternity / Religion or Belief / Sex / Sexual Orientation:</p> <p>Due to rural nature of the Park, having access to good transport links and routes is important across a number of protected characteristics.</p> <p>In looking to promote sustainable transport what consideration has been taken of public transport routes and wider transport networks within the Park, Pembrokeshire and regionally?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p> <p>Response –Strategic Level (Collaboration): The Authority is a small supporting partner in the provision of public transport and provides a contribution to Greenways. The role of deciding routes for public transport provision lies within the remit of Pembrokeshire County Council and other transport providers.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - In looking to promote sustainable transport what consideration has been taken of public transport routes and wider transport networks within the Park, Pembrokeshire and regionally. L3a.</p>
<p>Age / Disability / Race</p> <p>One of the barrier areas identified through the Mosaic Project was the availability of information on getting to the National Park via public transport. An issue for some disabled people is often the lack of reliable information around accessible transport and location to enable them to plan a trip.</p> <p>It is important that information on transport is responsive, up to date and easy to understand and when digital is suitable for people using technology such as screen readers.</p> <p>How can the plan help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and</p>	<p>+/-</p> <p>Response Outside Land Use Policy – Strategic Level (Collaboration): This would be addressed by the public transport providers.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group / Greenways Partnership - How can the plan help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries? L3a.</p>

<p>itineraries?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>Response – Project Level (Collaboration): There are opportunities to develop collaborative innovative projects under W1 impact c –‘Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017)’ that could assist in developing improved information for users on sustainable transport options, routes and itineraries and help overcome transport related barriers to accessing the Park and use of alternatives to private car/vehicle transport.</p> <p>Project Level Action (Collaboration): Projects and initiatives should be developed collaboratively under W1 – c to help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries to help remove transport barriers to accessing the Park. W1c. L3a.</p>
<p>Age/ Disability/ Gender Reassignment / Pregnancy and Maternity / Race/ Religion or Belief/ Sex / Sexual Orientation</p> <p>Across the protected characteristics there are issues relating to people being</p>	<p>+/- Response –Strategic Level (Collaboration): This would be a matter for the transport providers in Pembrokeshire.</p>

<p>targeted for harassment, sexual violence, domestic abuse and hate crime and incidents. Fear or past experiences of being targeted may mean people are reluctant to use certain active travel routes or use public transport. This is an issue that is relevant for those living in the Park and also those visiting it.</p> <p>How can the plan facilitate actions to address potential safety concerns on active travel routes or public transport, including working with transport providers and communities?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>		<p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the Plan facilitate actions to address potential safety concerns on active travel routes or public transport, including working with transport providers and communities? L3a.</p>
<p>Wording amendment (following 5th June 2019 NPA)</p> <p>“Manage proposals for intensification of use or extension of Ministry of Defence sites in accordance with Pembrokeshire Coast National Park Authority’s <i>Local Development Plan 2</i> policy.”</p>	<p>N/A</p>	<p>Wording amendment has no impact.</p>
<p>Additional Issues to consider not addressed in above sections</p>		
<p>Areas for consideration (Identified in Evidence and Feedback document) and Impact</p>	<p>+/-</p>	<p>Response/ Mitigation</p>
<p>Age / Disability/ Gender Reassignment /Marriage and Civil Partnerships / Pregnancy and Maternity / Race / Religion or Belief / Sex / Sexual Orientation:</p> <p>The need to help support and develop community focal points/ facilities, hubs, locations for events and activities that help address social isolation and provide opportunities for people to engage with others in the Park area. A need to ensure that these facilities are inclusive and accessible.</p> <p>What community facilities are at risk in the Park area, are there less opportunities</p>	<p>+/-</p>	<p>Response Land Use Policy: The Equalities Impact Assessment for the Local Development Plan sets out how this issue is addressed in the Local Development Plan in terms of safeguarding and permitting community facilities.</p> <p>Action/ Amendment: No further action or amendment needed.</p>

<p>for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? Are there opportunities to work with local businesses and communities in relation to provision of changing and baby changing facilities, promoting breast feeding welcoming venues, dementia friendly venues, hosting autism hours, continued hosting of beach wheelchairs?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>Response –Strategic Level (Collaboration): Beyond land use planning it is difficult to see how the Management Plan could provide a lead on these varied matters apart from beach wheelchair provision. However it is recognised that access to toilet facilities and banks/cash machines etc. can have an impact on visitor and residents experiences and enjoyment of the Park and wider provision of community facilities could impact negatively on sustainability of communities and their experiences. External factors such as PCC toilet strategy and other plans will impact on these issues. The Authority and public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan including ‘Doing things differently’ which includes looking at how facilities and services are delivered to communities and how to respond to new challenges.</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public</p>
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	<p>Service Board Members to address issues facing communities within the Park area. (A Landscape for Life and Livelihoods.)</p> <p>Action/ Additional Information Needed: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? (A Landscape for Life and Livelihoods.)</p> <p>Action Community Level – Engagement: Topic to consider with Community Councils: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (A Landscape for Life and Livelihoods.)</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group; What community facilities are at risk in the Park area, are there less opportunities for accessing these</p>
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	<p>opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (A Landscape for Life and Livelihoods.)</p> <p>Response – Project Level (Collaboration): There are opportunities to develop collaborative innovative projects under W1 c – ‘Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017),’ k – ‘Collaborate in delivery of nature-based health services, including targeted walking programmes, and supporting people living with dementia’ and H1 - a: Raise public awareness and enjoyment of historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation’. that work with local businesses and communities in terms of initiatives around increasing provision of changing and baby changing</p>
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	<p>facilities, promoting breast feeding welcoming venues, dementia friendly venues, hosting autism hours, continued hosting of beach wheelchairs.</p> <p>Project Level Action: Working with local businesses and communities in terms of initiatives around areas such as increasing provision of changing and baby changing facilities, promoting breast feeding welcoming venues, dementia friendly venues, hosting autism hours, continued hosting of beach wheelchairs. W1c and k. H1a.</p>
<p>Pregnancy and Maternity / Sex</p> <p>A need for improved affordable child care within Park area.</p> <p>How can access to affordable child care be improved in the Park area, particularly in Northern part of the Park? Is this issue within or outside the scope of the National Park Management Plan? Are there links in relation to wider PSB goals in terms of employment transformation framework and helping promotion of local child care provision businesses or offer provided by businesses themselves?</p> <p>This could positively link to other issues relating to provision of employment opportunities in the Park area.</p> <p>Are there examples of any innovative approaches elsewhere to the provision of affordable childcare in rural areas? Are there opportunities to further engage with Pembrokeshire College and organisations supporting new business starts ups,</p>	<p>- Response –Strategic Level (Collaboration): These suggestions appear to be beyond the scope of the Management Plan. The Welsh Government has confirmed the Childcare Offer for Wales will now be accessible to all eligible parents throughout the whole of Pembrokeshire. From 29th April 2019, all eligible working parents of 3-4 year old children living in Pembrokeshire will be able to access up to 30 hours per week of combined Childcare and Early Years Foundation Phase Education through the Childcare Offer. Issues relating to access to providers is likely to remain an issue in certain parts of the Park. The Authority and Public bodies in the Park are</p>

<p>PSB on the above issue?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan including 'Recruitment and Employment Transformation Framework.' Engagement through PSB on this issue would at this time be viewed as the appropriate forum to explore issues around child care provision in line with integrated project and findings of Pembrokeshire Well-being Assessment.</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. (A Landscape for Life and Livelihoods.)</p>
<p>Age</p> <p>Although formal training opportunities is referenced in the section on well-being, enjoyment and discovery which aligns with the PSB work on Employment Transformation, the plan is fairly weak in terms of addressing concerns from younger people about limited range of employment opportunities in the Park area and pay.</p> <p>Who could the Authority work with to address above issues, e.g. Pembrokeshire college, Universities, local businesses, other public bodies? Could more be done to assist new business start-ups or young people looking to start up their own</p>	<p>-</p> <p>Response Land Use Policy: The Equalities Impact Assessment for the Local Development Plan sets out how this issue is addressed in the Local Development Plan in terms of support for employment opportunities.</p> <p>Action/ Amendment: No further action or amendment needed.</p> <p>Response –Strategic Level (Collaboration): Acknowledge that this is</p>

<p>business/ working self-employed in the Park? Could the plan support any recommendations or learn from the findings from the Bluestone Resorts Ltd - Feasibility Study and Business Plan for Tourism and Hospitality Vocational Training and LEADER project focused on Building Pembrokeshire's Capacity to Care.</p> <p>How does the plan address any future and current employment trends including the gig economy and demand and skills development in relation to specific industries – countryside management, forestry, marine and renewable energy, tourism and recreation, agriculture, fisheries, digital industries, health and social care, education? What are the current challenges facing young people in Pembrokeshire looking to access these industries and also responses to skills around digital competency? For example skills around data collection, use of digital mapping and analysis tools that may positively impact on areas around biodiversity / carbon reduction and offsetting in agriculture (e.g. the PLANED BRICS project - http://www.planed.org.uk/brics/) or ensuring people in the Park area are able to take up future digital and AI opportunities. Educational offers aimed at promoting and increasing understanding of Special Qualities in the Park could provide opportunities for children to develop digital competency skills in data recording, mapping, analysis and in relation to creative digital skills.</p> <p>Could further work be carried out to assist development of digital skills within agricultural sector and young people looking to work in this sector?</p> <p>Would support and action in any of the above areas fall within the scope of the Plan?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>an issue identified by Youth Manifesto in terms of provision of training, employment opportunities and support for small businesses. Further consideration is needed around how this is considered within the Plan. The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan including the 'Recruitment and Employment Transformation Framework.' Initiatives under this project should have a positive impact on employment opportunities for young people and others in the Park.</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. (A Landscape for Life and Livelihoods.)</p> <p>Action Community Level – Engagement: Topic to consider with Youth Rangers: Although formal training opportunities is referenced in the section on well-being, enjoyment and discovery which aligns with the PSB work on</p>
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	<p>Employment Transformation, how could the plan better address concerns from younger people about limited range of employment opportunities in the Park area and pay. (A Landscape for Life and Livelihoods.)</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: Who could the Authority work with to address above issues, e.g. Pembrokeshire college, Universities, local businesses, other public bodies? Could more be done to assist new business start-ups or young people looking to start up their own business/ working self-employed in the Park? Could the Plan support any recommendations or learn from the findings from the Bluestone Resorts Ltd - Feasibility Study and Business Plan for Tourism and Hospitality Vocational Training and LEADER project focused on Building Pembrokeshire's Capacity to Care? How does the plan address any future and current employment trends including the gig economy and demand and skills development in relation to specific industries – countryside management, forestry, marine and renewable energy, tourism and recreation, agriculture, fisheries, digital industries, health and</p>
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		social care, education? What are the current challenges facing young people in Pembrokeshire looking to access these industries and also responses to skills around digital competency? Could further work be carried out to assist development of digital skills within agricultural sector and young people looking to work in this sector? Would support and action in any of the above areas fall within the scope of the plan? (A Landscape for Life and Livelihoods.)
<p>Age</p> <p>Issue of digital connectivity in rural area matters to young people and could play a role in developing solutions to economic/ community resilient issues.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p> <p>Role of digital connectivity in Park not highlighted in plan. This issue needs to be considered due to link with policies around economic and social resilience and areas relating to information, engagement and service provision.</p>	-	<p>Response –Strategic Level (Collaboration): Further consideration is needed of whether issues around digital connectivity in the Park (which potentially could impact on the delivery of other aspects of the plan) fall within the scope of the Plan.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: Does the National Park Management Plan have a role in relation to supporting collaborative initiatives to improve digital connectivity in the Park, or is this outside the scope of the Plan. If yes, what impact would the Plan be looking to develop and who would need to be engaged with to support delivery of projects/ initiatives under it. (A Landscape</p>

		for Life and Livelihoods.)
<p>Age/ Disability / Gender Reassignment/ Pregnancy and Maternity / Religion or Belief / Sex / Sexual Orientation</p> <p>The current document has limited information around influencing decisions made about the Park and this needs to be captured within one of the policy/ impact sections. As part of this specific consideration is needed on how to engage diverse range of people in this, particularly due to democratic deficit in terms of diversity in governance structures in the Authority.</p> <p>How could information about the Plan and its progress be presented so that a diverse and wide range of people can engage with it?</p> <p>Are there opportunities to engage young people (and others) in campaigns for actions online (e.g. via social media) and offline to support initiatives that will assist with delivery of different areas within the plan?</p> <p>Feedback from the Mosaic project highlighted the importance of ensuring that information about the Park is made available in urban settings outside the Park in order to raise awareness and engage with a more diverse range of people.</p> <p>How could the plan improve the reach of information about the Park so that it is reaching more diverse audiences in more urban areas of Wales?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	-	<p>Response –Strategic Level (Collaboration): Recognise that the Plan currently does not capture the aim to have an ongoing conversation about the Park plan. Potential to include section on how people can influence decisions about the Park, how we engage a wide range of people on an ongoing basis (for an ‘ongoing conversation about the Park’) and also provide information on progress and issues. This could be explored as part of the Management Plan consultation.</p> <p>Action/ Amendment: Include section in Park Plan on having an ‘Ongoing conversation about the Park’ taking into account how people can influence decisions about the Park, how we engage a wide range of people on an ongoing basis and also provide information on progress and issues suitable and accessible for different audiences. (A Landscape for Life and Livelihoods.)</p> <p>Action Community Level – Engagement: Topic to consider as part of consultation: How would people like the Authority to engage with them in</p>

	<p>terms of having an 'ongoing conversation about the Park' and providing information on progress or new challenges during the Plan period? (A Landscape for Life and Livelihoods.)</p> <p>Action – Engagement PCNPA: Engagement Action Plan group to explore wording and ideas relating to section on having and 'ongoing conversation'/ engagement. (A Landscape for Life and Livelihoods.)</p>
Equality Impact Assessment Summary	
<p>Initial considerations:</p> <p>L1: Impacts relating to - Facilitating ageing in place, accessible neighbourhoods, community facilities, employment opportunities, accessible and affordable housing , Gypsy and Traveller site provision and promotion of secure by design principles.</p> <p>L2: Impact relating to - Dark Sky initiatives on perceived and actual security in areas.</p> <p>L3: Impacts relating to - Barriers to accessing and using active travel and public transport for some groups.</p> <p>Additional considerations: Provision of community focal points and facilities within the park including toilet and changing place facilities. Child care provision in the Park. Addressing employment opportunities within the Park (current and future). Issue of digital connectivity in the park. Increasing opportunities for diverse groups to influence decisions about the Park.</p>	

Well-being, enjoyment and discovery

W1: Provide and promote sustainable outdoor recreation opportunities for all.

- a) Manage the Pembrokeshire Coast Path National Trail, part of the Wales Coast Path, to provide a diversity of experiences, and promote it to new audiences (Pembrokeshire Coast National Park Authority and Pembrokeshire County Council).
- b) Implement the *Rights of Way Improvement Plan 2018-2028*, in partnership with communities, user groups and client groups.
- c) Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the *Recreational Audit for Disabled Access* (2017).
- d) Collaborate in delivery of projects arising from the *Pembrokeshire Well-being Plan*, e.g. Celebrating the Great Outdoors.
- e) Improve water quality at designated bathing waters achieving less than “Excellent” status
- f) Manage potential / actual recreational pressures² and site and community capacity issues such as those arising from unauthorised camping, congestion, large events and inappropriate use of watercraft³.
- g) Collaborate through the Destination Pembrokeshire Partnership to manage Pembrokeshire and the National Park as a sustainable destination.
- h) Work collaboratively to ensure the promotion of the National Park as a destination reaches and is representative of more diverse audiences, including children and young families from deprived areas.
- i) Collaborate through the Pembrokeshire Greenways Partnership to provide and promote accessible and affordable public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations.
- j) Promote more frequent local participation in activities including walking, cycling, rowing, paddle-boarding, canoeing, kayaking and swimming in locations where capacity exists.
- k) Collaborate to enable public access to water where appropriate for quiet enjoyment.
- l) Manage the Milford Haven Waterway in line with the *Milford Haven Waterway 5 Year Recreation Management*

² Including those identified in *Enjoying the Pembrokeshire Coast National Park. A Plan to provide and manage opportunities for Sustainable Recreation in the National Park*.

³ Sites include Abereiddi, Abermawr, Barafundle and Stackpole Quay, Cwm yr Eglwys, Freshwater East, Freshwater West, Martin's Haven, Porthgain, Pwllgwaelod, St Justinian, Strumble and Whitesands.

<p><i>Plan 2016, and enforce Waterway, harbour, beach and byelaws.</i></p> <p>m) Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health initiatives, and supporting people living with dementia.</p> <p>n) Deliver the Pembrokeshire Beach Strategy and prepare and deliver a Foreshore Management Plan.</p> <p>o) Manage recreational disturbance to species and species groups such as cliff-nesting birds and marine mammals through codes of conduct, restrictions and awareness-raising.</p>		
Areas for consideration (Identified in Evidence and Feedback document) and impact	+/-	Response/ Mitigation
<p>Age / Disability</p> <p>Disabled people are less likely to participate in leisure, arts and recreational opportunities. Barriers include inaccessible facilities or lack of appropriate facilities or equipment, transport and lack of appropriate information and awareness of what is available.</p> <p>Significant engagement, research and information is available on barriers and potential options and actions that could improve access to recreation and walking opportunities in the Park for disabled people due to work carried out as part of the Coastal Forums Recreational Audit for Disabled Access Pembrokeshire and PCC and PCNPA's recent review of the Rights of Way Improvement Plan.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities. Issue of beach access, in particular Newgale highlighted and having support/ someone to push beach wheelchairs.</p> <p>The current impact section references both of these. What initial opportunities/ learning have been identified from the current accessible and inclusive audit review of PCNPA sites?</p> <p>How can the provision of the following be supported and increased in the Park</p>	+	<p>Response – Project Level (Access Opportunities):</p> <p>Will be addressed through projects and initiatives developed in response to W1 impacts:</p> <p>a. Manage the Pembrokeshire Coast Path National Trail, part of the Wales Coast Path, to provide a diversity of experiences, and promote it to new audiences.</p> <p>b) Implement the <i>Rights of Way Improvement Plan 2018-2028</i>, in partnership with communities, user groups and client groups.</p> <p>c) Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).</p> <p>Development of projects in these</p>

<p>area:</p> <ul style="list-style-type: none"> • auxillary aids (beach wheelchairs, mobility scooters) and adapted recreation equipment • facilities such as accessible toilets, changing places and provision of outdoor seats in suitable locations. This includes looking at the impact of PCC's toilet strategy on provision of toilets in the Park.⁴ <p>Are there opportunities to develop maps that users can feed into with information on accessible routes in locations and access to different facilities from a lived experience?</p> <p>How will the plan ensure that management mechanisms used to deal with recreational conflict and pressure point locations do not unfairly disadvantage or discriminate disabled people, for example ensuring continued access to sites for private vehicles with blue badges? Effective management mechanisms at locations could also assist with access helping to remove vehicles obstructing pavements and drop curbs.</p>	<p>areas would also help the delivery of impact g. Promote more frequent local participation in activities including walking, cycling, rowing, paddle-boarding, canoeing, kayaking and swimming in locations where capacity exists.</p> <p>Project Level Action: Addressing issues relating to barriers in leisure, arts and recreational opportunities for disabled people through development of projects. W1a, b and c.</p> <p>Action – Engagement PCNPA: What initial opportunities/ learning have been identified from the current accessible and inclusive audit review of PCNPA sites? W1c.</p> <p>Response Land Use Policy (Community Facilities): The Equalities Impact Assessment for the Local Development Plan sets out how this issue is addressed in the Local Development Plan in</p>
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⁴ PCC draft toilet strategy: https://www.pembrokeshire.gov.uk/objview.asp?object_id=5484&language=

	<p>terms of safeguarding and permitting community facilities.</p> <p>Action/ Amendment: No further action or amendment needed.</p> <p>Response – Strategic Level /Project Level (Facilities): Beyond land use planning it is difficult to see how the Management Plan could provide a lead on these varied matters apart from beach wheelchair provision and provision of resting places (benches) on coastal path routes or centres / land owned by Authority. However it is recognised that access to suitable toilet facilities and changing places can have an impact on visitor and residents experiences and enjoyment of the Park. External factors such as PCC toilet strategy and other plans will impact on these issues. The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan</p>
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	<p>including ‘Doing things differently’ which includes looking at how facilities and services are delivered to communities and how to respond to new challenges.</p> <p>Action / Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. (Well-being, enjoyment and discovery.)</p> <p>Project Level Action: Addressing issues relating to provision of Beach Wheelchairs and resting places (benches) on PROW routes and Authority owned land/ facilities through development of projects. W1a, b and c.</p> <p>Response – Project Level (Management Mechanisms): In terms of management mechanisms individual proposals will need to consider equality impacts.</p>
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		Project Level Action: Individual Proposals for Management mechanisms used to deal with recreational conflict and pressure point locations will need to consider equality impacts to ensure they do not unfairly disadvantage or discriminate against disabled people and can put in place mitigating actions where needed. W1d.
Age/ Disability / Gender Reassignment / Race / Religion or Belief / Sexual Orientation Representation is a major barrier for ethnic minorities and other groups which feel excluded from the National Parks. The Champions in the Mosaic projects clearly articulated that when websites and other communications fail to include images of ethnic minority people, it conveys a message that the National Parks are “not for people like me”. Note: Theme identified in Multi-agency Equality Plan consultation activities. Are there opportunities to make destination promotion of the Park more inclusive? Has the library of images created as part of the Mosaic Project been kept up to date and used? Are images of ethnic minority people well represented across the National Park website and other websites promoting the destination to ensure they reflect the ethnic diversity of the Welsh population and wider potential visitor population? Could we learn from <u>Diversify outdoors</u> a US coalition of social media influences– bloggers, athletes, activists and entrepreneurs – who share the goal of promoting diversity in outdoor spaces where people of	-	Response– Strategic Level /Project Level: Recognise that impacts W1. c ‘Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).’ and impact e ‘Collaborate through the Destination Pembrokeshire Partnership to manage Pembrokeshire and the National Park as a sustainable destination’ do not fully address issues raised here (and priorities identified in Welsh Government’s Valued and Resilient document’. Potential to

<p>colour, LGBTQIA, and other diverse identities have historically been underrepresented. They use social media as a tool for increasing access and representation in the outdoors. Are there opportunities to develop campaigns that through increasing user generated content of images of diverse people (themselves, friends, families) in the Park (and other Parks in the UK) help increase representation, visibility and reach of the destination through people's own online and social networks?</p> <p>How can we ensure information about the Park is promoted in more urban areas, community hubs and urban events such as Mela's and Pride to enable destination promotion to reach wider audiences?</p> <p>Is there a need to revisit the development of community champions and further engage with diversity outdoors following the ending of the Mosaic Project? What mechanism could help the sustainability of such initiatives, particularly in the context that some community based organisations supporting ethnic minority people are no longer in place due to financial constraints.</p> <p>16% of UK visitor groups surveyed in 2016 in Wales contained someone with a long term illness or disability. 56% gave Wales a score of 5 to 8 out of 10 for accessibility. A comment from the survey highlighted the issue of lack of accessible taxis in Tenby. 16% of UK Staying visitors in Wales surveyed in 2016 had a long term illness of disability. 63% gave Wales a score of 5 to 8 out of 10 for accessibility. 8% of overseas visitor to Wales surveyed in 2016 have a long term illness or disability. 66% gave Wales a score of 5 out of 10 for accessibility. People with health conditions & impairments and their travelling companions spend around £12 billion on trips in England each year, but an additional £117 million could be generated from additional trips if accessibility was improved.</p>	<p>add to wording to the end of impact e - Work collaboratively with others to ensure the promotion of the Park as a destination reaches and is representative of more diverse audiences. This would help at project level the development of projects and initiatives to address issues identified in Mosaic Project, learn from Diversify Outdoors user generated promotion of the outdoors, engagement with urban communities and events (Pride, Mela's) and other online platforms and forums. This could be an objective or action within the Authority's own revised equality action plan.</p> <p>Action/ Amendment: Add to impact e, 'Work collaboratively to ensure the promotion of the Park as a destination reaches and is representative of more diverse audiences.' – 'Collaborate through the Destination Pembrokeshire Partnership to manage Pembrokeshire and the National Park as a sustainable destination. Work collaboratively</p>
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<p>Consideration is needed of how the Park can be promoted and marketed as an accessible tourist destination (for people with a wide range of disabilities.) Particularly in relation to campaigns targeting visitors and international markets and information provided about what is available in the Park. Are there opportunities to raise profile of opportunities in the park through social media and relevant disability tourism online forums ? Could we learn from others and do accessible mapping integrating the Authority's Walks for All maps into neighbourhood maps that provide information on drop curbs, toilet facilities and accessible parking bays, with the added benefit of helping residents plan active travel routes? Are there opportunities to use digital technology to improve disabled people's visitor experiences? For example http://www.assist-mi.com/ is an example of use of new technology to improve disabled people's experiences and make it easier for businesses to meet their needs. These activities could link into wider activities currently at an Authority level being undertaken such as the Access and Inclusion review of sites, Parkwise branding and strategic involvement in destination management.</p> <p>Is the information we provide visitors relating to the Special Qualities, interpretation material, what is available and how to behave (e.g. lighting fires, walking with dogs, water safety, drones etc.) or encouraging use of sustainable transport suitable for visitors with different access or needs associated with a disability?</p> <p>Insight into LGBT Travel and Perception from Scotland highlighted the following additional considerations for LGBT Travellers that could be applied to a Welsh National Park setting: how welcome they would be at certain destinations (particularly in more rural settings), how they would be treated at their accommodation, how safe they would be walking down the street.</p>	<p>with others to ensure the promotion of the Park as a destination reaches and is representative of more diverse audiences'. W1e. Note: additional action has been included in document.</p> <p>Project Level Action: Develop projects that support the promotion of the Park as a destination to more diverse audiences and that its portrayal as a destination is more representative through W1: e (Dependent on amendment being included). W1e. Note: additional action has been included in document.</p>
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<p>How could we promote and market the Park as an LGBT friendly destination particularly when targeting visitors and international markets? Is there additional information that we could provide about what is available in the Park e.g. “LGBT friendly things to do and see on tourism/ event websites.” Visit Wales has a page called pride of Wales, are there opportunities to further develop the Pembrokeshire and Park offer on this page.</p> <p>Schemes such as Parkwise could include advice around inclusive tourism This includes thinking about the range of demographic of tourists who may visit and stay in the Park e.g. LGB parents and children on family holidays at caravan sites, through to older people perhaps staying in the north of the county, to younger people taking up sport / recreational opportunities.</p>		
<p>Age / Disability</p> <p>Quality and access to the outdoors is important to young people. Peace and Quiet important for older people in Pembrokeshire. The natural environment could be used as a potential asset to attract / retain young people in the Park/ Pembrokeshire Area.</p> <p>The quality of external environment can impact on physical activity levels of different age groups and play an important role in terms of facilitating participation in the outdoor. Access to outdoor play can have positive impact on children’s physical, mental, social and emotional health and wellbeing and wider development. This is important in the context of the wider Adverse Childhood Experience agenda. For the park area this could include maintaining the quality of the outdoor environment, identifying areas within the Park where there is less access to the outdoors, provision of outdoor play areas and outdoor gym facilities. Maintaining quality of experience on Coast Path is important in terms of ensuring</p>	<p>+/-</p>	<p>Response Land Use Policy: This issue has been addressed through the review of the Local Development Plan. The Equalities Impact Assessment provides further advice concluding that in general the National Park is well served by open space.</p> <p>Action/ Amendment: No further action or amendment needed.</p> <p>Response – Project Level: Projects developed under Impact W1 c “Remove barriers to outdoor recreation / wellbeing opportunities, including transport</p>

<p>its role in facilitating participation in the outdoors.</p> <p>Are there certain locations and communities within the Park where there is less access or barriers to access to the outdoors, including for outdoor play? How can the Plan help people with less opportunities to access the outdoors in more urban environment gain access and participate in physical activity through the Park's outdoor environment?</p> <p>Supported walking opportunities could play an important role as a gateway to physical activity for older people.</p> <p>It is positive that the Plan is looking to address issue around water pollution and quality of bathing water. Poor water quality could impact on people taking up physical activity opportunities in the sea and waterways, for example open water swimming. Potential negative health impact on people who participate in activities in the sea where there is poor water quality.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).” And W2 impact: a. Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas).’ Could help increase access for people in more urban areas to participate in and benefit from opportunities in the Park to access the outdoors.</p> <p>Project Level Action: Develop projects that support people with less opportunities to access the outdoors in more urban environment to gain access, participate in opportunities and benefit from the Park's outdoor environment. W1c and W2a.</p>
<p>Age / Disability / Marriage and Civil Partnership / Race / Religion or Belief/ Sex/ Socio Economic</p>	<p>+/- Response: Propose adding word affordable where impacts reference sustainable transport</p>

<p>Assisting people and families in socio economic disadvantage to access affordable transport and recreational opportunities within the Park.</p> <p>How can the plan increase access to recreation opportunities in the Park for people in Pembrokeshire and further afield who are living in poverty and face barriers to access? Are there opportunities to link in with schemes such as family holiday initiative or schemes that can reduce transport costs? Are there opportunities to work jointly with Gingerbread, local social housing and supported housing providers (locally and further afield), recreational providers and tourism trade on joint projects?</p> <p>Any interventions that have financial implications including those linked to transport could have negative impact, for example interventions aimed to reduce pressure on certain locations in the Park. How will issues of affordability be taken into account when developing and promoting sustainable transport solutions to ensure they are equitable? What can be put in place to ensure these considerations are taken into account when interventions are developed?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>options. This will assist in development of projects that take account of affordability in terms access to sustainable transport options. See previous response in relation to strategic engagement.</p> <p>Action/ Amendment: Add affordable to impacts where reference is made to sustainable transport options e.g. <i>accessible and affordable</i> public transport, active travel and low carbon-vehicle initiatives. W1g.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the Plan help address affordability issues that may impact on people accessing sustainable transport options in the Park area. W1g.</p> <p>Response – Project Level: Projects developed under Impact W1 c “Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by</p>
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	<p>implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).” And W2 impact: a. Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas).’ could help increase access for people in more urban areas to participate in and benefit from opportunities in the Park to access the outdoors</p> <p>Project Level Action: Develop projects that support people with less opportunities to access the outdoors in more urban environment to gain access, participate in opportunities and benefit from the Park’s outdoor environment. W1c. W2a.</p> <p>Response– Strategic/ Project Level (Collaboration): At a strategic level this would be addressed by the public transport providers. Recognise that there is</p>
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	<p>a need for projects and forums addressing issues relating to sustainable transport in the Park to consider affordability and how to overcome barriers particular users may face as a result in terms of accessing and using transport options.</p> <p>Project Level Action (Collaboration) – Affordable Sustainable Transport: Projects focusing on and forums addressing issues relating to sustainable transport initiatives in the Park should consider at design and development stage of initiatives affordability issues and how to overcome barriers particular users may face in accessing/ using transport options. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering affordability could act as a barrier for some people to use sustainable transport options to access the Park and services within the Park. Projects and initiatives developed under W1 – c should consider potential</p>
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		barriers in the Park relating to affordability and sustainable transport options. W1c and g.
<p>Disability/ Gender Reassignment / Race / Religion or Belief / Sexual Orientation</p> <p>Inequalities in health outcomes affect a number of groups across the protected characteristics. It is important to ensure that developments around social prescribing and nature based health services are inclusive.</p> <p>The Authority and other partner organisations should learn in the design and delivery of projects from reports of negative experiences some LGB people have had in terms of access to health services and ensure that services provided are inclusive and LGB friendly.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p> <p>People who have had negative experiences via health service may respond positively to alternative options delivered by other organisations (as long as these services are inclusive for example LGBT friendly). It is important that organisations don't solely rely on health practitioners and services for referrals as for example LGBT people may not be engaging with these services due to fear of discrimination / negative past experiences. Having alternative referral routes and linking in with other third sector groups including LGBT groups will assist with this.</p> <p>How can the plan support training of nature based health service providers to ensure that they design and deliver inclusive services, one negative comment or experience may result in disengagement from services? Are current services</p>	+	<p>Response – Project Level: This will be addressed at Project level in relation to impact W1 b. "Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017)." and g. "Collaborate in delivery of nature-based health services, including targeted walking programmes, and supporting people living with dementia." and ensuring services developed and designed at Project Level are delivered in an inclusive manner, take account of referral routes and consider involvement with Stonewall Cymru's rainbow laces campaigns or similar campaigns and schemes.</p> <p>Project Level Action: Projects focusing on and forums</p>

<p>being delivered in an inclusive manner? Are a variety of referral routes provided?</p> <p>Evaluation and monitoring of services to ensure that they are inclusive will be important and to ensure continued promotion of best practice in this area.</p> <p>For those opportunities involving walking or fitness activities there is the potential for organisations to link in with Stonewall Cymru's rainbow laces campaign. How could the plan support the promotion of the Stonewall Cymru's rainbow laces campaign in the Park?</p>	<p>addressing issues relating to health and well-being should consider at design and development stage of initiatives potential barriers people may face and how to ensure a service is inclusive. In particular how people's past experiences of health services may impact on their engagement with a project and how projects linked to walking/ physical activity could get involved with Stonewall Cymru's rainbow laces campaign and other similar opportunities. W1c and k.</p>
<p>Age / Disability</p> <p>The park has an ageing population with a potential associated need for support in the community and preventative care. An expected increase in the future of the number of people with Dementia in Pembrokeshire.</p> <p>Initiatives such as Solva Care and LEADER project on Building Pembrokeshire's Capacity to Care are looking at localised community focused approaches to delivery of care and support.</p> <p>Does support for initiatives such as these that promote and look to address longer term community resilience in the Park fall within the scope of the plan?</p> <p>St David's is a dementia friendly city. How could the plan promote more locations</p>	<p>+/- Response – Project Level:</p> <p>There is potential to address some of these issues at project level through the following impact areas identified in W1: Impact Area k – Collaborate in delivery of nature-based health services, including targeted walking programmes, and supporting people living with dementia. Impact area c - Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-</p>

<p>within the Park to gain Dementia Friendly status?</p> <p>How is the Plan promoting dementia neighbourhoods and the provision of facilities such as changing places and toilets? Are there opportunities to identify or develop 'landmarks' in the park to assist people with navigation?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities – issue of reduction in care and support services noted.</p>	<p>represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).</p> <p>Project Level Action: Addressing issues relating to age and dementia-friendly neighbourhoods through development of projects. W1c and k.</p>
<p>Age / Disability / Pregnancy and Maternity / Sex</p> <p>Access to the outdoors with the right support can have positive impact on mental well-being for those with mental ill health. Despite an increase in funding, mental health provision in Wales is not meeting demand. The number of people waiting for mental health treatment has doubled in the past six years.</p> <p>The Plan does recognise the role the Park, nature based health services and supported walking opportunities can play in relation to supporting people with mental health conditions or preventing deterioration in someone's mental health. It would benefit from referencing wider opportunities for social prosccribing in the park in relation to heritage and cultural opportunities in the Park, for example painting.</p> <p>A key issue for young people in Pembrokeshire is mental health and mental health services for young people. 10% of Pembrokeshire's children have mental health issues such as stress, anxiety and depression. The National Park has beneficial assets which could be used to develop projects specifically aimed at</p>	<p>+/- Response – Policy/ Project Level (Collaboration): Add explicit reference to mental health in relation to areas listed under W1. k - Collaborate in delivery of nature-based health services, including targeted walking programmes, and supporting people living with dementia.” Mental health related projects including those targeted at young people or working with other organisations and communities on suicide prevention could be developed under this project. Projects relating to early years could also be developed under current W2. A Deliver active outdoor, heritage and arts-based recreation and learning / play</p>

<p>young people and their mental well-being. How could the plan support and develop social proscribing initiatives and related projects targeting younger age groups (current models are not necessarily designed/aimed for this age group)?</p> <p>This could include working with Children and Adult Mental Health Services, Schools and other agencies in terms of referral routes and the design of initiatives.</p> <p>Up to one in five women in Wales is affected by perinatal mental illness. Compared with the UK average of 40%, 70% of people in Wales have no access to specialist perinatal mental health services. The Park has potential in terms of its well-being offer to assist and benefit new and expectant mothers and their partners (Mental Health, Positive Early Years). Particularly in the context of rural isolation for those living in the Park. Are there opportunities to further engage mother and toddler groups, community groups and organisations focused on early years, health providers and health visitors for their views on opportunities in this area?</p> <p>A significant number of people die due to suicide every year in Wales, with men aged 40-44 at particular risk and those working within particular sectors – agriculture, construction. Agencies other than health services can play an important role in suicide prevention as seen with the Wexford Marine Watch. Coastal nature of the park area can play a factor in terms of incidents with a need to intercept people who may be in difficulty at the right time before they harm themselves.</p> <p>How can the plan support and promote joint initiatives relating to suicide prevention and support targeting particular sectors and communities within the Park, for example those aimed at agricultural communities?</p>	<p>opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas).</p> <p>Action/ Amendment: Add mental health related projects to W1k – “Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health related projects and supporting people living with dementia.” W1k.</p> <p>Project Level Action (Collaboration): Addressing issues relating to mental health including projects focused on mental health and young people and those looking at suicide prevention through development of projects under W1k. Addressing mental health issues that can face expectant and new parents through development of projects. W1k, W2a.</p>
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<p>Could specific training be provided as part of Parkwise or another initiatives to local businesses, staff who are out and about e.g. wardens and other volunteers so that they are able to intercept people who may be in difficulty at the right time before they harm themselves?</p> <p>Linked to foreshore management work around data mapping work in relation to wider incidents on the foreshore is there a need to develop a similar scheme to the Wexford MarineWatch focused on both suicide prevention and water safety or target information such as Posters or signs with number for Samaritans etc. at any specific sites within the Park?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities – particularly mental health for young people and pregnant/ new parents. Stakeholder engagement with VC Gallery captured the importance of engaging with service users when designing projects.</p>		
<p>Age/ Disability/ Gender Reassignment / Pregnancy and Maternity / Race / Religion or Belief/ Sex/ Sexual Orientation / Socio Economic</p> <p>Loneliness and social isolation is an issue effecting both younger and older people in Pembrokeshire. This can have a negative impact on mental health, however Individuals aged 65-74 years and 16-24 years are more likely to volunteer in Wales than other age groups. There is a lack of social opportunities for young people in Pembrokeshire. People who are LGBT, from religious or ethnic minority groups are likely to be at risk of isolation due to the rural/ small town nature of the Park and its demographics. Disabled people and carers, families on low incomes and expectant and new mothers are also at risk of social isolation particularly due to barriers that may prevent them from accessing opportunities.</p>	+/-	<p>Response – Project Level (Collaboration): Initiative relating to addressing loneliness and social isolation alongside Intergenerational Activities could be developed under a number of policy areas in the document: W2 .c -Offer volunteering / citizen science and formal training opportunities.</p> <p>W1. k - Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health related projects and supporting</p>

<p>How could the plan help foster intergenerational activities that could help address social isolation (for example intergenerational nature and heritage focused projects or recreational activities – community walks)?</p> <p>Community run facilities such as pubs could offer opportunities for communities to come together.</p> <p>The need to help support and develop community focal points/ facilities, hubs, locations for events and activities that help address social isolation and provide opportunities for people to engage with others in the Park area. A need to ensure that these facilities are inclusive and accessible.</p> <p>What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities?</p> <p>Are there opportunities to work with local businesses and communities in relation to provision of changing and baby changing facilities, promoting breast feeding welcoming venues, dementia friendly venues, hosting autism hours, continued hosting of beach wheelchairs, use of rainbow flag, hosting LGBT month or Black history month events? (See comments in section re H1 and H2 impacts)</p> <p>Although the Park and Pembrokeshire has limited opportunities for going out it does have potential in relation to pop up cultural, music and recreational events that could provide more social opportunities in the Park. How could the Park support initiatives like this while also ensuring they are sensitive to sustainability considerations?</p>	<p>people living with dementia. H2 c</p> <p>-Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity. There are opportunities to use projects developed under H2 to engage wider audiences with the Park, its special qualities and where Authority is encouraging certain behaviours to help protect the Park. Learning from work of the Summer Rangers and events such as the Cragen beach events with Small World Theatre. At project level under these impacts there are also opportunities to work with local businesses and communities in terms of initiatives that can foster community engagement through increasing provision of changing and baby changing facilities, promoting breast feeding welcoming venues, dementia friendly venues, hosting autism hours, continued hosting of beach wheelchairs</p> <p>Project Level Action (Collaboration): Addressing issues relating to loneliness,</p>
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<p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>social isolation and promoting intergenerational activity through projects developed under W1.c, W1.k, W2.c and H2 c. Consider how nature of cultural activities under H2 c could be expanded to reach new audiences and enable Authority to pass on Park messages/ information on how people can help protect the Park. W1c and k. W2c. H2c.</p> <p>Response Land Use Policy (Community Facilities): The Equalities Impact Assessment for the Local Development Plan sets out how this issue is addressed in the Local Development Plan in terms of safeguarding and permitting community facilities.</p> <p>Action/ Amendment: No further action or amendment needed.</p> <p>Response – Strategic Level (Collaboration): Beyond land use planning it is difficult to see how the Management Plan could provide a lead on these varied matters apart from beach wheelchair provision. However it is recognised that access to toilet</p>
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	<p>facilities and banks/cash machines and loss of wider provision of community facilities could impact negatively on sustainability of communities and their experiences. The Authority and public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan including 'Doing things differently' which includes looking at how facilities and services are delivered to communities and how to respond to new challenges.</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. (Well-being, enjoyment and discovery.)</p> <p>Action/ Additional Information Needed: What community facilities are at risk in the Park area, are there less opportunities</p>
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		<p>for accessing these opportunities in certain locations within the Park? (Well-being, enjoyment and discovery.)</p> <p>Action Community Level – Engagement: Topic to consider with Community Councils: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (Well-being, enjoyment and discovery.)</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils</p>
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		to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (Well-being, enjoyment and discovery.)
<p>Age/ Disability/ Pregnancy and Maternity/ Sex</p> <p>A need to remove barriers in neighbourhoods that prevent accessible active transport routes – link with issue of promoting accessible and dementia friendly neighbourhoods. This includes ensuring interventions developed for pressure point locations do not impact on the accessibility of routes or mean that a disabled person is now unable to access a location due to for example accessible parking bays no longer being available.</p> <p>Are there opportunities to engage with users to develop interactive maps of their neighbourhoods e.g. information on drop curbs etc., resting facilities like benches or where toilet and changing facilities, accessible parking are available? Could these be integrated with Walks for All maps? Are people with mobility and other needs able to access drop of and pick up points for public transport easily in the Park?</p> <p>Is the information we provide visitors providing sufficient information to assist disabled people with specific access and transport needs to use sustainable transport options?</p> <p>There is a need to work with greenways, public transport providers, community transport and local taxi firms to improve the accessible transport offer. It is important the plan promotes innovation in this area due to the Parks location and</p>	<p>+/-</p>	<p>Response Outside Land Use Policy: Propose amendment to wording of W1f to reference accessible in wording. This will assist in development of projects that take account of accessibility considerations in terms of both provision and promotion of public transport, active travel and low-carbon vehicle initiatives.</p> <p>Action/ Amendment: Add accessible to W1. g - Collaborate through the Pembrokeshire Greenways Partnership to provide and promote <i>accessible</i> public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations.</p> <p>Response – Project Level (Collaboration): Recognise that there is a need for projects and forums addressing issues relating</p>

<p>current public transport offer, e.g. helping local taxi firms increase their accessible car fleet while greening their fleet, developing apps to help plan accessible journeys and look at how on demand apps could be used in rural setting. How will the plan foster the development of innovative accessible transport solutions? For example http://www.assist-mi.com/ is an example of use of new technology to improve disabled people's experiences and make it easier for businesses to meet their needs.</p> <p>How will the plan ensure that low carbon vehicle initiatives such as electric charging points take into account needs of disabled car users and address issues of accessibility or assistance in their design?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>to public transport, active travel and low-carbon vehicle initiatives in the Park to consider accessibility and how to overcome barriers particular users may face in terms of both access to information and accessing/ using transport options.</p> <p>Project Level Action (Collaboration): Projects focusing on and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in the Park should consider at design and development stage of initiatives accessibility issues and how to overcome barriers particular users may face in terms of both access to information and accessing/ using transport option. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering accessibility could act as a barrier for some people to accessing the Park, services within the Park and sustainable transport options. W1g.</p> <p>Response – Project Level</p>
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		<p>(Traffic Management Mechanisms): In terms of management mechanisms individual proposals will need to consider equality impacts.</p> <p>Project Level Action: Individual Proposals for Management mechanisms used to deal with recreational conflict and pressure point locations will need to consider equality impacts to ensure they do not unfairly disadvantage or discriminate against disabled people and can put in place mitigating actions where needed. W1d and f.</p>
<p>Age / Disability /Marriage and Civil Partnerships/ Race / Sex:</p> <p>A need to assist people and families in socio economic disadvantage to access affordable transport.</p> <p>How will issues of affordability be taken into account when developing and promoting sustainable transport solutions to ensure they are equitable? This includes ensuring interventions developed for pressure point locations do not unfairly disadvantage those with limited income.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	-	<p>Response – Strategic/ Project Level (Collaboration): At a strategic level this would be addressed by the public transport providers. Recognise that there is a need for projects and forums addressing issues relating to sustainable transport in the Park to consider affordability and how to overcome barriers particular users may face as a result in terms of accessing and using transport options.</p> <p>Action/ Amendment: Add</p>

	<p>affordable to W1. g - Collaborate through the Pembrokeshire Greenways Partnership to provide and promote <i>accessible and affordable</i> public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations. W1g.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the plan help address affordability issues that may impact on people accessing sustainable transport options in the Park area. W1g.</p> <p>Response – Project Level: Projects developed under Impact W1 c “Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017).” And W2 impact: a. Deliver active outdoor, heritage and arts-based</p>
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	<p>recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas).’ could help increase access for people in more urban areas to participate in and benefit from opportunities in the Park to access the outdoors</p> <p>Project Level Action (Collaboration) Projects focusing on and forums addressing issues relating to sustainable transport initiatives in the Park should consider at design and development stage of initiatives affordability issues and how to overcome barriers particular users may face in accessing/ using transport options. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering affordability could act as a barrier for some people to use sustainable transport options to access the Park and services within the Park. Projects and</p>
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		initiatives developed under W1 – c should consider potential barriers in the Park relating to affordability and sustainable transport options. W1c and g.
<p>Age / Disability / Race</p> <p>One of the barrier areas identified through the Mosaic Project was the availability of information on getting to National Park via public transport. An issue for some disabled people is often the lack of reliable information around accessible transport and location to enable them to plan a trip.</p> <p>It is important that information on transport is responsive, up to date and easy to understand and when digital is suitable for people using technology such as screen readers.</p> <p>How can the plan help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries? Are there opportunities to develop “smarter travel” pilots to test joined-up sustainable transport options and new types of on-demand, app-based transport normally seen in urban areas?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	-	<p>Response –Strategic Level (Collaboration): This would be addressed by the public transport providers.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the plan help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries? W1c and g.</p> <p>Response Outside Land Use Policy – Project Level (Collaboration): There are opportunities to develop collaborative innovative projects under W1 impact c –‘Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by</p>

		<p>implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017)' that could assist in developing improved information for users on sustainable transport options, routes and itineraries and help overcome transport related barriers to accessing the Park and use of alternatives to private car/vehicle transport.</p> <p>Project Level Action (Collaboration): Projects and initiatives should be developed collaboratively under W1 – c to help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries to help remove transport barriers to accessing the Park. W1c and g.</p>
<p>Age / Sex</p> <p>Childhood obesity is a growing issue in Pembrokeshire. Boys are more likely to be physically active than girls in Wales.</p> <p>Are there opportunities to work with schools, parents and young people to look at ways to promote and encourage active travel in terms of walking and cycling to schools in the Park area? What are the barriers that may currently prevent</p>	<p>+/-</p>	<p>Response –Strategic Level (Collaboration): This is the role of the County Council for which the Authority provides comment.</p> <p>Action/ Amendment: No further action or amendment needed.</p>

children and parents from choosing active travel options?		
<p>Age/ Disability/ Gender Reassignment / Pregnancy and Maternity / Race/ Religion or Belief/ Sex / Sexual Orientation</p> <p>Across the protected characteristics there are issues relating to people being targeted for harassment, sexual violence, domestic abuse and hate crime and incidents. Fear or past experiences of being targeted may mean people are reluctant to visit certain locations, use certain active travel routes or use public transport. This is an issue that is relevant for those living in the Park and also those visiting it.</p> <p>How can the plan facilitate actions to address potential safety concerns at locations or for active travel routes or public transport, including working with transport providers and communities? How are issues of offensive graffiti dealt with in the Park area?</p> <p>People who have experienced incidents may change their behaviour in terms of accessing the outdoors in an attempt to mitigate future incidents. Providers of volunteering, outdoor engagement activities, supported walking and other well-being initiatives in the Park could play an important part in building confidence and enabling victims of crime, harassment, domestic abuse, sexual violence, hate crime to access the outdoors and other positive opportunities in the Park.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	+/-	<p>Response –Strategic Level (Collaboration): In the main this would be beyond the remit of the Management Plan. Offensive graffiti on land owned or management by the Authority would be cleaned off by the Authority. This would be a matter for the transport providers in Pembrokeshire.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the plan facilitate actions to address potential safety concerns on active travel routes or public transport, including working with transport providers and communities? W1g.</p> <p>Response– Project Level (Collaboration): There are opportunities to develop collaborative projects under W1 impact c –‘Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-</p>

	<p>represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017)', W2 .c - Offer volunteering / citizen science and formal training opportunities',</p> <p>W1. k - Collaborate in delivery of nature-based health services, including targeted walking programmes, <i>mental health related projects</i> and supporting people living with dementia. to engage with people to build their confidence and enable victims of crime, harassment, domestic abuse, sexual violence, hate crime to access the outdoors and other positive opportunities in the Park.</p> <p>Project Level Action (Collaboration): Projects developed were appropriate under W1 c, W2 c, and W1 k should engage with relevant organisations and agencies to provide opportunities for people who have been victims of crime, harassment, domestic abuse, sexual violence, hate crime to regain their confidence (if</p>
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		relevant) to access the outdoors and benefit from other positive and confidence building opportunities within the Park. W1c, k. W2c.
<p>Religion or Belief</p> <p>2018/19 Summer Ranger report noted that beaches in Park area are being used by mission churches. A number of other sites within the Park are significant for religious and faith-based groups and are potential points of pilgrimage or focal points for celebrations.</p> <p>How can the Plan assist community cohesion and use of shared spaces for those visiting an using an area for religious purposes and those visiting location for other reason?</p>	+	<p>Response – Policy/ Project Level: Addressed through impact ‘H2 d - Provide guidance on the sympathetic enjoyment of monuments considered sacred and their settings.’ and policy level responses under this.</p> <p>Engagement PCNPA Staff: Use of beaches re mission churches and use of heritage sites for worship/ celebrations: Seek feedback on extent of issue. Is impact/action sufficient? Are there any considerations for Project Level actions/response? H2d.</p>
<p>Age / Disability / Race / Sex</p> <p>Is the information we provide visitors and people living locally aimed at preventing recreational conflicts or encouraging certain behavior (e.g. around wildlife, lighting fires, walking with dogs, drones) and aimed at promoting sustainable transport suitable and accessible for residents and the diverse and wide range of visitors to the Park.</p> <p>How can the plan ensure that messages and information reaches different</p>		<p>Response Outside Land Use Policy – Project Level: These issues would need to be addressed at project level when developing responses to W1 d - Manage recreational disturbance to species and species groups such as cliff-nesting birds and marine mammals through codes of conduct, restrictions and</p>

<p>audiences and in a format that they can access and understand? Taking into account the use of plain English, accessible formats, use of pictures and meeting the needs of people whose first language is not English or Welsh, using digital channels to engage with some groups and where we provide information. How can interactive activities be developed to help people learn in practice how to engage with outdoors without causing harm, this could be particularly beneficial for people with limited experience of the countryside or who struggle with written information?</p> <p>Are there opportunities to work with existing online networks to launch joint social media action campaigns? Important to ensure online engagement and spaces are safe environments for people.</p> <p>Role of digital connectivity in Park not highlighted in plan. Issue needs to be considered due to link with information, engagement and service provision.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>awareness-raising. W1 c - Collaborate through the Pembrokeshire Greenways Partnership to provide and promote public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations. And W1 I - Manage recreational disturbance to species and species groups such as cliff-nesting birds and marine mammals through codes of conduct, restrictions and awareness-raising.</p> <p>Project Level Action: Projects developed to address W1c, d and i should ensure that the messages, information and formats they use are accessible an easy to understand and suitable for different audiences. Consideration should be made of how information and the channels used to communicate may need to be tailored to reach diverse audiences, including practical engagement that explores issues and effective social media campaigns. W1c, d and i.</p>
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<p>Race</p> <p>Feedback from Gypsy and Traveller Engagement Session highlighted an interest in activities involving horses. Are there any opportunities to develop activities in this areas, perhaps directly with the Gypsy and Traveller community? Could it be linked to heritage activities as well e.g. exploring heritage of Pembrokeshire Gypsy and Travellers?</p>	<p>+/-</p> <p>Response – Project Level (Collaboration): These issues would need to be addressed at project level when developing responses to W1 c “Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017). and H2 c -Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity. There could be opportunities to look at developing activities with horses/ grazing animals linking in with a project relating to heritage and exploring the heritage of Pembrokeshire Gypsies and Travellers.</p> <p>Project Level Action (Collaboration): When developing projects under W2 c and H2 c consideration of opportunities to work with others and Gypsy and Traveller</p>
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		Communities on joint projects relating to Heritage of Pembrokeshire Gypsies and Travellers. W2c. H2c.
Wording Amendment (Following June NPA) d) Improve water quality at designated bathing waters achieving less than “Excellent” status ⁵ i) “Collaborate to enable public access to water where appropriate for quiet enjoyment.	N/A	Removing of wording in relation to d has no additional impact on areas previously considered, Rewording of I has no additional impact on areas previously considered.
W2: Provide and promote inspiring outdoor learning and personal development opportunities for all.		
a) Deliver active outdoor, environmental, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas). b) Interpret and animate cultural heritage, natural history and the arts. c) Offer volunteering / citizen science and formal training opportunities. d) Develop seasonal astrotourism activities and events, subject to guidance and adequate mitigation of any impacts e.g. on wildlife and livestock.		
Areas for consideration (Identified in Evidence and Feedback document) Impact	+/-	Response/ Mitigation
Age / Disability / Sex Access to outdoor play can have positive impact on children’s physical, mental, social and emotional health and wellbeing and wider development. This is important in the context of the wider Adverse Childhood Experience Agenda.	+	Response – Strategic / Project Level (Collaboration): These issues would be addressed at Project level in terms of responses to W2 a. Deliver active outdoor, heritage and arts-based

⁵ Broad Haven Central, Little Haven, Newport North, Nolton Haven, Sandy Haven.

<p>Boys are more likely to be physically active than girls in Wales.</p> <p>How can the Plan help facilitate opportunities for children and young people to participate in physically active activities and opportunities that could lead to longer term behavioural change? For example walks arranged by Rangers? Are there opportunities to engage with existing networks of sporting clubs and associations in the Park and surrounding area to identify gaps and barriers to participation and to see if specific project needs to be developed, including promoting and design of opportunities in terms of physical activities for girls?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p> <p>Consultation Response to EQIA (EqIA003 – Dyfed Archaeological Trust): Heritage trails/walks with children exploring historic landscapes. Generally speaking seeking out opportunities for community led excavations. Specifically to address the issue of promoting physical activity for girls - Land army days working on a farm?</p>	<p>recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas).</p> <p>Project Level Action (Collaboration): Where appropriate when projects are being development and designed under impact W2 a those involved should engage with existing networks of sporting clubs and associations in the Park and surrounding area to identify gaps and barriers to participation and to see if specific project needs to be developed, including promoting and design of opportunities in terms of physical activities for girls? Consider Dyfed Archaeological Trust's suggestion of Land army days working on the farm to assist with promoting physical activities for girls or similar schemes. Ensure projects also include heritage projects such as heritage trails/ walks with children exploring historic</p>
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		landscape. W2a.
<p>Age/ Disability/ Socio Economic</p> <p>Pupils eligible for free school meals (FSM) and children in care have poorer educational outcomes in schools on average with the gap widening as pupils get older.</p> <p>Is further work needed to engage with schools with higher % of children eligible for free school meals? Are there barriers for some pupils and schools or schools in more deprived areas in terms of accessing learning opportunities in the Park (for example transport costs).?</p> <p>Non-disabled people (35%) are more likely than disabled people (18%) to get a job on the Work Programme and very few disabled people are accessing apprenticeships. Children with additional learning needs have worse educational outcomes than other children and are more likely to be excluded. This negatively impacts on future employment opportunities.</p> <p>Could provision of Work placement with organisations in the Park and other opportunities be targeted at certain groups of young people? Are there opportunities to work with schools, colleges and local businesses to address this issue? The Authority has experience in the past of providing work placements and other opportunities for young people with additional learning needs to develop skills and confidence. Could businesses in the Park be encouraged to take part in the engage to change project in Wales to help 1,000 young people with learning disability and/or autism to develop their employment skills through paid work placements lasting between 6-12 months?</p> <p>Are current initiatives aimed at young people in the Park meeting the needs of</p>	+/-	<p>Response – Strategic / Project Level (Collaboration): These issues would be addressed at project level in relation to W1 c - Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017). And W2 a - Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas). e - Offer volunteering / citizen science and formal training opportunities in relation to ensuring that children from schools in more deprived area gain access to learning opportunities in the Park, provision of work placements</p>

<p>young carers, is there more they could do?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>includes opportunities for people with additional learning needs and that young carers are supported through project level initiatives.</p> <p>Project Level Action: Addressing issues relating to ensuring that children from schools in more deprived area gain access to learning opportunities in the Park, provision of work placements includes opportunities for people with additional learning needs and that young carers are supported through development of projects. W1c. W2a and e.</p>
<p>Age / Disability / Gender Reassignment / Race / Religion or Belief/ Sex / Sexual Orientation</p> <p>Access to outdoor play can have positive impact on children's physical, mental, social and emotional health and wellbeing and wider development.</p> <p>Bullying is a significant issue in learning environments and can have significant impact on children and young people's mental well-being.</p> <p>There is a need to ensure that educational providers in the outdoors/ heritage and cultural sites have the skills necessary to deal with bullying and discriminatory language. How can the plan assist with this?</p> <p>Specific projects targeting young people who are at risk or have been bullied</p>	<p>+/- Response – Strategic / Project Level (Collaboration): This relates to implementation of policy W2 a - Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas) and actions would be developed at</p>

<p>could assist them in developing confidence and help deal with the impact bullying has had on their well-being. Access to opportunities outside school environments to engage with young people with similar interests could be particularly beneficial or participating with work placements provided by for example rangers (activities could also assist in addressing behavior of bullies.) This could have wider impact in terms of improving mental health for young people in Pembrokeshire. How can the Plan assist with this?</p> <p>There is a need to comply with reasonable adjustment requirements under the Equality Act in relation to education settings and service provision.</p> <p>Audits should be carried out and information and best practice should be shared amongst outdoor education providers to look at how to remove barriers and provide reasonable adjustments so that young disabled people can access learning opportunities in the Park. How can the Plan assist with this?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>Project level</p> <p>Project Level Action: When designing, developing and delivering outdoor education and play opportunities for young people, projects should ensure that issues such as prevention and challenging of bullying and discriminatory language are built in to project design with staff provided adequate training. Could Pembrokeshire Outdoor Schools play a role in this. W2a.</p>
<p>Age</p> <p>A range of schemes are in place for schools (e.g. Eco Schools and The Global Learning Programme Wales) that are based on encouraging young people to make environmental changes to their school and wider community and become global citizens.</p> <p>Is there potential to promote schemes like Eco Schools amongst schools in the Park and other schools the Authority and Stakeholders engage with, engage with schools in joint projects in the community or within their school related to these schemes and facilitate the sharing of best practice amongst schools in the Park engaged with these schemes? How many schools in the Park are currently</p>	<p>+/- Response – Strategic / Project Level (Collaboration): Potentially could be addressed at Project level through W2 a - Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas). Further</p>

<p>engaged with these projects?</p>	<p>discussion needed with relevant PCNPA staff.</p> <p>Action - Engagement PCNPA Staff : Would promotion of schemes such as Eco Schools, The Global learning programme for Wales, would be covered by project level work under W2 a - Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas) or if explicit reference is needed. Is Pembrokeshire Outdoor Schools involved in promoting any schemes? Are they aware of the extent schools in Park are currently engaged with these schemes? W2: a.</p> <p>Note: Plan text amended to: “Deliver active outdoor, environmental, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson</p>
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		<p>packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas).”</p> <p>Action Community Level - Engagement (Schools in the Park and Pembrokeshire Outdoor Schools): Engage with local schools and Pembrokeshire Outdoor schools to see if they have appetite or are already involved with schemes such as Eco Schools/ The Global Learning Programme for Wales etc.? W2 a.</p>
<p>Age / Disability / Marriage and Civil Partnerships / Race / Religion and Belief / Socio Economic</p> <p>The promotion of access and positive experiences of the Park for people, families and school children in socio economic disadvantage within and outside the Park.</p> <p>Are there opportunities to link in with schemes such as family holiday initiative or schemes that can reduce transport costs? Are there opportunities to work jointly with Gingerbread, local social housing and supported housing providers on joint projects? Could financial assistance be provided or scheme developed to cover travel costs for schools with high % of children on free school meals?</p>	+/-	<p>Response– Project Level (Collaboration): Would be addressed at Project level through both W1c and W2a.</p> <p>Action Project Level (Collaboration): When developing projects under W1c and W2 a consider opportunities to link in and work collaboratively with schemes such as family holiday initiatives or schemes that can reduce transport costs will be considered. Including the</p>

<p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>development of collaborative opportunities for joint projects with organisations such as Gingerbread, local social housing and support housing providers. W1c, W2a.</p>
<p>Disability</p> <p>Disabled people are less likely to participate in leisure, arts and recreational opportunities. Barriers include inaccessible facilities or lack of appropriate facilities or equipment, transport and lack of appropriate information and awareness of what is available.</p> <p>There is a need to ensure that events and activities are designed to take into account reasonable adjustments and that wider considerations have been addressed where needed - for example location of nearest toilets, access, accessible parking, dietary requirements. How can the provision of the following be supported and increased in the Park area, working with local businesses, tourism providers and heritage sites:</p> <ul style="list-style-type: none"> • Axillary aids (beach wheelchairs, mobility scooters) and adapted recreation equipment • Facilities such as accessible toilets, changing places and provision of outdoor seats in suitable locations. This includes looking at the impact of PCC's toilet strategy on provision of toilets in the Park • Interpretation material and layout that takes into account access needs, including the provision of information for people with sensory disabilities • Participation in Autism hours or other similar schemes • Participation in Hynt, a national access scheme for theatres and artscentres in Wales, that aims to ensure a consistent offer available for disabled visitors and 	<p>+/-</p> <p>Please see previous responses in relation to facilities and land use planning.</p> <p>Response – Project Level (Collaboration): Would be addressed at Project level through both W1 c and k. This would include looking at access in term of outdoor recreation opportunities and access to interpretation, heritage and arts opportunities within the Park (W2b.)</p> <p>Action Project Level (Collaboration): Ensure when developing interpretation materials and projects accessibility and mechanisms to make them inclusive are taken into account. Consider how projects could link in or promote schemes like Hynt, Autism hour, dementia friendly attractions in the Park area or a Park specific</p>

<p>their carers or personal assistants</p> <ul style="list-style-type: none"> • Participation in Dementia Friendly schemes • Development of schemes similar to Learning Disability Wales' Gig buddies, a befriending scheme that matches people with a learning disability and/or autism in Cardiff with volunteers who share the same interests. A Gig Buddy could be a Football Buddy, a Bowling Buddy, a Rambling Buddy, a Quiz Buddy, a Roller Skating Buddy, a Surfing Buddy. <p>Note: Theme identified in Multi-agency Equality Plan consultation activities – issue of having no one to push beach wheelchairs highlighted.</p>	<p>'Gig buddies' style scheme to help increase access to recreation opportunities in the Park area. W1c and k. W2b.</p>
<p>Sexual Orientation</p> <p>The Well-being assessment for Pembrokeshire highlighted that LGB people in Pembrokeshire would like to engage more with cultural activities.</p> <p>Alongside promoting cultural activities there is a need to ensure venues are LGBT friendly, positive visual references are viewable e.g. rainbow flag, celebrating LGBT history month, linking in with projects e.g. Iris prize and local LGBT groups.</p> <p>How could the Plan facilitate this?</p>	<p>+/- Response – Project Level (Collaboration): Would be addressed at Project level through both W1 c ensuring access to interpretation, heritage and arts opportunities within the Park highlighted through impact W2 b and H1 action a (amended).</p> <p>Action Project Level (Collaboration): Consider how culture, heritage and arts based projects and sites promoted under impact W2 b promote sites as LGBT friendly, can host specific events e.g. celebrating LGBT history month, link in with projects such as Iris Prize and work with local LGBT groups. W2b.</p>

<p>Race / Religion or Belief</p> <p>There are opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding.</p> <p>For refugees and people who were not born in the UK accessing landscapes and heritage sites can often spark feelings of connections to their homeland. A community champion as part of the Mosaic project noted that ‘Some people connected some of the places in the Park to their country of birth and they felt close to their villages and home.’ and similarly when local refugee families supported through Croeso organisations visited Carew they were able to talk about their experiences of castles in Damascus, Aleppo and Homs.</p> <p>How can the Plan encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people’s relationship with the landscape and their heritage? Does reflecting on certain periods of history of the area or the impact of Flemish on local dialect provide opportunities to explore issues around community cohesion? Are there opportunities for art, cultural and heritage sites in the park to engage with Refugee Week, Black History month or community organisations working with ethnic minority groups outside the Park such as EYST?</p> <p>Are there opportunities to work with the local Gypsy and Traveller Community on events that celebrate Pembrokeshire Gypsy and Traveller heritage and provides an opportunity for this community to share their stories and history?</p>	<p>+/-</p> <p>Response – Project Level (Collaboration): This could be explored under H2 action c. However wording of action c would need to be amended to make it more inclusive so that it engages both local communities and also people visiting to reflect on their own stories and relationships with landscape.</p> <p>Action/ Amendment: Suggest amending H2 c from ‘Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity.’ to ‘Collaborate with local communities <i>and others</i> to celebrate and record dialect, customs, songs, crafts and other attributes of local identity in the Park and provide opportunities for people to share stories about their relationship with the landscape and their own heritage. H2c.</p> <p>Action Project Level: Consider how projects developed under H2 c can ensure that a broad perspective and interpretation of local identity can be captured and</p>
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		is not limited to one narrative (e.g. looking for opportunities to promote and celebrate Pembrokeshire Gypsy and Traveller heritage.) and encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people's relationship with the landscape and their heritage. H2c.
Age / Socio Economic Digital competency is part of the new national curriculum. How can we ensure the Park's educational and training offers provide opportunities for children to develop digital competency skills? Potential opportunities include providing education sessions that develop digital skills in data recording, mapping, analysis and in relation to creative digital skills – filming, editing etc.	+	Response – Project Level: Authority is currently reviewing its educational offer to ensure that it aligns with new curriculum including need to align with digital competency element. This would be addressed and implemented at project level in relation to W2 a. There are also potential opportunities to increase digital competency skills at project level when responding to W2 c in terms of provision of citizen science, volunteering and formal training opportunities. Action Project Level: When developing projects and responses to action W2 a and W2 c consider where appropriate how they can assist people in

		developing digital competency skills (aligning with new national curriculum.) W2a and c.
<p>Age / Disability / Gender Reassignment / Marriage and Civil Partnership/ Socio Economic</p> <p>The potential of the Park in terms of its volunteering offer to assist and benefit people affected by mental ill health, social isolation, domestic abuse, physical ill health, bereavement, financial issues and homelessness.</p> <p>How can barriers to accessing volunteering and citizen science opportunities in the Park be addressed for example access to child care, transport costs, restrictions placed on people due to benefit requirements, awareness of opportunities?</p> <p>Are there opportunities to further engage with PAVS or with Pathways project officers look at potential barriers to engaging with volunteering opportunities in the Park and ways to overcome them?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	+/-	<p>Response – Project Level: These issues would be addressed at project level through responses to W1c and W2 c. Currently the Authority's Pathways project looks to address issues around barriers to volunteering.</p> <p>Action Project Level: Projects and responses developed under W2c in terms of citizen science, volunteering and training opportunities should look to address potential barriers people may face to being able to access these opportunities. Projects and responses should seek to learn from existing and past projects such as Pathways and their findings and responses in relation to barriers to taking up volunteering or other opportunities. W2c.</p>
Additional Issues to Consider not addressed in above sections		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation

<p>Age/ Disability/ Marriage and Civil Partnership/ Sex/ Socio Economic</p> <p>Currently there is limited reference to impact the plan could have on rural poverty beyond affordable housing, for example mechanisms assisting people and families in socio economic disadvantage in the Park area facing food and fuel poverty or affected negatively by universal credit.</p> <p>Are there opportunities to develop projects that address issues around food poverty? Learning from LEADER projects like the JIG -SO - Community Food For Thought and Bloomfield Community Centre - Narberth Community Fridge.</p> <p>Are there opportunities within the Park to develop projects addressing the issue of rural fuel poverty and which could also help reduce energy use and household CO2 emissions?</p> <p>Are there opportunities to develop joint project with farming unions, local citizens advice and also local mental health and suicide prevention organisations in terms of addressing impact of debt and financial insecurity within local communities?</p> <p>Are these issues within the scope of the Plan's remit to consider?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p> <p>Response Outside Land Use Policy – Strategic Level (Rural Poverty): The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire and rural poverty is a key priority area highlighted in the plan. There are 8 integrated projects under the plan including 'Doing things differently' and a project on 'Recruitment and Employment Transformation Framework'</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. (Well-being, enjoyment and discovery.)</p> <p>Response Outside Land Use Policy – Project Level (Food Poverty): There is potential to develop projects that can assist with issues around Food Poverty through promoting community</p>
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	<p>grown food initiatives (e.g. community gardens, allotments etc.) under N3 action a - Promote locally-produced, environmentally sound and socially responsible food (e.g. organic standard, community-grown or conservation-grade produce). and E1 m - Promote locally-produced, environmentally sound and socially responsible food (e.g. organic standard, community-grown or conservation-grade produce).</p> <p>Project Level Action: Addressing issues relating to food poverty through collaborative development of projects under N3 a and E1 m in relation to community grown food initiatives (e.g. community gardens, allotments etc.) (Well-being, enjoyment and discovery.) N3a, E1m.</p> <p>Response Land Use Planning (Fuel Poverty): These are matters that are likely to stem from strategies employed by housing associations or other developers. The Authority could be a contributor through land use</p>
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	<p>planning advice and guidance – see above.</p> <p>Action/ Amendment: No further action or amendment needed.</p> <p>Response Outside Land Use Policy – Project Level (Fuel Poverty): There is potential to explore the link between light pollution and reducing fuel poverty when developing projects under L2 action b or c. In doing so there would be opportunities to explore the potential of developing joint projects with social housing providers and fuel poverty/ energy charities.</p> <p>Project Level Action (Collaboration): Explore opportunities for developing projects under L2 action c and b that link light pollution reduction with approaches to reducing fuel poverty, including exploring opportunities to develop joint projects with housing associations and fuel poverty/energy charities. (L2: Action c and b. Well-being, enjoyment and discovery)</p> <p>Response Outside Land Use Policy – Project Level (Mental</p>
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	<p>Health): As mentioned in previous response, add explicit reference to mental health in relation to areas listed under W1. K. Issues relating to debt / financial insecurity and impact on mental health could be considered at project level when developing and designing responses.</p> <p>Action/ Amendment: Add mental health related projects to W1. k - Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health related projects and supporting people living with dementia." W1k.</p> <p>Project Level Action (Collaboration): When developing projects relating to mental health consider how issues relating to debt/ financial insecurity can be addressed, linking in with relevant agencies including farming unions, fisheries bodies, citizen's advice and other relevant organisations. W1k.</p>
Equality Impact Assessment Summary	

Initial considerations:

W1: Impacts relating to - barriers for particular groups in terms of access to recreation or well-being initiatives. Addressing representation, communication channels used and accessibility and nature of information provided in terms of destination promotion and messages aimed at managing recreational conflict. Positive public health impacts in terms of promotion of access to outdoors and bathing water quality. Promoting Dementia Friendly Communities. Mental health considerations including – young people, expectant and new mums and suicide prevention activities. Addressing social isolation. Impacts in relation to barriers to accessing and using active travel and public transport for some groups. Impact of harassment and hate crime. Use of beaches and other sites by religious and faith groups. Ensuring interventions to manage pressure point locations do not disadvantage protected groups.

W2: Impacts relating to - Access to inclusive and accessible outdoor play opportunities. Addressing barriers to participation in volunteering, events and activity opportunities for some groups. Work placements opportunities for people with additional learning needs. Addressing needs of young carers. Removing barriers and increasing access to arts and heritage opportunities within the Park for some groups. Opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding. Use of opportunities to develop digital competency skills for young people.

Additional considerations: Addressing issues relating to rural poverty including food and fuel poverty, impacts of universal credit and debt on rural and coastal communities

Protecting and restoring biodiversity

E1: Protect and improve biodiversity quality, extent and connectivity at scale.*

- a) Maintain and extend delivery of locally tailored agri-environment assistance (including advice, capital grants, management agreements, help with grazing, access to volunteers, conservation covenants) in support of biodiversity restoration (e.g. hay meadows, marshy grassland, hedges and stream corridors), including designated nature conservation sites and other high nature value sites.
- b) Conserve and restore semi-natural woodland, wood pasture, trees in the landscape and field boundaries, taking into account species' connectivity needs, landscape and the impacts of plant pathogens e.g. *Chalara* ash dieback, and pursue opportunities to reduce the impacts of non-native coniferous woodland on biodiversity and landscape.
- c) Manage and monitor invasive non-native and /or harmful species in partnership with local communities, with specific reference to Japanese knotweed, Himalayan balsam and *Rhododendron* in the Gwaun, Porthgain, Clydach and Castlemartin catchments.
- d) Manage development in accordance with Pembrokeshire Coast National Park Authority's *Local Development Plan 2* policies and supplementary planning guidance on biodiversity.
- e) Support the Pembrokeshire Wildfire Group and relevant stakeholders to manage and mitigate wildfire risks.
- f) Contribute to delivery of the B-lines Network in Pembrokeshire, and to conservation and enhancement of the Bumblebee Conservation Trust priority sites.
- g) Manage lighting for vulnerable species and species groups including bats, otter, dormouse, Manx shearwater (vulnerable also to ships' lighting) and invertebrates.
- h) Implement the management schemes for Pembrokeshire Marine Special Area of Conservation, Carmarthen Bay and Estuaries European Marine Sites and Cardigan Bay Special Area of Conservation (priority actions include awareness-raising, sustainable management of living resources such as bait and seaweed, marine litter and marine invasive species monitoring), supporting management of neighbouring marine Special Protection Areas as appropriate and collaborating in delivery of Marine Protected Area Network Management Action Plans.
- i) Collaborate on marine pollution prevention, contingency planning and response.
- j) Acquire or lease sites of actual or potential nature value where this is a cost- effective management option.
- k) Interpret and animate cultural heritage, natural history and the arts.
- l) Promote locally-produced, environmentally sound and socially responsible food (e.g. organic standard, community-grown or conservation-grade produce).
- m) Manage recreational disturbance to species and species groups such as cliff-nesting birds and marine mammals through codes of conduct, restrictions and awareness-raising.

<p>n) Undertake particular measures to conserve species for which Pembrokeshire is uniquely important (e.g. Southern damselfly, a feature of the Preseli Special Area of Conservation).</p> <p>o) Support local delivery of the Welsh Government's proposed Sustainable Farming Scheme..</p> <p>p) Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Environmental and Climate Change Risk Assessment.</p> <p>q) Resist proposals which have a likely significant adverse effect (either alone or in combination with other plans and projects) upon a European site unless it can be ascertained following an appropriate assessment that they will have no significant adverse effect on the integrity of the site(s) concerned.</p> <p>r) Monitor wildlife crime and liaise with crime prevention agencies to ensure that where it arises appropriate action is taken.</p>		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
<p>Age / Disability / Race / Sex</p> <p>Is the information we provide visitors and people living locally aimed at preventing recreational disturbances or encouraging certain behavior (e.g. around wildlife, lighting fires, walking with dogs, drones) suitable and accessible for residents and the diverse and wide range of visitors to the Park.</p> <p>How can the plan ensure that messages and information reaches different audiences and in a format that they can access and understand? Taking into account the use of plain English, accessible formats, use of pictures and meeting the needs of people whose first language is not English or Welsh, using digital channels to engage with some groups and where we provide information. How can interactive activities be developed to help people learn in practice how to engage with outdoors without causing harm, this could be particularly beneficial for people with limited experience of the countryside or who struggle with written information?</p> <p>Are there opportunities to work with existing online networks to launch joint social</p>	+/-	<p>Response Outside Land Use Policy – Project Level: These issues would need to be addressed at project level when developing responses to E1 action e and m.</p> <p>Project Level Action: Projects developed to address E1 action e and m, should ensure that the messages, information and formats they use are accessible and easy to understand and suitable for different audiences. Consideration should be made of how information and the channels used to communicate may need to be tailored to reach diverse audiences, including practical engagement that explores issues</p>

<p>action campaigns? Important to ensure online engagement and spaces are safe environments for people.</p> <p>Role of digital connectivity in Park not highlighted in Plan. Issue needs to be considered due to link with information, engagement and service provision</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	
<p>Age</p> <p>To help support delivery of impact identified in this policy area it is important that people have the necessary digital skills that could assist with delivery.</p> <p>For example skills around data collection, use of digital mapping and analysis tools that may positively impact on areas around biodiversity/ carbon reduction and offsetting in agriculture (Current example the PLANED BRICS project - http://www.planed.org.uk/brics/).</p> <p>What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to industries such as agriculture, fisheries and forestry.?</p> <p>How could the plan support the development of skills in this area? Are there opportunities to work with Pembrokeshire College, Universities, farming unions, PLANED and others to explore this?</p> <p>Would support and action in any of the above areas fall within the scope of the plan?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p> <p>Response Outside Land Use Policy –Strategic Level: The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan includes 'Recruitment and Employment Transformation Framework', initiatives under this project should have a positive impact on employment opportunities for young people and others in the Park.</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing</p>

	<p>communities within the Park area. E1.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to industries such as agriculture, fisheries and forestry? How could the Plan support the development of skills in this area? Are there opportunities to work with Pembrokeshire College, Universities, farming unions, PLANED and others to explore this? Would support and action in any of the above areas fall within the scope of the plan? E1.</p> <p>Response Outside Land Use Policy – Project Level: Authority is currently reviewing its educational offer to ensure that it aligns with new curriculum including need to align with digital competency element. This would be addressed and implemented at project level in relation to W2 a. There are also potential</p>
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		<p>opportunities to increase digital competency skills at project level when responding to W2 c in terms of provision of citizen science, volunteering and formal training opportunities.</p> <p>Action Project Level: When developing projects and responses to action W2 a and W2 c consider where appropriate how they can assist people in developing digital competency skills (aligning with new national curriculum.) E1.</p>
<p>Age / Disability/ Marriage and Civil Partnerships/ Sex / Socio Economic</p> <p>Promoting community grown food through community allotments and similar projects could assist people and families in socio economic disadvantage in the Park area facing food poverty.</p> <p>Are there opportunities to work jointly with local social housing and supported housing providers, PAVS, Clynyw Care Farm, local food banks and community organisations on joint projects?</p>	+	<p>Response Outside Land Use Policy – Project Level (Food Poverty): There is potential to develop projects that can assist with issues around Food Poverty through promoting community grown food initiatives (e.g. community gardens, allotments etc.) under E1 action m and N3 action a.</p> <p>Project Level Action: Address issues relating to food poverty through collaborative development of projects under N3 a and E1 m in relation to community grown food initiatives</p>

		(e.g. community gardens, allotments etc.) Potential to engage with existing projects and work with local social housing and supported housing providers, PAVS, Clynfyw Care Farm, local food banks and community organisations on joint projects. E1m, N3a.
<p>Age/ Disability</p> <p>When carrying out interventions related to marine pollution prevention it is important to consider how messages or action encouraged may impact on people from different groups. For example banning of plastic straws or promotion of plastic free locations. In the case of campaigns on plastic straws, initial discussion did not recognize potential impact of ban on disabled people. Potential solution identified by disabled people and advocates was that restaurants and coffee shops could keep plastic straws on hand for disabled people and people with health needs that require use of one. When designing water fountains it is important to consider are they placed in accessible locations, is there design accessibility– e.g. could someone in a wheelchair use them, are the instructions easy to follow? Have recycling bins been positioned in an accessible manner?</p> <p>How can the Plan encourage people developing interventions or schemes to consider how such schemes might impact different groups, particularly disabled people?</p>	<p>+/-</p>	<p>Response Outside Land Use Policy – Project Level: In terms of interventions and responses under E1 action i, individual proposals will need to consider equality impacts.</p> <p>Project Level Action: Individual Proposals and responses under E1 action i used to address issues relating to marine litter and associated issues will need to consider equality impacts to ensure they do not unfairly disadvantage or discriminate against disabled people and can put in place mitigating actions where needed. This includes thinking about how initiatives can make it easier and remove barriers for disabled people so that they are able to benefit from opportunities to assist with issues</p>

		around marine litter (e.g. location of recycling bins, design of water fountains). E1i.
Disability/ Race When interpreting and animating cultural heritage, natural history and the arts at owned and managed sites there is a need to take into account the accessibility of interpretation material and its layout so that it meets the needs of people with access needs including those with sensory disabilities and also for visitors who do not have English or Welsh as their first language. How can the Plan help ensure this happens?	+/-	Response Outside Land Use Policy – Project Level: This would be addressed at project level under E1 action k in relation to how Authority and partners develop interpretation material. There is potential to link action k with W1 action c in terms of exploring responses to removing barriers to people being able to access opportunities in the Park. Project Level Action: When developing and designing interpretation material and layout under E1 action k, consideration should be taken of how these can be made accessible, (particularly for disabled people with different sorts of disabilities) and be relevant and engaging for diverse audiences. E1k.
Age / Disability/ Gender Reassignment / Pregnancy and Maternity / Race/ Religion or Belief/ Sex / Sexual Orientation Across the protected characteristics there are issues relating to people being targeted for harassment, sexual violence, domestic abuse and hate crime and	+/-	Response Outside Land Use Policy – Project Level: Recognise that when projects in place to manage lighting / light pollution in Park Area there is a need to factor in potential safety

<p>incidents. Fear of being targeted may also mean people are reluctant to go outdoors and use public transport. This is an issue that is relevant for those living in the Park and also those visiting it. Younger People aged 16-24 are the age group in Wales who feel least safe walking in their local area after dark. Dark sky / light pollution measures in an area including limited street light provision could increase the risks for some individuals and make them more vulnerable to incidents or discourage them from going out in the dark in certain areas (which could be particularly restrictive in winter time).</p> <p>How will actions to manage lighting for vulnerable species and species groups including bats, otter, dormouse, Manx shearwater and invertebrates take into account wider potential security concerns within an area?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>		<p>implications or concerns that people may perceive or face.</p> <p>Project Level Action: Projects focusing on light pollution/ minimisation should consider at design and development stage secure by design principles and potential safety implications of projects and identify mechanism for concerns and issues to be mitigated. Consideration should be taken of impacts on both residents and visitors with a recognition that safety concerns could act as a barrier for some people to accessing the Park or local services/ public transport opportunities particularly in winter months. E1g.</p>
<p>Age/ Disability/ Pregnancy and Maternity / Sex</p> <p>Impacts within this policy should have positive impact on public health considerations.</p>	<p>+</p>	<p>Response Outside Land Use Policy – Project Level: Actions under E1 should have positive impact on public health particularly those that impact on Marine pollution and food.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>Additional Issues to Consider not addressed in above sections</p>		
<p>Areas for consideration (Identified in Evidence and Feedback document)</p>	<p>+/-</p>	<p>Response/ Mitigation</p>

and Impact			
Equality Impact Assessment Summary			
<p>Initial considerations:</p> <p><i>E1: Impacts relating to - Addressing communication channels used and accessibility and nature of information provided in terms of preventing recreational disturbances or encouraging certain behavior. Addressing current and future digital skills gaps that could help deliver impacts. Joint working opportunities and positive impact of promotion of community grown food. Ensuring interventions on marine pollution are inclusive and take account of accessibility needs. Light restriction and impact on perceived and actual security in area. Positive impacts on public health. Developing inclusive and accessible interpretation at sites.</i></p>			

Celebrating Heritage

H1: Conserve and enhance landscapes of particular historic interest, Conservation Areas, scheduled monuments, listed buildings and their settings.		
<ul style="list-style-type: none"> a. Raise public awareness and enjoyment of historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation. b. Monitor the condition of scheduled monuments and sites of local heritage significance. c. Target management (including agri-environment scheme assistance) to stabilise monuments in worsening condition, prioritising according to monument condition and the nature of risk, with recording and rescue excavation, as appropriate, for sites at risk of coastal erosion. d. Conserve and restore field boundaries with a particular emphasis on areas of registered historic landscapes and relevance to connectivity for biodiversity. e. Manage development in accordance with Pembrokeshire Coast National Park Authority's <i>Local Development Plan 2</i> heritage policies and associated guidance (e.g. updates to conservation area proposals documents, including review of tree preservation orders). f. Conserve and enhance conservation areas and historic buildings, including listed buildings and buildings at risk, through advice, grants and enforcement. g. Conserve local distinctiveness in the built environment. h. Celebrate place names, e.g. field names. i. Monitor heritage crime and liaise with crime prevention agencies to ensure that where it arises appropriate action is taken. 		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
Age / Disability / Race / Sex Is the information we provide visitors and people living locally to raise public awareness and enjoyment of historic landscapes, buildings and monuments, suitable and accessible for residents and the diverse and wide range of visitors to the Park. How can the plan ensure that messages and information reaches different audiences and in a format that they can access and understand? Taking into account the use of plain English, accessible formats, use of pictures and	+/-	Response Outside Land Use Policy – Strategic Level /Project Level: This in part would be addressed through amendment suggested for W1 around 'the promotion of the National Park as a destination reaches and is representative of more diverse audiences and projects develop in

<p>meeting the needs of people whose first language is not English or Welsh, using digital channels to engage with some groups and where we provide information.</p> <p>Representation is a major barrier for ethnic minorities and other groups which feel excluded from the National Parks. The Champions in the Mosaic projects, clearly articulated that when websites and other communications fail to include images of ethnic minority people, it conveys a message that the National Parks are “not for people like me”. Are there opportunities to make destination promotion of the Park heritage sites more inclusive? Are there opportunities to develop campaigns that through increasing user generated content of images of diverse people (themselves, friends, families) in the Park (and other Parks in the UK) help increase representation, visibility and reach of the destination through people’s own online and social networks?</p> <p>How can we ensure information about the Park’s heritage opportunities are promoted in more urban areas, community hubs and urban events such as Mela’s and Pride to enable destination promotion to reach wider audiences?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>response. However adding ‘and increase access to’ in H1 a “Raise public awareness and enjoyment of historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation” would make it clear that initiatives to increase access and reach diverse audiences also apply to historic, heritage and cultural opportunities in the Park, not only outdoor recreational aspects.</p> <p>Action - Amendment: Amend the following “Raise public awareness and enjoyment of historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation.” To “Raise public awareness and enjoyment of <i>and increase access to</i> historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation.” H1a.</p> <p>Project Level Action: Develop</p>
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		<p>projects that support the promotion of the Park's heritage and cultural sites as a destination to more diverse audiences and that its portrayal of these sites as a destination is more representative as a result of amendments to H1 action a and amendments around destination promotion in W1. W1. H1a.</p>
<p>Disability</p> <p>Disabled people are less likely to participate in leisure, arts and recreational opportunities. Barriers include inaccessible facilities or lack of appropriate facilities or equipment, transport and lack of appropriate information and awareness of what is available.</p> <p>There is a need to ensure that heritage events, activities and volunteering opportunities are designed to take into account reasonable adjustments and that wider considerations have been addressed where needed - for example location of nearest toilets, access, accessible parking, dietary requirements. How can the provision of the following be supported and increased in the Park area, working with local businesses, tourism providers and heritage sites:</p> <ul style="list-style-type: none"> • Axillary aids (mobility scooters) • Facilities such as accessible toilets, changing places and provision of outdoor seats in suitable locations. • Interpretation material and layout that takes into account access needs, including the provision of information for people with sensory disabilities • Virtual and other visual tools that enable people who cannot physically access certain parts of a heritage site for example towers within a castle to gain a 	<p>+/-</p>	<p>Please see previous responses in relation to facilities and land use planning.</p> <p>Response Outside Land Use Policy – Project Level (Collaboration): Would be addressed at Project level through both W1 c, k and following amendment H1 action a. This would include looking at access in term of access to interpretation, heritage and arts opportunities within the Park.</p> <p>Action Project Level (Collaboration): Ensure when developing interpretation materials and projects accessibility and mechanisms to make them inclusive are taken into account. Consider how projects could link in or promote</p>

<p>virtual insight and experience of those parts of the heritage site.</p> <ul style="list-style-type: none">• Participation in Autism hours or other similar schemes• Participation in Hynt, a national access scheme for theatres and arts centres in Wales, that aims to ensure a consistent offer available for disabled visitors and their carers or personal assistants• Participation in Dementia Friendly schemes• Development of schemes similar to Learning Disability Wales' Gig buddies, a befriending scheme that matches people with a learning disability and/or autism in Cardiff with volunteers who share the same interests. A Gig Buddy could be a Football Buddy, a Bowling Buddy, a Rambling Buddy, a Quiz Buddy, a Roller Skating Buddy, a Surfing Buddy. <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p> <p>Consultation Response to EQIA (EqIA002 – Dyfed Archaeological Trust): Opportunities for less mobile members of a community to engage with the historic environment/cultural heritage. One way of achieving this could be travelling 'road shows' bringing teaching collections to adults with dementia or mobility issues. Engaging all members of communities promoting inclusivity and the historic environment.</p>		<p>schemes like Hynt, Autism hour, dementia friendly attractions in the Park area or a Park specific 'Gig buddies' style scheme to help increase access to recreation opportunities in the Park area. Consider development of travelling 'road shows' to bring teaching collections to adults with dementia or mobility issues. W1c and k, H1a (amended).</p>
<p>Sexual Orientation</p> <p>The Well-being assessment for Pembrokeshire highlighted that LGB people in Pembrokeshire would like to engage more with cultural activities.</p> <p>Alongside promoting cultural activities there is a need to ensure venues are LGBT friendly, positive visual references are viewable e.g rainbow flag, celebrating LGBT history month, linking in with projects e.g. Iris prize and local LGBT groups.</p>	<p>+/-</p>	<p>Response Outside Land Use Policy – Project Level (Collaboration): Would be addressed at project level through both W1 c and H1 action a (amended).</p> <p>Action Project Level</p>

<p>How could the Plan facilitate this?</p>	<p>(Collaboration): Consider how culture, heritage and arts based projects and sites promoted under H1 action a (amended) in order to Raise public awareness and enjoyment of historic landscapes, buildings and monuments can host specific events e.g. celebrating LGBT history month, link in with projects such as Iris Prize and work with local LGBT groups and promote sites as LGBT friendly. W1c, H1a (amended).</p>
<p>Age/ Race / Religion or Belief</p> <p>There are opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding.</p> <p>For refugees and people who were not born in the UK accessing landscapes and heritage sites can often spark feelings of connections to their homeland. A community champion as part of the Mosaic project noted that ‘Some people connected some of the places in the Park to their country of birth and they felt close to their villages and home.’ and similarly when local refugee families supported through Croeso organisations visited Carew they were able to talk about their experiences of castles in Damascus, Aleppo and Homs.</p> <p>The sharing of stories can also be an important tool for intergenerational community engagement.</p> <p>How can the Plan encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people’s relationship with the</p>	<p>+/- Response– Project Level (Collaboration): This could be explored under H2 action c. However wording of action c would need to be amended to make it more inclusive so that it engages both local communities and also people visiting to reflect on their own stories and relationships with landscape.</p> <p>Action/ Amendment: Suggest amending H2 b from ‘Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity.’ to ‘Collaborate with local</p>

<p>landscape and their heritage? Does reflecting on certain periods of history of the area or the impact of Flemish on local dialect provide opportunities to explore issues around community cohesion? Are there opportunities for art, cultural and heritage sites in the park to engage with Refugee Week, Black History month or community organisations working with ethnic minority groups outside the Park such as EYST?</p> <p>Are there opportunities to work with the local Gypsy and Traveller Community on events that celebrate Pembrokeshire Gypsy and Traveller heritage and provides an opportunity for this community to share their stories and history?</p>	<p>communities <i>and others</i> to celebrate and record dialect, customs, songs, crafts and other attributes of local identity in the Park <i>and provide opportunities for people to share stories about their relationship with the landscape and their own heritage.</i> (Amendment applied.)</p> <p>Action Project Level: Consider how projects developed under H2 c can ensure that a broad perspective and interpretation of local identity can be captured and is not limited to one narrative (e.g. looking for opportunities to promote and celebrate Pembrokeshire Gypsy and Traveller heritage.) and encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people's relationship with the landscape and their heritage. H2b.</p>
<p>Age/ Disability/ Gender Reassignment/ Marriage and Civil Partnerships / Race / Religion or Belief / Sex / Sexual Orientation</p> <p>The need to help support and develop community focal points/ facilities, hubs, locations for events and activities that help address social isolation and provide</p>	<p>+/- Response – Strategic Level/ Project level: The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are</p>

<p>opportunities for people to engage with others in the Park area. A need to ensure that these facilities are inclusive and accessible.</p> <p>There is potential for some heritage sites particularly those with facilities (cafes/meeting rooms) to become community focal points. What actions could the plan promote that could assist with this?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan including 'Doing things differently' which includes looking at how facilities and services are delivered to communities and how to respond to new challenges. Currently Oriel y Parc provides a meeting point for Dementia Café and other groups in the Park and Castell Henllys and Carew provide fairs and community focused events that provide opportunities for people to engage with others.</p> <p>Action/ Amendment: Include more explicit reference to Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. H1.</p> <p>Project Level Action: Continue to support delivery of community focused events and fairs at</p>
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		heritage and cultural centres within the Park under H1 a (amended). H1a.
<p>Age / Disability / Marriage and Civil Partnerships / Race / Religion and Belief / Socio Economic</p> <p>The promotion of access and positive experiences of heritage opportunities in the Park for people, families and school children in socio economic disadvantage within and outside the Park.</p> <p>Are there opportunities to link in with schemes such as family holiday initiative or schemes that can reduce transport costs? Are there opportunities to work jointly with Gingerbread, local social housing and supported housing providers on joint projects? Could financial assistance be provided or scheme developed to cover travel costs for schools with high % of children on free school meals?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	+/-	<p>Response – Project Level (Collaboration): Would be addressed at Project level through both W1 c, W2 a and H1 a (amended).</p> <p>Action Project Level (Collaboration): When developing projects under W1c and W2 opportunities to link in and work collaboratively with schemes such as family holiday initiatives or schemes that can reduce transport costs will be considered (this includes enabling people to access heritage and cultural opportunities within the Park). Including the development of collaborative opportunities for joint projects with organisations such as Gingerbread, local social housing and support housing providers. W1c, W2a, H1a (amended).</p>
<p>Age / Disability / Gender Reassignment / Marriage and Civil Partnership/ Socio Economic</p>	+/-	<p>Response– Project Level: These issues would be addressed at project level through responses to W1c and W2 c. Currently the</p>

<p>The potential of the Park in terms of its volunteering offer to assist and benefit people affected by mental ill health, social isolation, domestic abuse, physical ill health, bereavement, financial issues and homelessness.</p> <p>How can barriers to accessing volunteering opportunities in the Park be addressed for example access to child care, transport costs, restrictions placed on people due to benefit requirements, awareness of opportunities?</p> <p>Are there opportunities to further engage with PAVS or with Pathways project officers look at potential barriers to engaging with volunteering opportunities in the Park and ways to overcome them?</p>		<p>Authority's Pathways project looks to address issues around barriers to volunteering.</p> <p>Action Project Level: Projects and responses developed under W2c and H1 a in terms of citizen science and volunteering should look to address potential barriers people may face to being able to access these opportunities. Projects and responses should seek to learn from existing and past projects such as Pathways and their findings and responses in relation to barriers to taking up volunteering or other opportunities. W2c, H1a.</p>
<p>Religion and Belief</p> <p>Impacts within this policy should have positive impact on heritage sites of religious importance within the Park.</p>	+	<p>Response – Project Level: Actions under H1 should positively impact on heritage sites of religious importance within the Park.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>Age / Disability</p> <p>Are there any current issues in relation to access and conservation areas and historic buildings in the Park? How are issues relating to accessible and lifetime</p>	?	<p>Response Land Use Planning (Historic Buildings/ Conservation Areas): Further</p>

neighbourhoods addressed within conservation areas?		information needed. Action – Engagement PCNPA staff: Are there any current issues in relation to access and conservation areas and historic buildings in the Park? How are issues relating to accessible and lifetime neighbourhoods addressed within conservation areas? H1.
H2: Promote the Welsh language and local dialects and celebrate culture and creativity related to the landscape.		
a. Interpret and animate landscape, cultural heritage, natural history and the arts. b. Contribute to the target ⁶ for the number of people able to enjoy speaking and using Welsh to reach a million by 2050. a. Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity in the Park and provide opportunities for people to share stories about their relationship with the landscape and their own heritage. c. Provide guidance on the sympathetic enjoyment of monuments considered sacred and their settings. d. Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i> , e.g. Community Participation.		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
Disability/ Race When interpreting and animating cultural heritage, natural history and the arts at owned and managed sites there is a need to take into account the accessibility of interpretation material and its layout so that it meets the needs of people with access needs including those with sensory disabilities and also for visitors who do not have English or Welsh as their first language. How can the Plan help ensure this happens?	+/-	Response Outside Land Use Policy – Project Level: This would be addressed at project level under H2 action in relation to how Authority and partners develop interpretation material. There is potential to link action a with W1 action c in terms of

⁶ Cymraeg 2050

		<p>exploring responses to removing barriers to people being able to access opportunities in the Park.</p> <p>Project Level Action: When developing and designing interpretation material and layout under H2 action a, consideration should be taken of how these can be made accessible, (particularly for disabled people with different sorts of disabilities) and be relevant and engaging for diverse audiences. H2a.</p>
<p>Sexual Orientation</p> <p>The Well-being assessment for Pembrokeshire highlighted that LGB people in Pembrokeshire would like to engage more with cultural activities.</p> <p>Alongside promoting cultural activities there is a need to ensure venues are LGBT friendly, positive visual references are viewable e.g. rainbow flag, celebrating LGBT history month, linking in with projects e.g. Iris prize and local LGBT groups.</p> <p>How could the plan facilitate this?</p>	<p>+/-</p>	<p>Response Outside Land Use Policy – Project Level (Collaboration): Would be addressed at project level through both W1 c and H1 action a (amended), and H1 action c.</p> <p>Action Project Level (Collaboration): Consider how culture, heritage, story-telling and arts based projects and sites promoted under H1 action a (amended) and H2 c can host specific events e.g. celebrating LGBT history month (and Pembrokeshire based LGBT History), link in with projects such as Iris Prize and work with local</p>

		LGBT groups and promote sites as LGBT friendly. W1c, H1a (amended), H2c.
<p>Age / Race / Religion or Belief</p> <p>There are opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding.</p> <p>For refugees and people who were not born in the UK accessing landscapes and heritage sites can often spark feelings of connections to their homeland. A community champion as part of the Mosaic project noted that ‘Some people connected some of the places in the Park to their country of birth and they felt close to their villages and home.’ and similarly when local refugee families supported through Croeso organisations visited Carew they were able to talk about their experiences of castles in Damascus, Aleppo and Homs.</p> <p>The sharing of stories can also be an important tool for intergenerational community engagement and for those with dementia.</p> <p>How can the Plan encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people’s relationship with the landscape and their heritage? Does reflecting on certain periods of history of the area or the impact of Flemish on local dialect provide opportunities to explore issues around community cohesion? Are there opportunities for art, cultural and heritage sites in the park to engage with Refugee Week, Black History month or community organisations working with ethnic minority groups outside the Park such as EYST?</p> <p>Are there opportunities to work with the local Gypsy and Traveller Community on events that celebrate Pembrokeshire Gypsy and Traveller heritage and provides an opportunity for this community to share their stories and history?</p>	+/-	<p>Response Outside Land Use Policy – Project Level (Collaboration): This could be explored under H2 action c. However wording of action c would need to be amended to make it more inclusive so that it engages both local communities and also people visiting to reflect on their own stories and relationships with landscape.</p> <p>Action/ Amendment: Suggest amending H2 c from ‘Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity.’ to ‘Collaborate with local communities <i>and others</i> to celebrate and record dialect, customs, songs, crafts and other attributes of local identity in the Park <i>and provide opportunities for people to share stories about their relationship with the landscape and their own heritage.</i> H2c.</p> <p>Action Project Level: Consider</p>

		<p>how projects developed under H2 c can ensure that a broad perspective and interpretation of local identity can be captured and is not limited to one narrative (e.g. looking for opportunities to promote and celebrate Pembrokeshire Gypsy and Traveller heritage.) and encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people's relationship with the landscape and their heritage. H2c.</p>
<p>Age / Disability/ Pregnancy and Maternity / Sex</p> <p>Provision of Welsh language events and opportunities to learn and use Welsh while engaging in projects to assist or find out more about the Park can assist with social isolation issues for particular groups. How can the plan, facilitate more opportunities like this?</p> <p>Note: Linked to theme identified in Multi-agency Equality Plan consultation activities. Some feedback noted that they felt people without Welsh Language Skills were disadvantaged in terms of work opportunities. Potential for projects related to the Park to assist people to learn and develop their use of the Welsh Language.</p> <p>Community focal points and facilities can play an important role in addressing</p>	+	<p>Response – Project Level (Collaboration): Would be addressed at project level through both H2 action b and c linking with project developed under W1 action c and k.</p> <p>Project Level Action: Development of responses under W1 c and k should consider how Welsh language could be used to develop projects that enable people to find out more about the park while also addressing social isolation issues. Development of responses in relation to H2 action b and c should consider how</p>

<p>social isolation and providing opportunities for people to engage with others in the Park area. Are there opportunities to learn from Tafarn y Sinc in terms of opportunities to develop community focal points that can both support community resilience and engagement while also helping promote the welsh language and heritage? How could the plan foster such activities?</p>		<p>Welsh Language projects can help address issues around social isolation and loneliness and bring people together and opportunities to work with communities to develop Welsh language community hubs / focal points. W1c and k, H2b and c.</p>
<p>Religion and Belief</p> <p>The National Park area contains a number of historic religious buildings and sites of importance both locally and in terms of pilgrimage for those visiting outside of area. Heritage sites/ ancient monument in the Park can be the focal point of religious celebrations. There can be issues relating to intentional damage at sites. Authority and Dyfed Powys Police have worked with pagan community through heritage watch to provide guidance sympathetic enjoyment of monuments considered sacred and their settings. It is positive that this has been included as an impact in the plan.</p> <p>Does any further engagement need to be carried out with communities to ensure guidance and positive relations are maintained?</p> <p>Consultation Response to EQIA (EqIA002 – Dyfed Archaeological Trust):</p> <p>Many opportunities for supporting policies on religion and belief as many historic monuments are ‘sacred’ in nature. A more ‘open door’ approach providing access to certain sites at certain times.</p>	<p>+</p>	<p>Response - Policy/ Project Level: Addressed through H2 action d - Provide guidance on the sympathetic enjoyment of monuments considered sacred and their settings.’ and policy level responses under this.</p> <p>Project Level Action - Engagement: In developing projects in response to this continuous engagement will be needed with communities to ensure guidance and positive relations are maintained. This could be done through Heritage Watch Scheme and exploring options around having a more ‘open door’ approach providing access to certain sites at certain timesH2d.</p>
<p>Additional Issues to Consider not addressed in above sections</p>		

Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
Equality Impact Assessment Summary		
<p>Initial Considerations:</p> <p>H1: Impacts relating to - Addressing representation, communication channels used and accessibility of information used to promote opportunities. Removing barriers and increasing access to arts and heritage opportunities within the Park for some groups. Opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding. Use of heritage sites as community focal points. Impacts within this policy should have positive impact on heritage sites of religious importance within the Park. Addressing barriers to participation in volunteering, events and activity opportunities for some groups. Conservation areas and access considerations.</p> <p>H2: Impacts relating to - Developing inclusive and accessible interpretation at sites. Increasing access for particular groups to participate in cultural activities. Opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding. Use of community based welsh language initiatives to address social isolation. Positive impact re guidance on sympathetic enjoyment as sites in park used for religious and faith pilgrimage and celebrations.</p>		

Managing natural resources sustainably

N1: Contribute to a low carbon economy for Wales and adapt to climate change.*		
<p>a) Collaborate in delivery of actions in <i>Prosperity for All: a Low Carbon Wales</i> including a carbon neutral by 2030, implementing renewable energy and energy efficiency measures (see N1b), reducing transport emissions reductions (see N1d) and safeguarding and increasing carbon storage (see N3b) including agricultural soils.</p> <p>a. Manage development in accordance with Pembrokeshire Coast National Park Authority's <i>Local Development Plan 2</i> policies and guidance in relation to soil, water, air and earth heritage, support for appropriate renewable energy development and energy efficiency measures, flooding and coastal inundation, development in coastal change management areas, relocation of development affected by coastal change, sustainable design and drainage and waste, supported by supplementary planning guidance where needed, and promoting waste efficiency through the waste hierarchy and by raising awareness of circular economy principles.</p> <p>b) Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Becoming a Carbon-neutral County. Collaborate on coastal adaptation schemes e.g. Newgale.</p> <p>c) Collaborate through the Pembrokeshire Greenways Partnership to provide and promote public transport, active travel and low-carbon vehicle initiatives.</p>		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
<p>Age/ Disability/ Pregnancy and Maternity/ Sex</p> <p>A need to remove barriers in neighbourhoods that prevent accessible active transport routes – link with issue of promoting accessible and dementia friendly neighbourhoods. This includes ensuring interventions developed for pressure point locations do not impact on the accessibility of routes or mean that a disabled person is now unable to access a location due to for example accessible parking bays no longer being available.</p> <p>Are there opportunities to engage with users to develop interactive maps of their neighbourhoods e.g. information on drop curbs etc., resting facilities like benches or where toilet and changing facilities are available? Are people with mobility and other needs able to access drop of and pick up points for public transport easily in</p>	+/-	<p>Response - Land Use Policy: Look at viability of this being addressed through our revision of the Parking Standards SPG.</p> <p>Action – Engagement PCNPA: Seek further guidance in relation to revision of Parking Standards SPG (accessibility). N1 d.</p> <p>Response: Propose amendment to wording of N1 d 3 to reference accessible in wording. This will assist in development of projects</p>

<p>the Park?</p> <p>There is a need to work with greenways, public transport providers, community transport and local taxi firms to improve the accessible transport offer. It is important the plan promotes innovation in this area due to the Park's location and current public transport offer, e.g. helping local taxi firms increase their accessible car fleet while greening their fleet, developing apps to help plan accessible journeys and look at how on demand apps could be used in rural setting. How will the plan foster the development of innovative accessible transport solutions?</p> <p>How will the plan ensure that low carbon vehicle initiatives such as electric charging points take into account needs of disabled car users and address issues of accessibility or assistance in their design?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>that take account of accessibility considerations in terms of both provision and promotion of public transport, active travel and low-carbon vehicle initiatives.</p> <p>Action/ Amendment: Add accessible to N1 action d "to provide and promote accessible public transport, active travel and low carbon- vehicle initiatives. N1d.</p> <p>Response– Project Level (Collaboration): Recognise that there is a need for projects and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in the Park to consider accessibility and how to overcome barriers particular users may face in terms of both access to information and accessing/ using transport options.</p> <p>Project Level Action (Collaboration): Projects focusing on and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in</p>
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		<p>the Park should consider at design and development stage of initiatives accessibility issues and how to overcome barriers particular users may face in terms of both access to information and accessing / using transport options. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering accessibility could act as a barrier for some people to accessing the Park, services within the Park and sustainable transport options. N1d.</p>
<p>Age / Disability /Marriage and Civil Partnerships/ Race / Sex:</p> <p>A need to assist people and families in socio-economic disadvantage to access affordable transport.</p> <p>How will issues of affordability be taken into account when developing and promoting sustainable transport solutions to ensure they are equitable? This includes ensuring interventions developed for pressure point locations do not unfairly disadvantage those with limited income.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p>	<p>Response: Propose amendment to wording of N1 action d to reference affordable in wording. This will assist in development of projects that take account of affordability in terms access to sustainable transport options.</p> <p>Action/ Amendment: Add affordable to N1 action d –“to provide and promote accessible and affordable public transport, active travel and low carbon-vehicle initiatives. N1d.</p> <p>Response– Project Level</p>

	<p>(Collaboration): Recognise that there is a need for projects and forums addressing issues relating to sustainable transport in the Park to consider affordability and how to overcome barriers particular users may face as a result in terms of accessing and using transport options. Projects developed under W1 impact c - Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the Recreational Audit for Disabled Access (2017) will also assist with this.</p> <p>Project Level Action (Collaboration): Projects focusing on and forums addressing issues relating to sustainable transport initiatives in the Park should consider at design and development stage of initiatives affordability issues and how to overcome barriers particular users may face in accessing / using transport</p>
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		options. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering affordability could act as a barrier for some people to use sustainable transport options to access the Park and services within the Park. Projects and initiatives developed under W1 – c should consider potential barriers in the Park relating to affordability and sustainable transport options. W1c, N1d.
<p>Age / Disability / Race</p> <p>One of the barrier areas identified through the Mosaic Project was the availability of information on getting to National Park via public transport. An issue for some disabled people is often the lack of reliable information around accessible transport and location to enable them to plan a trip.</p> <p>It is important that information on transport is responsive, up to date and easy to understand and when digital is suitable for people using technology such as screen readers.</p> <p>How can the plan help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries? Are there opportunities to develop “smarter travel” pilots to test joined-up sustainable transport options and new types of on-demand, app-based transport normally seen in urban areas?</p>	<p>+/-</p>	<p>Response – Strategic Level (Collaboration): This would be addressed by the public transport providers.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the plan help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries? N1c, d.</p> <p>Response – Project Level (Collaboration): There are</p>

<p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>opportunities to develop collaborative innovative projects under W1 impact c –‘Remove barriers to outdoor recreation / wellbeing opportunities, including transport barriers, and promote the opportunities to under-represented groups, e.g. by implementing solutions presented in the <i>Recreational Audit for Disabled Access</i> (2017)’ that could assist in developing improved information for users on sustainable transport options, routes and itineraries and help overcome transport related barriers to accessing the Park and use of alternatives to private car/vehicle transport.</p> <p>Project Level Action (Collaboration): Projects and initiatives should be developed collaboratively under W1 – c to help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries to help remove transport barriers to accessing the Park. W1c, N1d.</p>
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<p>Age / Sex</p> <p>Childhood obesity is a growing issue in Pembrokeshire. Boys are more likely to be physically active than girls in Wales.</p> <p>Are there opportunities to work with schools, parents and young people to look at ways to promote and encourage active travel in terms of walking and cycling to schools in the Park area? What are the barriers that may currently prevent children and parents from choosing active travel options?</p>	<p>+/-</p> <p>Response – Strategic Level (Collaboration): This is the role of the County Council for which the Authority provides comment.</p> <p>Action/ Amendment: No further action or amendment needed.</p>
<p>Age/ Disability/ Gender Reassignment / Pregnancy and Maternity / Race/ Religion or Belief/ Sex / Sexual Orientation</p> <p>Across the protected characteristics there are issues relating to people being targeted for harassment, sexual violence, domestic abuse and hate crime and incidents. Fear or past experiences of being targeted may mean people are reluctant to use certain active travel routes or use public transport. This is an issue that is relevant for those living in the Park and also those visiting it.</p> <p>How can the Plan facilitate actions to address potential safety concerns at locations or for active travel routes or public transport, including working with transport providers and communities?</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>	<p>+/-</p> <p>Response – Strategic Level (Collaboration): This would be a matter for the transport providers in Pembrokeshire.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the plan facilitate actions to address potential safety concerns on active travel routes or public transport, including working with transport providers and communities? N1d.</p>
<p>Age</p> <p>To help support delivery of impact identified in this policy area it is important that people have the necessary digital skills that could assist with delivery.</p> <p>For example skills around data collection, use of digital mapping and analysis</p>	<p>+/-</p> <p>Response – Strategic Level: The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for</p>

<p>tools that may positively impact on areas around carbon reduction and offsetting in agriculture (Current example the PLANED BRICS project - http://www.planed.org.uk/brics/).</p> <p>What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to industries such as agriculture, fisheries and forestry?</p> <p>How could the Plan support the development of skills in this area? Are there opportunities to work with Pembrokeshire College, Universities, farming unions, PLANED and others to explore this?</p> <p>Would support and action in any of the above areas fall within the scope of the Plan?</p>	<p>Pembrokeshire. There are 8 integrated projects under the plan includes 'Recruitment and Employment Transformation Framework'; initiatives under this project should have a positive impact on employment opportunities for young people and others in the Park.</p> <p>Action/ Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. W2a and c, N1.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to industries such as agriculture, fisheries and forestry? How could the plan support the development of skills in this area? Are there opportunities to work with Pembrokeshire College,</p>
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	<p>Universities, farming unions, PLANED and others to explore this? Would support and action in any of the above areas fall within the scope of the plan? W2a and c, N1.</p> <p>Response - Project Level: Authority is currently reviewing its educational offer to ensure that it aligns with new curriculum including need to align with digital competency element. This would be addressed and implemented at project level in relation to W2 a. There are also potential opportunities to increase digital competency skills at project level when responding to W2 c in terms of provision of citizen science, volunteering and formal training opportunities.</p> <p>Action Project Level: When developing projects and responses to action W2 a and W2 c consider where appropriate how they can assist people in developing digital competency skills (aligning with new national curriculum). W2a and c, N1.</p>
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Wording Amendment (Following June NPA)		N/A	Wording amendment has no impact on previous areas for consideration identified
a) Collaborate in delivery of actions in <i>Prosperity for All: a Low Carbon Wales</i> including a carbon neutral by 2030, implementing renewable energy and energy efficiency measures (see N1b), reducing transport emissions reductions (see N1d) and safeguarding and increasing carbon storage (see N3b) including agricultural soils.			
N2: Conserve and enhance water quality and restore water levels and natural flow regimes.*			
a) Support monitoring and status improvement of those water bodies in the National Park classed as poor or moderate through Natural Resources Wales' relevant River Basin Management Plan programme of measures ⁷ , the regulations scheduled for 1 st January 2020 and through complementary initiatives e.g. nutrient trading.			
b) Implement Flood Risk Management Plans 2015-2021 for Cleddau and Pembrokeshire Coastal Rivers, Teifi and North Ceredigion.			
Areas for consideration (Identified in Evidence and Feedback document)	Impact	+/-	Response/ Mitigation
Age To help support delivery of impact identified in this policy area it is important that people have the necessary digital skills that could assist with delivery. For example skills around data collection, use of digital mapping and analysis tools that may positively impact on areas around agricultural practices and water pollution (Current example the PLANED BRICS project - http://www.planed.org.uk/brics/).		+/-	Response – Strategic Level: The Authority and Public bodies in the Park are members of the Pembrokeshire Public Services Board who are implementing the Well-being Plan for Pembrokeshire. There are 8 integrated projects under the plan including 'Recruitment and Employment Transformation Framework'; initiatives under this

⁷ The programme of measures includes volume reduction and best practice management of slurry, silage, fuel oil, and agricultural chemicals; clean and dirty water separation; nutrient management planning; buffer strips and riparian fencing; cover crops and soil management in targeted catchments.

<p>What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to agriculture?</p> <p>How could the Plan support the development of skills in this area? Are there opportunities to work with Pembrokeshire College, Universities, farming unions, PLANED and others to explore this?</p> <p>Would support and action in any of the above areas fall within the scope of the plan?</p>	<p>project should have a positive impact on employment opportunities for young people and others in the Park.</p> <p>Action / Amendment: Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. W2a and c, N2a.</p> <p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to industries such as agriculture, fisheries and forestry? How could the plan support the development of skills in this area? Are there opportunities to work with Pembrokeshire College, Universities, farming unions, PLANED and others to explore this? Would support and action in any of the above areas fall within the scope of the Plan? W2a and</p>
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		<p>c, N2a.</p> <p>Response – Project Level: Authority is currently reviewing its educational offer to ensure that it aligns with new curriculum including need to align with digital competency element. This would be addressed and implemented at project level in relation to W2 a. There are also potential opportunities to increase digital competency skills at project level when responding to W2 c in terms of provision of citizen science, volunteering and formal training opportunities.</p> <p>Action Project Level: When developing projects and responses to action W2 a and W2 c consider where appropriate how they can assist people in developing digital competency skills (aligning with new national curriculum.) W2a and c, N2a.</p>
<p>Age / Disability</p> <p>Quality and access to the outdoors is important to young people. Peace and Quiet important for older people in Pembrokeshire. The natural environment could be used as a potential asset to attract/retain young people in the Park /</p>	+	<p>Response– Project Level: Actions under N2 and water quality should have positive impact on public health.</p> <p>Action/ Amendment: No further</p>

<p>Pembrokeshire Area.</p> <p>It is positive that the Plan is looking to address issue around water pollution and quality of bathing water. Poor water quality could impact on people taking up physical activity opportunities in the sea and waterways, for example open water swimming. Potential negative health impact on people who participate in activities in the sea where there is poor water quality.</p> <p>Impacts within this policy should have positive impact on public health considerations.</p> <p>Note: Theme identified in Multi-agency Equality Plan consultation activities.</p>		<p>action or amendment needed.</p> <p>Update following amendments to Plan (June 2019): Impact of deletion of N2b on positive impact is mitigated as action is already addressed through W1d.</p>
<p>Age / Disability</p> <p>Are there any implications for ageing in place and lifetime and accessible neighbourhoods and the design and mitigations proposed in the Flood Risk Management Plans?</p>	<p>?</p>	<p>Response – Strategic: Further information is needed to assess this.</p> <p>Action – Further Information: Look at flood risk management plans to see if any implications in actions in terms of ageing in place and accessible neighbourhoods. N2c.</p>
<p>N3: Conserve and enhance soils and natural carbon storage</p>		
<p>e. Promote locally-produced, environmentally sound and socially responsible food (e.g. organic standard, community-</p>		

<p>grown or conservation-grade produce).</p> <p>f. Support soil conservation, management of peat soils, wetland protection, conservation and expansion of semi-natural habitats, trees in the landscape and reduction of artificial inputs and protect the best and most versatile agricultural land from development⁸..</p> <p>g. Conserve and restore semi-natural woodland, wood pasture, trees in the landscape and field boundaries, taking into account species' connectivity needs, landscape and the impacts of plant pathogens e.g. <i>Chalara</i> ash dieback, and pursue opportunities to reduce the impacts of non-native coniferous woodland on biodiversity and landscape.</p> <p>h. Manage development in accordance with Pembrokeshire Coast National Park Authority's <i>Local Development Plan 2</i> policies and guidance in relation to soil, water, air and earth heritage.</p>		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
<p>Age / Disability / Marriage and Civil Partnerships / Sex / Socio Economic</p> <p>Promoting community grown food through community allotments and similar projects could assist people and families in socio economic disadvantage in the Park area facing food poverty.</p> <p>Are there opportunities to work jointly with local social housing and supported housing providers, PAVS, Clyfyw Care Farm, local food banks and community organisations on joint projects?</p>	+	<p>Response – Project Level (Food Poverty): There is potential to develop projects that can assist with issues around Food Poverty through promoting community grown food initiatives (e.g. community gardens, allotments etc.) under E1 action m and N3 action a.</p> <p>Action - Project Level: Address issues relating to food poverty through collaborative development of projects under N3 a. and E1 m. in relation to community grown food initiatives (e.g. community gardens, allotments etc.) Potential to</p>

⁸ Land of grades 1, 2 and 3a of the Agricultural Land Classification system (Planning Policy Wales provides detailed policy prescriptions to be applied).

		engage with existing projects and work with local social housing and supported housing providers, PAVS, Clynfyw Care Farm, local food banks and community organisations on joint projects. E1m, N3a.
Age/ Disability/ Pregnancy and Maternity / Sex / Socio Economic Impacts within this policy should have positive impact on public health considerations.	+	Response - Project Level: Actions under N3 should have positive impact on public health. Action/ Amendment: No further action or amendment needed.
Addition (Following June NPA) “Manage development in accordance with Pembrokeshire Coast National Park Authority’s <i>Local Development Plan 2</i> policies and guidance in relation to soil, water, air and earth heritage.”		Addition has no additional impact on areas for consideration
N4: Reduce air pollution.		
a. Support Natural Resources Wales and the agricultural sector to reduce or intercept reactive nitrogen emissions with an initial focus on potentially-affected nature conservation sites. b. Monitor and manage as necessary pollutants such as. oxides of nitrogen, carbon monoxide and particulates		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
Age Opportunity to address Public Health Considerations in relation to emissions around schools and family beach locations. Interventions looking to manage private transport at busy family beach locations could have a positive impact on	+	Response – Project Level: Could be addressed at Project Level under W2a and work with schools.

air pollution levels at these location		Action - Project: Consider under W2 a and c development of projects with local schools that look at promoting active travel or monitoring air pollution and traffic in terms of location around their school in the Park. W2a and c, N4a and b.
<p>Are there opportunities to work with schools, parents and young people to look at ways to promote and encourage active travel in terms of walking and cycling to schools in the Park area? What are the barriers that may currently prevent children and parents from choosing active travel options? Could school children be engaged in monitoring air pollution and traffic in terms of the location around their school in the Park?</p> <p>Rewording (Following June NPA)</p> <p>“Monitor and manage as necessary pollutants such as. oxides of nitrogen, carbon monoxide and particulates”</p>		Rewording has no additional impact on areas for consideration
Additional Issues to Consider not addressed in above sections		
Areas for consideration (Identified in Evidence and Feedback document) and Impact	+/-	Response/ Mitigation
Equality Impact Assessment Summary		
<p>Initial Considerations:</p> <p>N1: Impacts relating to - Barriers to accessing and using active travel and public transport for some groups. Addressing future digital skills gaps that could help deliver impacts.</p> <p>N2: Impacts relating to - Addressing future digital skills gaps that could help deliver impacts. Positive impacts on public health. Impact of mitigation actions for flood risk management plans on ageing in place and lifetime and accessible neighbourhoods.</p> <p>N3: Impact relating to - Joint working opportunities and positive impact of promotion of community grown food. Positive</p>		

impact on public health.

N4: *Impact relating to - Positive impact on public health. Opportunities to work with schools, parents and children to promote active travel to reduce air pollution around schools in the Park.*

Actions and Implementation (Amendments)

Actions	Implemented By	Timescale	Outcome
Action/ Amendment: Add affordable to L3. A –“to provide and promote accessible and affordable public transport, active travel and low carbon- vehicle initiatives.” (L3. Action a)	CPO, 21/5/19	Version to 5 th June NPA	L3 (a) text revised to: Collaborate through the Pembrokeshire Greenways Partnership to provide and promote accessible and affordable public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations.
Action/ Amendment: Include section in Park Plan on having an ‘Ongoing conversation about the Park’ taking into account how people can influence decisions about the Park, how we engage a wide range of people on an ongoing basis and also provide information on progress and issues suitable and accessible for different audiences. (A Landscape for Life and Livelihoods)	CPO, 21/5/19	Version to 5 th June NPA	L1 (a) text revised to: Engage on an ongoing basis with a wide range of people about management of the National Park to achieve National Park purposes.
Add to impact e, ‘Work collaboratively with others to	CPO, 21/5/19	Version to 5 th June	New impact added at W1 (h):

Actions	Implemented By	Timescale	Outcome
ensure the promotion of the Park as a destination reaches and is representative of more diverse audiences.’ – ‘Collaborate through the Destination Pembrokeshire Partnership to manage Pembrokeshire and the National Park as a sustainable destination. Work collaboratively with others to ensure the promotion of the Park as a destination reaches and is representative of more diverse audiences’ – (W1: Action e) Note additional action has been included in document.		NPA	Work collaboratively with others to ensure the promotion of the National Park as a destination reaches and is representative of more diverse audiences, including children and young families from deprived areas.
Add mental health related projects to W1. k - Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health related projects and supporting people living with dementia.” (W1: Action k)	CPO, 21/5/19	Version to 5 th June NPA	W1 (m) text amended to; Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health initiatives, and supporting people living with dementia.
Add accessible and affordable to W1. g - Collaborate through the Pembrokeshire Greenways Partnership to provide and	CPO, 21/5/19	Version to 5 th June	W1 (i) text amended to; Collaborate through the Pembrokeshire Greenways Partnership to provide and promote accessible and

Actions	Implemented By	Timescale	Outcome
promote <i>accessible and affordable</i> public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations. (W1: Action g)		NPA	affordable public transport, active travel and low-carbon vehicle initiatives, and to contribute to traffic management at specific locations.
Action/ Amendment: Add mental health related projects to W1. k - Collaborate in delivery of nature-based health services, including targeted walking programmes, <i>mental health related projects</i> and supporting people living with dementia.” (W1: Action k)	CPO, 21/5/19	Version to 5 th June NPA	W1 (m) text amended to; Collaborate in delivery of nature-based health services, including targeted walking programmes, mental health initiatives, and supporting people living with dementia.
Amend the following “Raise public awareness and enjoyment of historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation.” To “Raise public awareness and enjoyment	CPO, 21/5/19	Version to 5 th June NPA	H1 (a) amended to: Raise public awareness and enjoyment of historic landscapes, buildings and monuments, increase appropriate access to them and engage and support communities and volunteers in heritage monitoring and conservation.

Actions	Implemented By	Timescale	Outcome
of <i>and increase access to</i> historic landscapes, buildings and monuments and engage and support communities and volunteers in heritage monitoring and conservation.” (H1: Action a)			
Suggest amending H2 c from ‘Collaborate with local communities to celebrate and record dialect, customs, songs, crafts and other attributes of local identity.’ to ‘Collaborate with local communities <i>and others</i> to celebrate and record dialect, customs, songs, crafts and other attributes of local identity in the Park <i>and provide opportunities for people to share stories about their relationship with the landscape and their own heritage.</i> (H2: Action c)	CPO, 21/5/19	Version to 5 th June NPA	H2 (c) amended to: Collaborate with local communities and others to celebrate and record dialect, customs, songs, crafts and other attributes of local identity in the Park and provide opportunities for people to share stories about their relationship with the landscape and their own heritage.
Action/ Amendment: Add accessible and affordable to N1 action d “to provide and promote	CPO, 21/5/19	Version to 5 th June	N1 (e) amended to; Collaborate through the Pembrokeshire Greenways

Actions	Implemented By	Timescale	Outcome
accessible and affordable public transport, active travel and low-carbon vehicle initiatives. (N1: Action d)		NPA	Partnership to provide and promote accessible and affordable public transport, active travel and low-carbon vehicle initiatives.
Include more explicit reference in Management Plan to supporting the delivery of PSB 8 projects and working in collaboration with Public Service Board Members to address issues facing communities within the Park area. (A Landscape for Life and Livelihoods .Well-being, enjoyment and discovery. W2: Action a and c. E1. H1. N1. N2: Action a).	CPO, 21/5/19	Version to 5 th June NPA	<p>L1 (e) amended to:</p> <p>Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Meaningful Community Engagement.</p> <p>W1(d) amended to:</p> <p>Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Celebrating the Great Outdoors.</p> <p>E1 (p) inserted:</p> <p>Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Environmental and Climate Change Risk Assessment.</p> <p>H2 (e) amended to;</p> <p>Collaborate in delivery of projects arising from the <i>Pembrokeshire Well-being Plan</i>, e.g. Community Participation.</p> <p>N1 (c) amended to:</p> <p>Collaborate in delivery of projects arising from the</p>

Actions	Implemented By	Timescale	Outcome
			<i>Pembrokeshire Well-being Plan</i> , e.g. Becoming a Carbon-neutral County.

Actions and Implementation (Further Information)

Actions	Implemented By	Timescale	Outcome
What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? (Well-being, enjoyment and discovery)	CPO	28/10/19	<p>Wales Audit Office report <i>Local Government Services to Rural Communities</i> November 2018 recommendations https://www.audit.wales/system/files/publications/LG-services-to-rural-communities-report-english.pdf gives a comprehensive overview but by its nature does not contain the granularity needed to shape detailed project level decisions.</p> <p>From a search of the Lle geoportal for “community” or “facilities” the only relevant datasets that are returned are Active Travel Designated Localities (which already feature in the maps for the Management Plan) and the WIMD (which is considered in the Sustainability Appraisal for the Management Plan under “Access to services”).</p> <p>An approach was made with the Pembrokeshire Association of Voluntary Services and contact will be continued during the Plan period.</p>
Look at flood risk management plans to see if any implications in actions in terms of ageing in place and accessible neighbourhoods. (N2: Action c)	CPO	27/10/19	<p>LDP2 Coastal Change Management Areas were mapped onto output areas (Census data) where at least 40% of residents are over 60 (ageing in place).</p> <p>There are 6 intersections: Newport, Lower Solva, Tenby</p>

Actions	Implemented By	Timescale	Outcome
			<p>north, Tenby south, Saundersfoot, Wiseman's Bridge.</p> <p>This brings potential project level / communication opportunities during Plan period.</p>

Actions and Implementation (Engagement)

Actions	Implemented By	Timescale	Outcome
<p>Topic to consider for strategic group/ Greenways Partnership - In looking to promote sustainable transport what consideration has been taken of public transport routes and wider transport networks within the Park, Pembrokeshire and regionally. (L3: Action a)</p>	<p>Management Plan Reference Group – Discussion (24/10/19)</p>	<p>During Consultation Period</p>	<p>Key points from discussion:</p> <ul style="list-style-type: none"> • Local Authorities may in future be able to specify bus routes rather than provider (but scope of doing this dependent on funding). • Legal Requirement changes to buses in terms of accessibility by 2020 (could be a challenge for some operators) • Legislation in terms of taxis and accessibility delayed <p>At Local Level in terms of Plan:</p> <p>Potential opportunities to feed into Local transport funding</p>

Actions	Implemented By	Timescale	Outcome
			<p>bids via Local Authority. Being followed up by officers.</p> <p>Look at how Authority can engage with PACTO and other organisations involved in Community Transport. (Deliver through project level responses)</p> <p>Strategic Level:</p> <p>Mindful of how aspirations in Plan link with wider strategic developments tied to City Regions and Integrated Transport. Outside the control of the Plan.</p>
<p>Action Community Level – Engagement: Topic to consider with Community Councils: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (A Landscape for Life and Livelihoods)</p>	CPO	28/10/19	<p>An approach was made with the Pembrokeshire Association of Voluntary Services and contact will be continued during the Plan period.</p>

Actions	Implemented By	Timescale	Outcome
<p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group; What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (A Landscape for Life and Livelihoods)</p>	<p>Management Plan Reference Group – Discussion (24/10/19)</p>	<p>During Consultation Period</p>	<p>Key discussion points:</p> <ul style="list-style-type: none"> • PCC has second highest number of public toilets in a local authority area, exploration of management options for them. Smaller, rural, low use, less accessible toilets at risk (lower capacity for communities to take ownership of them). Example of Cresswell Quay in terms of community run facility. • Linkages with destination management • Example given of Monmouthshire and post office franchises • PCC focus on facilities in county town • Crowd sourcing opportunities (e.g. Tafarn Sinc) • Discussion on capacity within communities. • Positive example of Narberth (Community run swimming pool, Broomfield, Span Art, Library) • Hybrid Facilities – Change of use flexibility and other potential models (home pub on weekend, toilet services, ATM in pubs) Potential planning consideration. • PCC community Asset Transfer updating policy – community right to bid (first chance) • Re-use of ecclesiastical buildings <p>The relevant “Landscape for life and livelihoods” impact is</p>

Actions	Implemented By	Timescale	Outcome
			“Manage development in accordance with Pembrokeshire Coast National Park Authority’s <i>Local Development Plan 2</i> policy, regarding major development, defence sites, lighting, amenity, employment, housing allocations, housing windfall sites and exceptional land releases for affordable housing to promote sustainable communities, in particular.”
Action Community Level – Engagement: Topic to consider with Youth Rangers: Although formal training opportunities is referenced in the section on well-being, enjoyment and discovery which aligns with the PSB work on Employment Transformation, how could the plan better address concerns from younger people about limited range of employment opportunities in the Park area and pay. (A Landscape for Life and Livelihoods)			Action during Plan period: continued work with Youth Rangers, working with education and training providers in responding to future business demand; SDF Fund, recreation industry etc.
Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: Who could the Authority work with to address above	Management Plan Reference Group –	During Consultation Period	Discussion Point: <ul style="list-style-type: none"> - Difficult Issue - Opportunities to engage with Pembrokeshire College (tailoring local opportunities) and others

Actions	Implemented By	Timescale	Outcome
<p>issues, e.g. Pembrokeshire college, Universities, local businesses, other public bodies? Could more be done to assist new business start-ups or young people looking to start up their own business / working self-employed in the Park? Could the Plan support any recommendations or learn from the findings from the Bluestone Resorts Ltd -Feasibility Study and Business Plan for Tourism and Hospitality Vocational Training and LEADER project focused on Building Pembrokeshire's Capacity to Care. How does the plan address any future and current employment trends including the gig economy and demand and skills development in relation to specific industries – countryside management, forestry, marine and renewable energy, tourism and recreation, agriculture, fisheries, digital industries, health and social care, education? What are the current challenges facing</p>	<p>Discussion (24/10/19)</p>		<p>carrying out work in this area (Bluestone and hospitality training)</p> <ul style="list-style-type: none"> - Opportunities in terms of the Marine Renewable Sector (Swansea Bay Deal etc.), issues re recruitment. - Transport can be an issue (link in to sustainable transport) - Off season events to increase tourism season <p>Further discussions between PCNPA Officers to explore how this issue could potentially be captured in the plan. Noted how increasing the length of tourism season (without additional peaking) could have positive impact on (currently) seasonal jobs. Link to the Community Benefits (Procurement).</p> <p>See references to LDP in A landscape for life and livelihoods.</p> <p>Project level: work with education and training providers in responding to future business demand; SDF Fund, recreation industry etc.</p>

Actions	Implemented By	Timescale	Outcome
<p>young people in Pembrokeshire looking to access these industries and also responses to skills around digital competency? Could further work be carried out to assist development of digital skills within agricultural sector and young people looking to work in this sector? Would support and action in any of the above areas fall within the scope of the Plan? (A Landscape for Life and Livelihoods)</p>			
<p>Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group: Does the National Park Management Plan have a role in relation to supporting collaborative initiatives to improve digital connectivity in the Park, or is this outside the scope of the Plan. If yes, what impact would the Plan be looking to develop and who would need to be engaged with to support delivery of projects/ initiatives under it. (A Landscape for Life</p>	<p>Management Plan Reference Group – Discussion (24/10/19)</p>	<p>During Consultation Period</p>	<p>Brief discussion:</p> <ul style="list-style-type: none"> - Wider Digital infrastructure and local developments in terms of digital infrastructure. - Potential to utilise digital when linked at project level to other areas,

Actions	Implemented By	Timescale	Outcome
and Livelihoods)			
Action Community Level – Engagement: Topic to consider as part of consultation: How would people like the Authority to engage with them in terms of having an ‘ongoing conversation about the Park’ and providing information on progress or new challenges during the Plan period? (A Landscape for Life and Livelihoods)	Through Formal Consultation		Discussion at reference group on how to celebrate achievements (Potential options – Story Mapping/ events)
Action – Engagement PCNPA: Engagement Action Plan group to explore wording and ideas relating to section on having and ‘ongoing conversation’ / engagement. (A Landscape for Life and Livelihoods)	CPO 29/10		Theme to be continued during the Plan period.
Action – Engagement PCNPA: What initial opportunities / learning have been identified from the current accessible and inclusive audit review of PCNPA sites? (W1: Action c)	N/A	During Plan Period	Link to wider Experiences for All, which will provide evidence during Plan period to inform actions.
Action Community Level – Engagement: Topic to consider			See earlier responses.

Actions	Implemented By	Timescale	Outcome
<p>with Community Councils: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points / facilities? How could the Plan further support the sustainability of community facilities including libraries, pubs, banks and toilet facilities? (Well-being, enjoyment and discovery)</p>			
<p>Topic to consider for strategic group: What community facilities are at risk in the Park area, are there less opportunities for accessing these opportunities in certain locations within the Park? Are there opportunities to further engage with community councils to map community focal points/ facilities? How could the plan further support the sustainability of community facilities including</p>			<p>See earlier response</p>

Actions	Implemented By	Timescale	Outcome
libraries, pubs, banks and toilet facilities? (Well-being, enjoyment and discovery)			
Action Strategic Level – Engagement (Collaboration): Topic to consider for strategic group/ Greenways Partnership - How can the Plan help address affordability issues that may impact on people accessing sustainable transport options in the Park area. (W1: Action g. N1: Action d))			See earlier response
PCNPA to consider use of beaches re mission churches and use of heritage sites for worship / celebrations: Seek feedback on extent of issue. Is impact/action sufficient? Are there any considerations for Project Level actions/response? (H2. Action d)	CPO in consultation with relevant Authority Officers	Consultation Period	Saundersfoot is currently the only location in Pembrokeshire where a mission church operates (usually for about 3 weeks of the summer with daily activities for children, including singing, possibly using a PA). It works here because the beach is always busy in summer even in poor weather and as a resort beach this is considered to be an appropriate location for it. This type of beach activity has the potential to detract from

Actions	Implemented By	Timescale	Outcome
			<p>'quiet enjoyment' in a more rural setting if it was happening daily (one-off events could be accommodated), however the NPA has never had complaints so it is not considered an issue.</p> <p>Worship / celebrations</p> <p>Improving knowledge of practices and potential issues is necessary and the Heritage Watch scheme is one route.</p> <p>Communication with relevant communities (local communities and communities of interest) is essential to being able to put mitigation measures in place.</p> <p>St Govan's Chapel is regularly used by worshippers with offerings, flowers and candles regularly left in the chapel. Items left in the chapel are tactfully removed and any money donated. There are occasional requests for wedding ceremonies to be held there which the NPA may agree, although people cannot have exclusive use and they must be prepared for members of the public to come through.</p> <p>Considerations for Project Level actions/response</p> <p>The profusion of memorials with flowers, engraved stones, urns and plaques screwed to trees, benches, path furniture</p>

Actions	Implemented By	Timescale	Outcome
			or even to the rock on a cliff top has become a significant and increasing issue as has the number of requests for memorial seats.
Consult PCNPA staff on whether promotion of schemes such as Eco Schools, The Global learning programme for Wales, would be covered by project level work under W2 a - Deliver active outdoor, heritage and arts-based recreation and learning / play opportunities via schools programmes and lesson packages, family activities and events, early years provision, and a focus on young people (particularly young people in deprived urban areas) or if explicit reference is needed. Is Pembrokeshire Outdoor Schools involved in promoting any schemes? Are they aware of the extent schools in Park are currently engaged with these	CPO in consultation with relevant Authority Officers	Consultation Period	<p>To an extent promotion of both Eco-schools (and the Pembrokeshire version, Sustainable Schools) would be covered under that broad heading. PCNPA does not outwardly promote either, but these opportunities are flagged-up as and when appropriate - for example in meeting a teacher / headteacher and when providing advice PCNPA would be likely to mention these options. PCNPA staff occasionally assist on Eco-schools / sustainable schools assessments.</p> <p>Pembrokeshire Outdoor Schools partnership has representation from both Sustainable Schools and Eco-schools, staff from both are regular contributors to the partnerships work - for example in running training sessions for teachers.</p> <p>PCNPA does not have data on the numbers of schools that are Eco-schools or Sustainable Schools, but the information does exist.</p>

Actions	Implemented By	Timescale	Outcome
schemes? (W2: Action a)			
Engage with local schools and Pembrokeshire Outdoor schools to see if they have appetite or are already involved with schemes such as Eco Schools / The Global Learning Programme for Wales etc.? (W2: Action a)			See above
Action – Engagement PCNPA staff: Are there any current issues in relation to access and conservation areas and historic buildings in the Park? How are issues relating to accessible and lifetime neighbourhoods addressed within conservation areas? (H1)	CPO in consultation with relevant Authority Officers	Consultation Period	<p>Lifetime neighbourhoods are places designed to be inclusive regardless of age or disability.</p> <p>In April 2019 Welsh Government consulted on <i>Easy access to listed buildings in Wales</i> to which PCNPA responded. Responses were published October 2019, final document to follow.</p> <p><i>Easy access to listed buildings in Wales</i> is intended to help all those who own, manage or occupy listed buildings in Wales. It should also assist those who plan alterations or advise on alternative forms of service provision. It is especially relevant for those listed buildings that offer services, such as catering, banking or shopping, or which people visit for leisure, work or education purposes.</p> <p>Although <i>Easy access to listed buildings in Wales</i> applies specifically to listed buildings, the approaches described</p>

Actions	Implemented By	Timescale	Outcome
			<p>are applicable to any historic building in Wales.</p> <p><i>Approved Document M of the Building Regulations for Wales</i> and <i>BS 8300 Design of an Accessible and Inclusive Built Environment</i> provide advice and guidance about broader policies, practices and procedures relating to access. They also contain general design guidance. Additional advice about design is available in <i>Technical Advice Note 12: Design</i> and from the Design Commission for Wales in <i>Inclusive Design in the Built Environment: Who Do we Design For?</i></p> <p>Decision-making authorities should also use the guidance alongside <i>Planning Policy Wales</i>, <i>Technical Advice Note 24: The Historic Environment</i> and <i>Conservation Principles</i> to inform their own policies and when considering individual applications for planning permission and listed building consent, including pre-application discussions.</p> <p>The Equality Act 2010, the Wales specific equality duties and the Public Sector Equality Duty provide a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act covers discrimination because of protected characteristics including age and disability. The Act sets out the different ways in which it is unlawful to treat someone. This includes direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person. People and organisations who own, manage or occupy</p>

Actions	Implemented By	Timescale	Outcome
			<p>listed buildings in Wales, and who have duties under the service provider, employer, education and other provisions of the Act, need to ensure that they do not discriminate against people with protected characteristics. When considering physical access to listed buildings and their surroundings it is necessary to take account of duties relating to disabled people and to consider potential barriers to access. However, it is important to remember that the Equality Act 2010 is about people and not buildings. It does not include standards for accessible building design, though following the good-practice guidance listed can help duty holders to provide a reasonable standard of access so that they fulfil their duties under the Act.</p>
<p>Speak to relevant PCNPA staff for further guidance in relation to revision of Parking Standards SPG (accessibility) (L3: Action a. N1. action d)</p>	<p>CPO in consultation with relevant Authority Officers</p>	<p>Consultation Period</p>	<p>Any SPG reviews will follow LDP2 adoption, no action at this point.</p>
<p>Topic to consider for strategic group/ Greenways Partnership - How can the plan help facilitate improved information for users with range of access or communication needs on</p>			<p>See above response</p>

Actions	Implemented By	Timescale	Outcome
sustainable transport provision, routes and itineraries? (L3: Action a. W1: Action g. N1: Action: c. Action d.)			
Topic to consider for strategic group / Greenways Partnership - How can the Plan facilitate actions to address potential safety concerns on active travel routes or public transport, including working with transport providers and communities? (L3: Action a. W1: Action g. N1: Action d)			See response above
Topic to consider for strategic group: What are the current and future skills needed and where are the capacity gaps across age groups in the county relating to industries such as agriculture, fisheries and forestry? How could the plan support the development of skills in this area? Are there opportunities to work with			See response above Strategic steer provided by the PSB Recruitment and Employment Transformation Project

Actions	Implemented By	Timescale	Outcome
<p>Pembrokeshire College, Universities, farming unions, PLANED and others to explore this? Would support and action in any of the above areas fall within the scope of the plan? (W2: Action a and c. E1. N1. N2: Action a).</p>			

Actions and Implementation (Project Level)

Actions	Implemented By	Timescale	Outcome
Addressing issues relating to age and dementia friendly neighbourhoods through development of projects under W1: c and k (W1: Action c and k)	CPO and relevant Authority Officers and partner orgs	During Plan Period	
Projects focusing on light pollution/ minimisation and dark skies should consider at design and development stage secure by design principles and potential safety implications of projects and identify mechanism for concerns and issues to be mitigated Consideration should be taken of impacts on both residents and visitors with a recognition that safety concerns could act as a barrier for some people to accessing the Park or local services/ public transport opportunities particularly in winter months. (L1. Action a and b)	CPO and relevant Authority Officers and partner orgs	During Plan Period	

Actions	Implemented By	Timescale	Outcome
Explore opportunities for developing projects under L1 impact area c and b that link light pollution reduction with approaches to reducing fuel poverty, including exploring opportunities to develop joint projects with housing associations and fuel poverty/energy charities. (L1. Action a and b)	CPO and relevant Authority Officers and partner orgs	During Plan Period	
Projects focusing on and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in the Park should consider at design and development stage of initiatives accessibility issues and how to overcome barriers particular users may face in terms of both access to information and accessing/ using transport option. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering accessibility could act as a barrier for some people to	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
accessing the Park, services within the Park and sustainable transport options. (L3: Action a. W1: Action g. N1. action d)			
Working with local businesses and communities in terms of initiatives around areas such as increasing provision of changing and baby changing facilities, promoting breast feeding welcoming venues, dementia friendly venues, hosting autism hours, continued hosting of beach wheelchairs under W1: c and k and H1: a. (W1: Action c and k. H1: Action a)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Addressing issues relating to barriers in leisure, arts and recreational opportunities for disabled people through development of projects under W1: a, b and c (W1: Action a, b and c)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
Addressing issues relating to provision of Beach Wheelchairs and resting places (benches) on PROW routes and Authority owned land/ facilities through development of projects under W1: a, b and c. (W1: Action a, b and c)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Individual Proposals for Management mechanisms used to deal with recreational conflict and pressure point locations will need to consider equality impacts to ensure they do not unfairly disadvantage or discriminate against disabled people and can put in place mitigating actions where needed (W1: Action d.).	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Develop projects that support the promotion of the Park as a destination to more diverse audiences and that its portrayal as a destination is more	CPO and relevant Authority Officers and partner orgs/	During Plan Period	W1 h "Work collaboratively with others to ensure the promotion of the National Park as a destination reaches and is representative of more diverse audiences, including

Actions	Implemented By	Timescale	Outcome
representative through W1: e (Dependent on amendment being included). (W1: e) – Note additional action has been included in document – ref new action.	local businesses and communities		children and young families from deprived areas.”
Develop projects that support people with less opportunities to access the outdoors in more urban environment to gain access , participate in opportunities and benefit from the Park’s outdoor environment through W1: c and W2: a. (W1: action c. W2 action a)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Projects focusing on and forums addressing issues relating to health and well-being should consider at design and development stage of initiatives potential barriers people may face and how to ensure a service is inclusive. In particular how	CPO and relevant Authority Officers and partner orgs/ local businesses and	During Plan Period	

Actions	Implemented By	Timescale	Outcome
<p>people's past experiences of health services may impact on their engagement with a project and how projects linked to walking/ physical activity could get involved with Stonewall Cymru's rainbow laces campaign and other similar opportunities. (W1: Action c and k)</p>	<p>communities</p>		
<p>Addressing issues relating to age and dementia friendly neighbourhoods through development of projects under W1: c and k (W1: Action c and k)</p>	<p>CPO and relevant Authority Officers and partner orgs/ local businesses and communities</p>	<p>During Plan Period</p>	
<p>Addressing issues relating to mental health including projects focused on mental health and young people and those looking at suicide prevention through development of projects under</p>	<p>CPO and relevant Authority Officers and partner orgs/ local</p>	<p>During Plan Period</p>	

Actions	Implemented By	Timescale	Outcome
W1: k. Addressing mental health issues that can face expectant and new parents through development of projects under W1: k and W2 a. (W1: Action k. W2: Action a)	businesses and communities		
Addressing issues relating to loneliness, social isolation and promoting intergenerational activity through projects developed under W1.c, W1.k, W2.c and H2 c. Consider how nature of cultural activities under H2 c could be expanded to reach new audiences and enable Authority to pass on Park messages/ information on how people can help protect the Park. (W1. Action c and k. W2. Action c. H2: Action c)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Project Level Action: Individual Proposals for Management mechanisms used to deal with recreational conflict and pressure	CPO and relevant Authority Officers and	During Plan Period	

Actions	Implemented By	Timescale	Outcome
point locations will need to consider equality impacts to ensure they do not unfairly disadvantage or discriminate against disabled people and can put in place mitigating actions where needed (W1: Action d and f.).	partner orgs/ local businesses and communities		
Projects developed were appropriate under W1 c, W2 c, and W1 k should engage with relevant organisations and agencies to provide opportunities for people who have been victims of crime, harassment, domestic abuse, sexual violence, hate crime to regain their confidence (if relevant) to access the outdoors and benefit from other positive and confidence building opportunities within the Park. (W1: Action c, k. W2: Action c.)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Projects developed to address W1, d, c and I should ensure that	CPO and relevant	During Plan	

Actions	Implemented By	Timescale	Outcome
the messages, information and formats they use are accessible an easy to understand and suitable for different audiences. Consideration should be made of how information and the channels used to communicate may need to be tailored to reach diverse audiences, including practical engagement that explores issues and effective social media campaigns. (W1: Actions d, c and i)	Authority Officers and partner orgs/ local businesses and communities	Period	
When developing projects under W2 c and H2 c consideration of opportunities to work with others and Gypsy and Traveller Communities on joint projects relating to Heritage of Pembrokeshire Gypsies and Travellers. (W2: Action c. H2: Action c)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Where appropriate when projects are being development and	CPO and relevant	During Plan	

Actions	Implemented By	Timescale	Outcome
<p>designed under impact W2 a those involved should engage with existing networks of sporting clubs and associations in the Park and surrounding area to identify gaps and barriers to participation and to see if specific project needs to be developed, including promoting and design of opportunities in terms of physical activities for girls?</p> <p>Consider Dyfed Archaeology suggestion of Land army days working on the farm to assist with promoting physical activities for girls or similar schemes. Ensure projects also include heritage projects such as heritage trails/ walks with children exploring historic landscape. (W2: Action a)</p>	<p>Authority Officers and partner orgs/ local businesses and communities</p>	<p>Period</p>	
<p>Addressing issues relating to ensuring that children from schools in more deprived area gain access to learning opportunities in the Park,</p>	<p>CPO and relevant Authority Officers and partner orgs/</p>	<p>During Plan Period</p>	

Actions	Implemented By	Timescale	Outcome
provision of work placements includes opportunities for people with additional learning needs and that young carers are supported through development of projects under W1: c and W2 a and e. (W1: Action c. W2: Action a and e)	local businesses and communities		
When designing, developing and delivering outdoor education and play opportunities for young people, projects should ensure that issues such as prevention and challenging of bullying and discriminatory language are built in to project design with staff provided adequate training. Could Pembrokeshire Outdoor Schools play a role in this. (W2: Action a)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Action Project Level: Projects and responses developed under W2c in terms of citizen science, volunteering and training	CPO and relevant Authority Officers and	During Plan Period	

Actions	Implemented By	Timescale	Outcome
opportunities should look to address potential barriers people may face to being able to access these opportunities. Projects and responses should seek to learn from existing and past projects such as Pathways and their findings and responses in relation to barriers to taking up volunteering or other opportunities. (W2: Action c)	partner orgs/ local businesses and communities		
Explore opportunities for developing projects under L2 action c and b that link light pollution reduction with approaches to reducing fuel poverty, including exploring opportunities to develop joint projects with housing associations and fuel poverty/energy charities. (L2: Action c and b. Well-being, enjoyment and discovery)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
When developing projects relating to mental health consider how issues relating to debt/ financial insecurity can be addressed, linking in with relevant agencies including farming unions, fisheries bodies, citizen's advice and other relevant organisations. (W1: Action k)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Projects developed to address E1 action e and m, should ensure that the messages, information and formats they use are accessible and easy to understand and suitable for different audiences. Consideration should be made of how information and the channels used to communicate may need to be tailored to reach diverse audiences, including practical engagement that explores issues and effective social media	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
campaigns.			
Individual Proposals and responses under E1 action i used to address issues relating to marine litter and associated issues will need to consider equality impacts to ensure they do not unfairly disadvantage or discriminate against disabled people and can put in place mitigating actions where needed. This includes thinking about how initiatives can make it easier and remove barriers for disabled people so that they are able to benefit from opportunities to assist with issues around marine litter (e.g. location of recycling bins, design of water fountains). (E1: Action i)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
When developing and designing interpretation material and layout under E1 action k , consideration should be taken of how these can	CPO and relevant Authority Officers and	During Plan Period	

Actions	Implemented By	Timescale	Outcome
be made accessible, (particularly for disabled people with different sorts of disabilities) and be relevant and engaging for diverse audiences. (E1: Action k)	partner orgs/ local businesses and communities		
Projects focusing on light pollution/ minimisation should consider at design and development stage secure by design principles and potential safety implications of projects and identify mechanism for concerns and issues to be mitigated. Consideration should be taken of impacts on both residents and visitors with a recognition that safety concerns could act as a barrier for some people to accessing the Park or local services/ public transport opportunities particularly in winter months. (E1: Action g)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Develop projects that support the promotion of the Park's heritage	CPO and relevant	During Plan	

Actions	Implemented By	Timescale	Outcome
and cultural sites as a destination to more diverse audiences and that its portrayal of these sites as a destination is more representative as a result of amendments to H1 action a and amendments around destination promotion in W1. (W1. H1: Action a)	Authority Officers and partner orgs/ local businesses and communities	Period	
Ensure when developing interpretation materials and projects accessibility and mechanisms to make them inclusive are taken into account. Consider how projects could link in or promote schemes like Hynt, Autism hour, dementia friendly attractions in the Park area or a Park specific 'Gig buddies' style scheme to help increase access to recreation opportunities in the Park area. Consider development of travelling 'road shows' to bring teaching collections to adults with dementia or mobility issues. (W1:	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
action c and k. W2: Action b. H1: action a (amended))			
Continue to support delivery of community focused events and fairs at heritage and cultural centres within the Park under H1 a (amended). (H1: Action a)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
When developing projects under W1c and W2 opportunities to link in and work collaboratively with schemes such as family holiday initiatives or schemes that can reduce transport costs will be considered (this includes enabling people to access heritage and cultural opportunities within the Park). Including the development of collaborative opportunities for joint projects with organisations	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
such as Gingerbread, local social housing and support housing providers. (W1: Action c. W2 Action a. H1: Action a (amended).)			
Projects and responses developed under W2c and H1 a in terms of citizen science and volunteering should look to address potential barriers people may face to being able to access these opportunities. Projects and responses should seek to learn from existing and past projects such as Pathways and their findings and responses in relation to barriers to taking up volunteering or other opportunities. (W2. Action c. H1. Action a)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
When developing and designing interpretation material and layout under H2 action a , consideration should be taken of how these can	CPO and relevant Authority Officers and	During Plan Period	

Actions	Implemented By	Timescale	Outcome
be made accessible, (particularly for disabled people with different sorts of disabilities) and be relevant and engaging for diverse audiences. (H2. Action a)	partner orgs/ local businesses and communities		
Consider how culture, heritage, story-telling and arts based projects and sites promoted under H1 action a (amended) and H2 c can host specific events e.g. celebrating LGBT history month (and Pembrokeshire based LGBT History), link in with projects such as Iris Prize and work with local LGBT groups and promote sites as LGBT friendly. (W1: action c. W2: action b. H1: action a (amended). H2 action c)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Consider how projects developed under H2 c can ensure that a broad perspective and interpretation of local identity can be captured and is not limited to one narrative (e.g. looking for	CPO and relevant Authority Officers and partner orgs/ local	During Plan Period	

Actions	Implemented By	Timescale	Outcome
opportunities to promote and celebrate Pembrokeshire Gypsy and Traveller heritage.) and encourage events that celebrate diversity and encourage wider interpretations and sharing of stories about people's relationship with the landscape and their heritage. (H2: Action c)	businesses and communities		
Development of responses under W1 c and k should consider how Welsh language could be used to develop projects that enable people to find out more about the park while also addressing social isolation issues. Development of responses in relation to H2 action b and c should consider how Welsh Language projects can help address issues around social isolation and loneliness and bring people together and opportunities to work with communities to develop Welsh language community hubs/focal	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
points. (W1: Action c and K. H2: Action b and c)			
In developing projects in response to this continuous engagement will be needed with communities to ensure guidance and positive relations are maintained. This could be done through Heritage Watch Scheme and exploring options around having a more 'open door' approach providing access to certain sites at certain times(H2: Action d)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
Project Level Action (Collaboration): Projects focusing on and forums addressing issues relating to public transport, active travel and low-carbon vehicle initiatives in the Park should consider at design and development stage of initiatives accessibility issues and how to overcome barriers particular	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
<p>users may face in terms of both access to information and accessing/ using transport option. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering accessibility could act as a barrier for some people to accessing the Park, services within the Park and sustainable transport options. (W1: action g. N1: action d)</p>			
<p>Projects focusing on and forums addressing issues relating to sustainable transport initiatives in the Park should consider at design and development stage of initiatives affordability issues and how to overcome barriers particular users may face in accessing/ using transport options. Consideration should be taken of impacts on both residents and visitors with a recognition that not considering</p>	<p>CPO and relevant Authority Officers and partner orgs/ local businesses and communities</p>	<p>During Plan Period</p>	

Actions	Implemented By	Timescale	Outcome
affordability could act as a barrier for some people to use sustainable transport options to access the Park and services within the Park. Projects and initiatives developed under W1 – c should consider potential barriers in the Park relating to affordability and sustainable transport options. (L3: Action a. W1: Action c and g. N1: Action d)			
Projects and initiatives should be developed collaboratively under W1 – c to help facilitate improved information for users with range of access or communication needs on sustainable transport provision, routes and itineraries to help remove transport barriers to accessing the Park. (L3: Action a. W1: Action c and g. N1: Action d.)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	
When developing projects and responses to action W2 a and	CPO and relevant	During Plan	

Actions	Implemented By	Timescale	Outcome
W2 c consider where appropriate how they can assist people in developing digital competency skills (aligning with new national curriculum.) (W2: Action a and c. E1. N1. N2: Action a).	Authority Officers and partner orgs/ local businesses and communities	Period	
Address issues relating to food poverty through collaborative development of projects under N3 a and E1 m in relation to community grown food initiatives (e.g. community gardens, allotments etc.) Potential to engage with existing projects and work with local social housing and supported housing providers, PAVS, Clynfyw Care Farm, local food banks and community organisations on joint projects. (Well-being, enjoyment and discovery .E1: Action m. N3: Action A)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Actions	Implemented By	Timescale	Outcome
Consider under W2 a and c development of projects with local schools that look at promoting active travel or monitoring air pollution and traffic in terms of location around their school in the Park. (W2: Action a and c. N4: Action a and b)	CPO and relevant Authority Officers and partner orgs/ local businesses and communities	During Plan Period	

Monitoring and Review

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

Project level actions will be monitored in terms of their implementation during the National Park Management Plan, plan period.

Declaration

Does the policy or decision have a significant impact upon equality issues?

Yes

(The results of all impact assessments where the impact is significant will be published on the Authority's website)

Signed By

____ M Thomas / M Regelous ____ Lead Officer ____ 26/11/2019 ____ Date

Consideration of feedback from strategic equality plan 2020 – 24 Multi-agency consultation.

Key organisations operating within Dyfed Powys worked collaboratively to deliver a joint consultation exercise.⁹ A mixed methods approach was employed to elicit the views and experiences of stakeholders across Dyfed Powys (comprising Carmarthenshire, Ceredigion, Pembrokeshire and Powys). It was agreed to produce one master survey (and sister versions) and where possible, to hold local stakeholder events in each of the four regions. This approach increased the robustness of collected data and facilitated comparability of results.

Survey Feedback

Master survey

Surveys are a well-established research method that provides breadth and depth of opinion at reasonable costs. In developing the survey, local agencies were keen to find out whether people's experiences of their services differed owing to their demographic characteristics. Recognising that equality is paramount across an exhaustive list of services, the survey focused on the Equality and Human Rights Commission's six major areas of life, as set out in '*Is Wales Fairer 2018*'. These are education, work, living standards, health, justice and personal security and participation.

Respondents were asked whether people with different characteristics generally have better or worse experiences of a prescribed list of services in comparison to the population as a whole. A Likert scale was utilised to establish whether twelve different demographic groups have 'much better', 'better', 'the same', 'worse' or 'much worse' experiences of a particular service. This was useful in recording attitudinal data (how respondents perceive other groups to be treated) and actualities (what those of particular ethnicities, age etc. thought of their own experiences). The latter is possible through filtering/disaggregating responses. Emphasis was given to identifying respondents' demographic characteristics (age, gender, ethnicity etc.) in order that the views of different groups be reflected in the report.

In addition, the master consultation survey was published in Welsh, English and Polish, reflecting the demographic composition of the four counties. In order to ensure we offered an accessible service an easy ready version was available to the public.

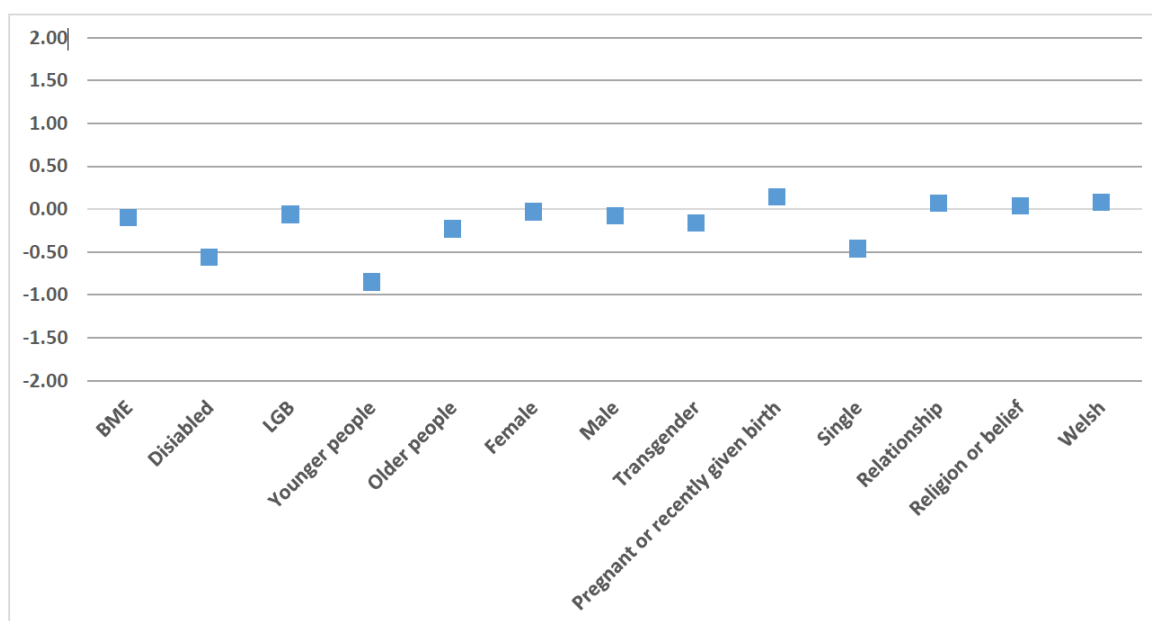
Survey reporting relies heavily on a weighted average technique, referred to throughout as the Average Index Score (AIS). Qualitative data has been analysed by, first, coding responses on the basis of emerging themes; then, offering a

⁹ Dyfed Powys Police; Hywel Dda University Health Board; Powys Teaching NHS Trust; Mid and West Wales Fire and Rescue Service; Welsh Ambulance Service; Carmarthenshire County Council; Ceredigion County Council; Pembrokeshire County Council; Powys County Council, Brecon Beacons National Park Authority and Pembrokeshire Coast National Park

synopsis of pertinent codes/themes. Analysis and reporting of survey results was undertaken by members of the Corporate Policy team at Carmarthenshire County Council.

Relevant information from the Survey for the EIA on the National Park Management Plan:

Housing



- There are considerable inconsistencies in the experiences of different demographic groups (indicated by the pattern of the above chart): some are believed to have better experiences, some worse, whilst several groups are perceived to have similar experiences in comparison to the population as a whole.
- An AIS of 0.14 for pregnant women/those recently given birth confirms a perception that this group have slightly better experiences of housing.
- The majority of demographic groups are seen to have worse experiences of housing. In particular, significantly lower, negative AISs were recorded for three groups – signifying markedly worse experiences –namely, younger people (AIS of -0.85), those with disabilities (AIS of -0.56) and single people (AIS of -0.46)

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- There is a stigma attached with being disabled and there is not enough disability friendly housing or housing for those who are older and need care or young who wish to stay in the area.
- Housing for the over 65s?? What housing?? There is little to no decent sheltered or supported housing option within Pembrokeshire,
- The under 25s have no chance either, they are told they cannot access housing benefits, but there is no affordable housing in the area - new builds

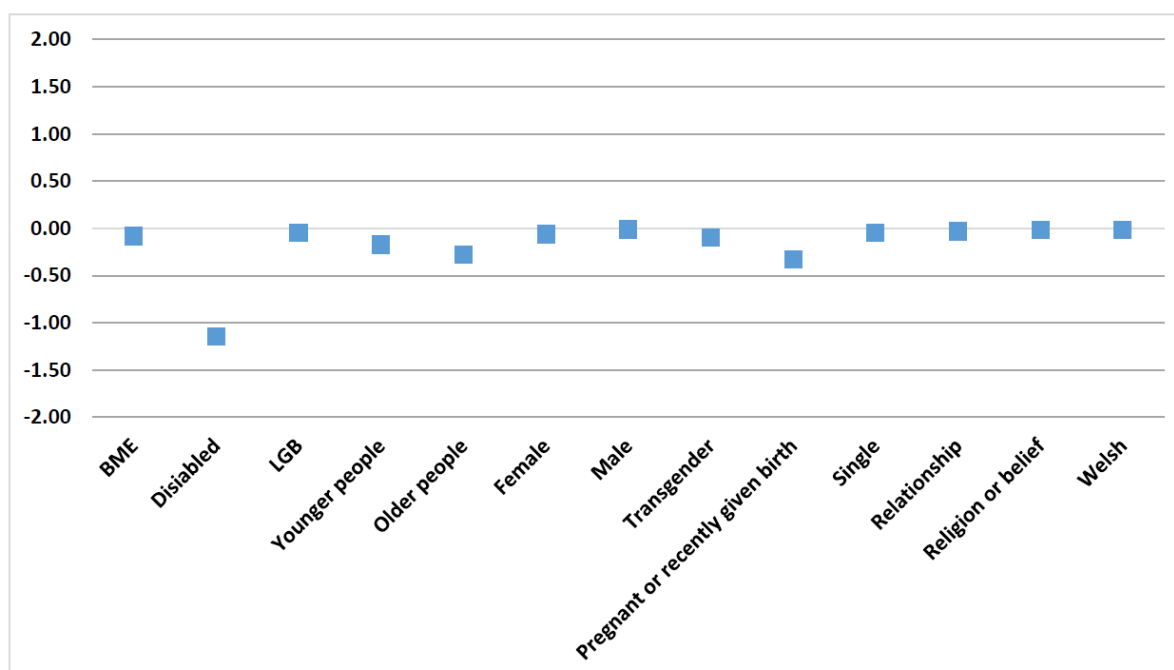
are shabbily constructed (how much are the back-handers?) and certainly not what I would term 'affordable' to either buy or rent. .

- Youngsters leave home earlier which puts a strain on available accommodation
- Perhaps single bedroom accommodation from the public sector might be the stepping stone to self sufficiency.
- It seems younger people have it harder to get accommodation
- One homeless hostel, very limited social housing 1 bed properties, high unemployment, low wages,
- I know from personal experience or would anticipate in other cases a certain amount of prejudice and there is a shortfall of housing available to younger people.
- Rental cost are outrageous
- Young people find finding suitable housing very hard.
- Accessing suitable housing for disabled people is difficult, especially in rural areas with the additional transport challenges. Young people, particularly those leaving care, find it difficult to find suitablehousing. There is very little housing for single people, it's more geared to families.
- Not enough social housing as a whole without the added need to accessible units for disabled people
- No specific experience and, therefore, not informed enough to comment.
- Mae'n anodd iawn cael help o ran dod o hyd i dŷ cyngor er enghraifft, fel person sengl. (It is hard to get help in terms of accessing council house, for a single person)
- Difficult for young to find housing
- Young people do not get appropriate housing often falling into the trap of renting privately where living conditions can be appalling and expensive.
- One bedroom units very scarce, private landlords not very welcoming of benefit recipients, or younger age groups

Consideration for Impact Assessment:

- Lack of accessible and suitable housing provision for disabled people
- Lack of affordable housing for young and single people

Access to Transport



- On balance, it was felt that most demographic groups have relatively similar experiences in respect of access to transport when compared to the population as a whole. This is indicated by the tight clustering of AISs around the 0.
- The AIS for disabled people (-1.14) is a significant outlier: access to transport is perceived to be a much worse experience for disabled people in comparison to the population as a whole. Low AISs also recorded for older people (-0.28) and pregnant women/those recently given birth (-0.33). This suggests that they also have worse experiences.
- No group was thought to have distinctly better experiences which is represented with negative scores. This suggests that all groups are perceived to have worse experiences in respect of accessing transport

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- Lack of transport again for those with disabilities and also for the young and old who rely so heavily on it. There is a lack of consideration for young people.
- There is not enough accessible public transport locally as it is only currently on some of the bigger routes. I have seen elderly people struggle to use the steps on some of the buses locally.
- Buses with only sufficient room for one pram or wheelchair, so if there is already a disabled person on the bus, then a second person has to wait for anything up to 4 hours for the next bus and hope that the wheelchair space is free. Young mothers being removed from buses to allow wheelchairs on is unacceptable.
- Transport in rural areas seems scarce, younger people rely very much on cars. generally unable to afford the fares, limited transport links
- Public transport in Pembrokeshire is so bad I could not leave my house if I did not have a car. So I can only assume this is the same for everyone.

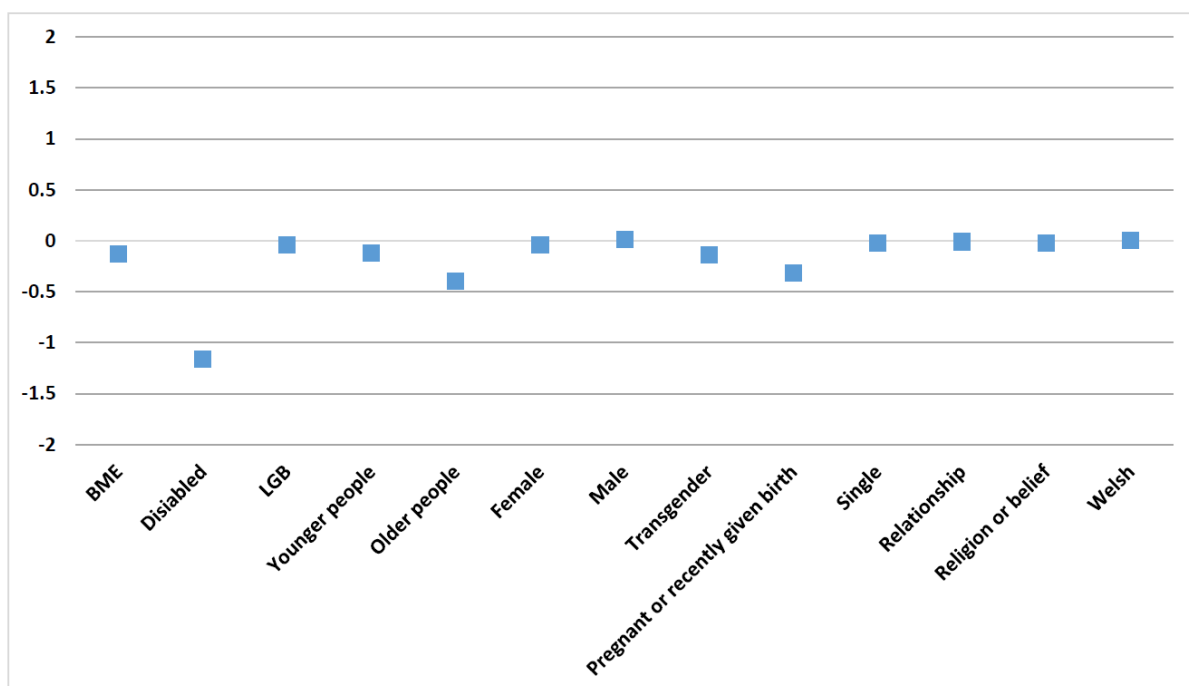
- Difficult to access trains and buses in a wheelchair or with a pram because it's quite embarrassing to have to hold people up while you try to get on/have the ramp taken out for you and set up
- Limited buses and can't be sure it's wheelchair friendly
- Not all buses can accommodate people with disabilities as yet. People who qualify for bus pass will be at an advantage over any group who have to pay for their transport needs. People (of many groups) in a more rural location will be at a disadvantage because there will be less opportunities to access transport.
- Bus passes. Deals on trains/taxis for elderly
- Anecdotal evidence and own experience of seeing e.g. Cars parked across ramps and traffic wardens doing nothing
- I use first Cymru buses regularly and the drivers are amazing helping the disabled, elderly and mums with pushchairs accessing the bus
- In rural Pembrokeshire, unless you have your own transport it is very difficult to get anywhere. Buses are few and far between, trains are limited as to where they stop.
- Difficult if you are disabled or elderly or young, i.e. not having money to travel
- Public transport by local bus is reliable, but there are no buses in the evening in our area, again being disabled or older it is hard to hang around waiting for buses and not always able to walk any distance to a bus stop. The train service is not at all reliable and doesn't run frequently enough or connect properly to be usable as a local transport service. I live in Saundersfoot and work in Haverfordwest but there is no train suitable to get me to work which is a shame as it could be quicker possibly than driving.
- In rural areas, public transport is patchy to say the least. For people with a wide range of disabilities it's hugely problematic. There are not enough wheelchair spaces on public transport and they are usually shared with prams. If the space is already taken there is no room for an additional user. There are reduced services at weekends with few services on Sundays meaning people can't access shopping, social or sporting activities easily. There are also issues with taxi services for people with physical or sensory impairments.
- The only group that may have problems I believe are those whose disability makes it difficult for them to use all public transport
- As stated previously, poor public transport provided in Pembrokeshire and even less accessible public transport for disabled people
- Too few buses. Rural areas cut off. Can't afford fares.
- Public transport is poor for all
- Low on priority agendas. Rural transport is a disgrace.
- If you don't drive in Wales it can be difficult to use public transport, this I would think affects under 25s the most
- Transport is geared to mobile persons, needs to take into account accessibility from care homes
- Generally speaking most transport providers are in a position to meet the needs of their users, however, there have been some instances where disabled people are not provided with facilities which meet their needs.
- Public transport in Pembrokeshire is poor so we all suffer the same, this is worse for the old and disabled

- hate crime and discrimination, verbal abuse on public transport is a very stark reality for gay people, trans people, and ethnic minority people. I personally avoid public transport as much as I can for fear of abuse

Consideration for Impact Assessment:

- Negative experiences for disabled people in terms of access to suitable accessible public transport and taxi services
- Negative experiences for new parents accessing public transport with buggies/ prams
- Certain groups may face hate crime when accessing public transports
- Broader issues relating to cost, frequency and timing of services

Leisure and Access to the Coast and Countryside



- In the main, different demographic groups are thought to have broadly similar experiences in respect of social, leisure and countryside access – the majority of AISs are tightly clustered around the neutral zero value – with any perceived differences in experiences considered to be marginally worse or better
- Disabled people are one notable exception to the rule. Respondents' recognised that disabled people have significantly worse experiences of Leisure and Access to the Coast and Countryside in comparison to the population as a whole – indicated with an AIS of -1.16.
- Older people (-0.40) and pregnant women/those recently given birth (-0.32) were also seen to have slightly worse experiences of Leisure and Access to the Coast and Countryside.

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

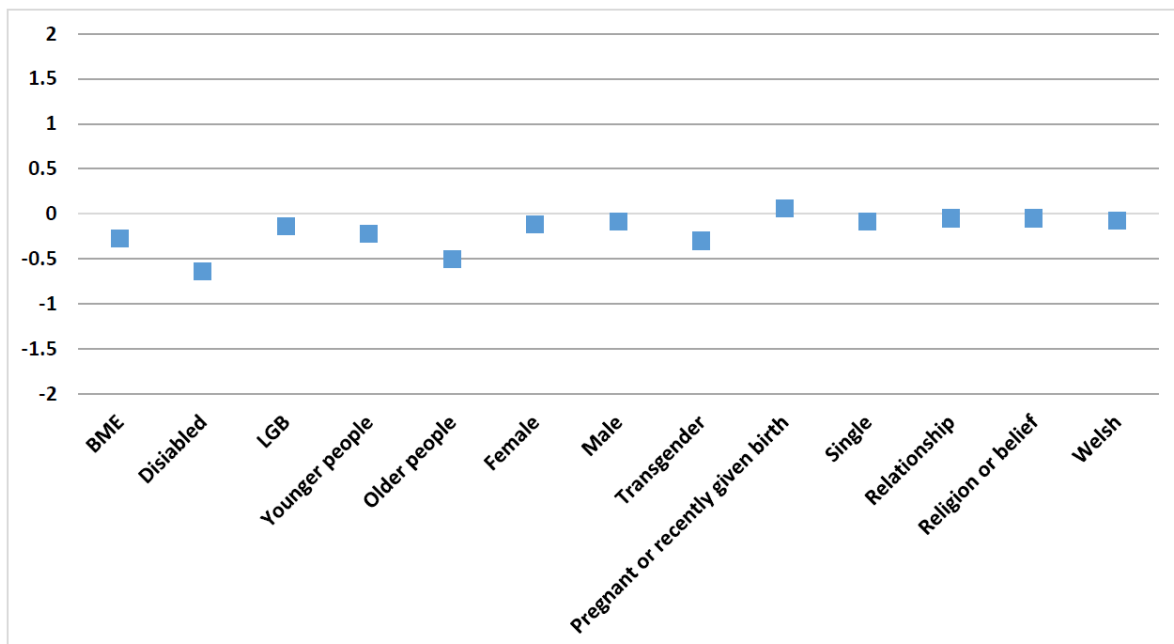
- Disabled/elderly access to beaches and countryside is terrible in Wales including toilet facilities
- Disabled individuals struggle to access the seaside and of course what provision is there for leisure?
- It is more difficult for people on either end of the age spectrum to access leisure due to the cost of parking in the areas, the price of bus fares (and sometimes the lack of rural routes where many people live) and general difficulties regarding accessibility for the elderly. We have beautiful countryside locally which is vastly underused by its population.
- Little to no wheelchair access to our beaches.
- Reduction in bus services. Implementation of car parking charges in beach areas
- There are coastal buses but I have never been on one, should be family friendly as its great to see them at leisure.
- Disabled adaptations and access quite poor
- Access to large areas of Pembrokeshire (Even the library in Haverfordwest) is difficult, some for geographical reasons. Public toilets are regularly shut or difficult to enter. They & parking are both charged for but poorly kept. This alone reduces the ability to use these & stops use of facilities or the countryside.
- Nothing to do for young people, nothing for new parents with babies other than baby groups which aren't that helpful especially for dads as my male partner doesn't feel welcome at any parent and baby groups/meetings
- Very little wheelchair access terrible.
- Some coastal areas aren't suitable for wheelchairs
- I have no problem with access to the country and coast as that is where I live. My difficulty is in going to a city such as Swansea or Camarthen. Very few transport links - you have to be able to drive
- Disabled access to the coast and countryside is reasonable, parking etc but often access to beaches is via steps or uneven paths which are not accessible. Although there is usually disabled parking, the spaces fill very quickly.
- As with my previous answer, the suitability and availability of public transport is an issue. One thing this survey also needs to bear in mind is poverty. Many of these protected characteristics live in poverty and do not have the financial means to access the countryside or leisure facilities.
- I know that it can be difficult for older & disabled people to have access to country paths. Many of these are not easily accessible.
- not enough accessible public transport and facilities to reach the countryside
- Very limited marketing targeted at groups/individuals with 'protected characteristics'. Similarly, there is still much to achieve in terms of making access to the countryside more easily available to a wider variety of people but especially individuals with physical disabilities - needs significant investment in the public rights of way infrastructure.
- Nothing for under 18s and youth centre cuts. Lots of pubs and drinking but little else, no cinema, everything requires unaffordable cost AND travel.
- There are limited areas for the young to in particular
- Beaches Esp Newgale very difficult to access there is no pathway and pebbles too difficult for those unstable on their feet.

- Leisure access for those who are disabled can be difficult to achieve again because of financial constraints. Generally speaking the majority of recreational facilities meet basic statutory requirements, however, costs are again a factor which has to be properly considered.
- A beach wheelchair is not the answer to some when there is no one to push it.
- Many areas are not suitable for disabled people to access

Consideration for Impact Assessment:

- Negative experiences and barriers for disabled people in terms of access to beaches and countryside. Concern about wheelchair access to beaches, concern around access at Newgale beach for people with limited mobility.
- Consideration of when someone may need additional assistance to access services such as beach wheelchair e.g. need someone to push it – are there volunteering opportunities or potential for gig buddies style scheme.
- Impact of cost for younger and older people in terms of transport
- Limited marketing targeted at groups/individuals with 'protected characteristics' to protected groups
- Lack of activities for young people and new parents
- Problems going to other locations outside of Pembrokeshire due to poor transport links
- Access to facilities – public toilets

Health



- As depicted in the graph above, different demographic groups are thought to have broadly similar experiences in respect to health in comparison to the wider population.
- Of all listed groups, disabled people (AIS of -0.64); older people (AIS of -0.50); transgender people (AIS of -0.30) and those from ethnic minority groups were

perceived to have particularly worse experiences of health in comparison to the population as a whole.

- Pregnant women or those recently given birth were perceived as having slightly better experiences of health services (AIS of 0.06). This result is a notable outlier given the high positive AIS and its position in comparison to other demographic groups

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

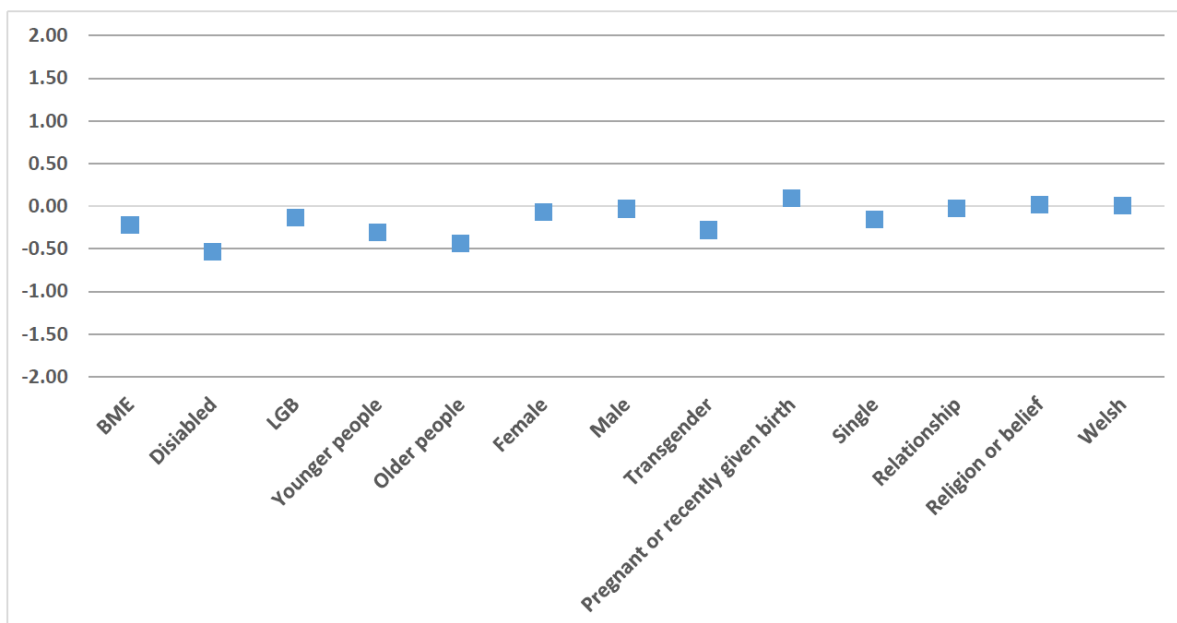
- Having been diagnosed with multiple health problems (mental and physical), I have found Pembrokeshire to be the most difficult place to obtain support in a timely manner. I have to attend appointments at a hospital 45 minutes away instead of my local hospital due to the downgrading of services and I have not been offered sufficient mental health support since my return here a few years ago. As a younger person, I have seen first hand the impact of this.
- Both physical and mental health services in the county are stretched to breaking point, but mental health services especially are now virtually non-existent.
- Constantly reduction in services - especially paediatric and maternity
- 10hr wait to see Crisis Team when someone is feeling suicidal, appointments and calls not kept.
- As a lesbian not always taken seriously by health professionals
- Living in Pembrokeshire we have lost doctor's surgeries, doctors who do still practice are having to see twice as many patients. Maternity care has moved out of Pembrokeshire, pregnant women are forced to travel to Carmarthen to give birth. Withybush, although an excellent hospital is constantly being downgraded and is losing services. It is impossible to get the doctors and specialists we need (possibly because they are not offered enough pay)
- Overall my husband and I have had reasonably positive experiences of the healthcare system in this area, it is not always very well joined up though. I We have an ageing population with multiple chronic health problems and this is increasing. Older people are unable to leave hospital once medically fit because there isn't timely, adequately care provided, especially if you live alone and can't rely on family. Provision for people with physical, learning or sensory impairments is patchy at best or generally poor. There appears to be poor understanding of mental health and neuro diverse conditions in young people, and of dementia in the elderly.
- Pembrokeshire people are at a disadvantage as health facilities for the county have been and are continuing to be downgraded making it difficult for everyone in the county to reach the relevant health professionals at Glangwili and further afield
- Since local healthcare is abysmal, I would believe that we all equally have limited access, long waits, and poor service when it comes to health care.
- Health is a strange term, but being excluded or different in some way can and does affect your health.
- having arthritis affects my mobility but I still think of myself as in reasonable good health

- 1:7 LGBTQ people avoid healthcare treatment for fear of discrimination. 25% of LGBTQ people have experienced a lack of understanding of their specific health needs - this figure rises to 62% for trans patients. I have personally experienced unequal treatment due to my sexual orientation and my gender expression, both as a patient and while attending healthcare appointments to support my partner. On a number of occasions I was asked to leave an appointment as the clinician would not speak to my partner with me in the room, and on another occasion my partner was not allowed to stay by my bedside to wait for a doctor during an emergency admission out of hours despite the fact that two other people in beds adjacent had their spouses waiting with them to see a doctor.

Consideration for Impact Assessment:

- Access to transport as people are having to travel significant distances to access health services
- Negative experiences in terms of treatment for LGBT people when accessing health services, a need to ensure well-being offers and projects related to the Park are inclusive
- Mental Health and Support Provision

Access to Care and Support



- When examining respondents perceptions of accessing care and support, the experiences of many different demographic groups are thought to be fairly consistent with the experiences of the population as a whole – as depicted above by the congregation of AISs around 0 (Neutral point) For example, AISs for females, males, individuals who are single, in a relationship and hold a religion or belief, to name but a few
- Of all listed groups, individuals who have a disability are deemed to have the worst experiences (-0.53).

- It can also be seen that individuals from an ethnic minority (-0.22), Younger people (-0.31), Older people (-0.43) and transgender people (-0.28) are all perceived to have worse experiences of accessing care and support in comparison to the population as a whole.

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

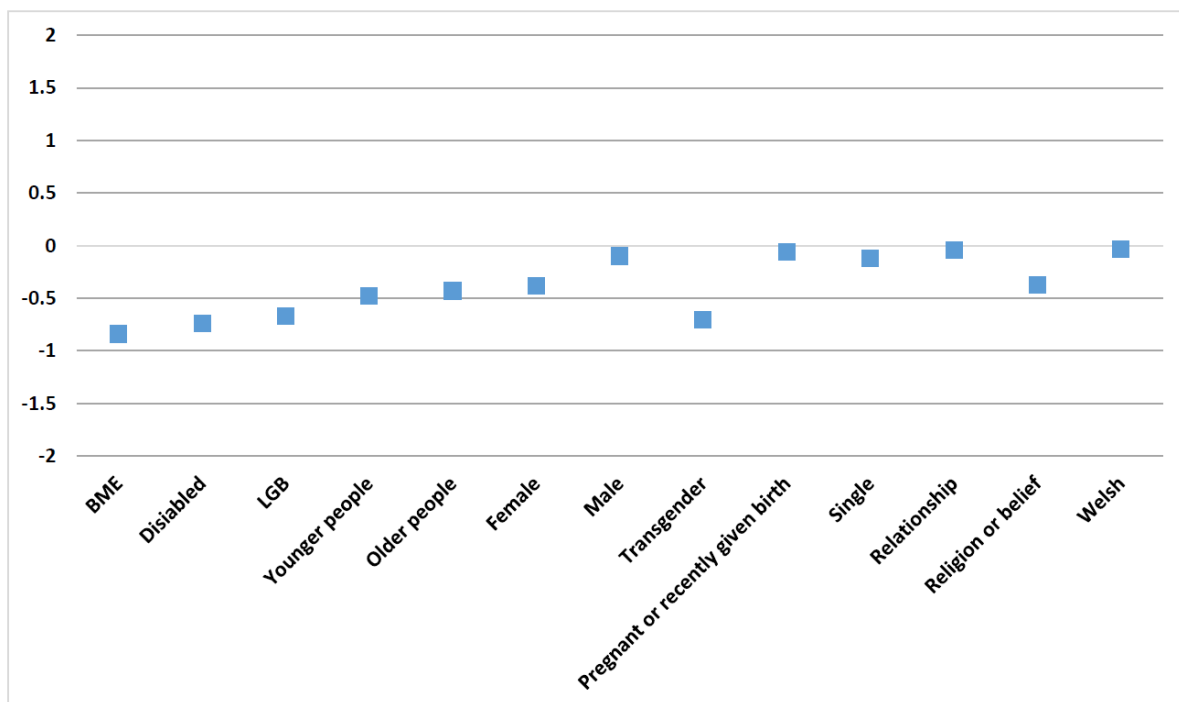
- I believe that public transport restricts many people in Pembrokeshire due to a lack of it from rural areas. Young people also aren't financially secure enough in general to be able to afford housing, membership for leisure services etc.
- All have the same chance of 'enjoying' the mediocre and non-existent 'care' provision in this county.
- There is NO support for people with mental health issues, CHC are so busy fighting with social care over funding, that care packages are not awarded until sometimes AFTER a person has died!! This appalling scenario is replicated in Carmarthenshire where people are having to fight tooth and nail to access any sort of care or support
- Older people and single people can suffer from loneliness as the younger adults having to work in order to pay for the upkeep of their family which doesn't leave time to create a more caring society
- Never been offered any support
- Had practically no support after a traumatic birth as a young mum, health visitors didn't bother showing up, other support reached out too such as GP dismissed concerns
- Very poor help and support for mental health problems
- Cost of getting help for care and support services has gone up a great deal.
- Everyone has equal access but extra charities may be available for certain groups
- There are various resources available although whether or not people go on to access is another matter
- Attitudes to the elderly are bad when they complain. Younger workers treat them unfairly
- difficult to access public transport in rural areas.
- Elderly and young may not have advocate to help them
- . Agency domiciliary care is patchy and generally unsatisfactory. Support for people with mental health problems is poor and for young people it's very poor with specialist services sometimes miles away for the young person's home.
- Does dim llawer o wasanaethau gofal ar gael drwy'r Gymraeg. Mae'r lefel o hiliaeth yn erbyn pobl o wledydd eraill ac o gefndiroedd ethnig/crefyddau gwahanol yn peri gofid i mi.
- There is no bus public transport after 6pm or on Sundays in Pembrokeshire so youngsters can't socialise
- Not enough access to antenatal care and hospitals of choice for pregnant women. Severe lack of midwives. Very difficult to access health care and support if disabled and living in a rural area, or for people who are less well-off financially.

- it's hard if you have health problems and don;t drive to access things that others take for granted.
- I beleive that genreally speaking all peoiple are teated fairly when accessing care and support, however, I firmly beleive that financial considerations are a valid reason why some services are not available. No organisation can meet 100% of the needs of an individual.
- Services for younger people with mental health problems are poor, this is also the case for pregnant women with mental health problem, and no units for mother and baby in Wales within mental health

Consideration for Impact Assessment:

- Mental Health Support provision, particularly young people
- Support for pregnant and new parents
- Transport issues within Pembrokeshire – accessing appointments, impact on social isolation

Crime



- In comparison to the population as a whole, a number of demographic groups are thought to have significantly worse experiences of crime in comparison to the population as a whole.
- Of all listed groups, respondents consider those from ethnic minority groups (AIS of -0.84); those with a disability (AIS of -0.74); transgender people (AIS of -0.70) and LGB (AIS of -0.67) to have the worst experiences of crime. Similarly low AISs were recorded for younger people (-0.48); Older people (AIS of -0.43); Females (AIS of -0.38) and those who hold a religion of belief (AIS of -0.37).
- Overall it was seen that all demographic groups are seen to have worse experiences of crime in comparison to the population as a whole. This is

highlighted with all groups reporting negative AIS scores.

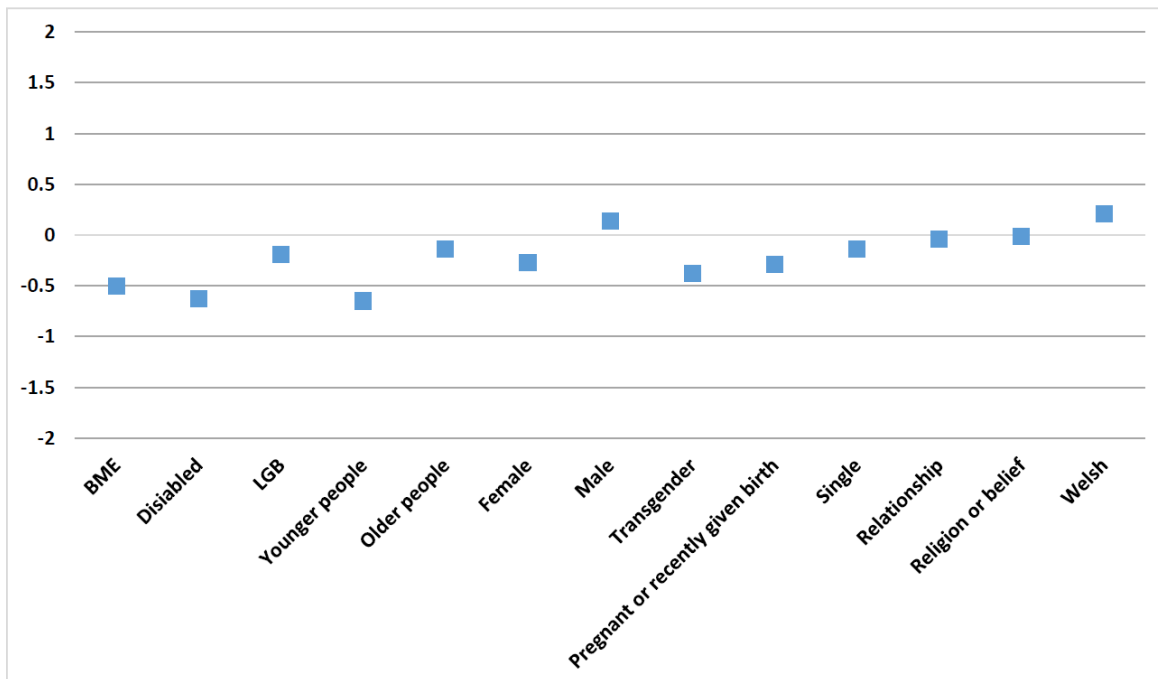
Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- Hate crime is rife in schools across Pembrokeshire and there is a reluctance to call it that.
- I do not have any problems where I live everyone looks after each other
- Elderly people can be seen as easy targets, so can single females out alone
- LGBTQ/Trans people experience hate crime on a regular basis. it varies from nasty remarks to verbal and sometimes physical abuse. I think hate crime towards trans people especially is on the rise and more prevalent than towards LGB people. My experience of reporting hate crime though has been positive with the case officer being sensitive and compassionate in dealing with the issue, and following up with me afterwards

Consideration for Impact Assessment:

- Awareness impact hate crime and harassment could have on people accessing the Park and in using public transport, particularly for people from ethnic minority groups, disabled people and transgender people.
- Issues relating to hate crime and harassment in terms of experience of young people in schools

Influencing Decisions



- As depicted in the graph above, people's experiences of being able to influence decisions are seen to vary according to their demographic group.
- The lowest recorded AIS was for younger people (-0.65), suggesting a perception that this demographic are often unable to influence decisions. Disabled people (-0.63), transgender people (-0.38) and BME groups (both -0.50) are also thought to have worse experiences in comparison to the population as a whole in being able to influence decisions.
- Only two demographic groups are perceived to have better experiences of influencing decisions in comparison to the population as a whole. Males (0.14) and Welsh speakers (0.21) are perceived to have better experiences.

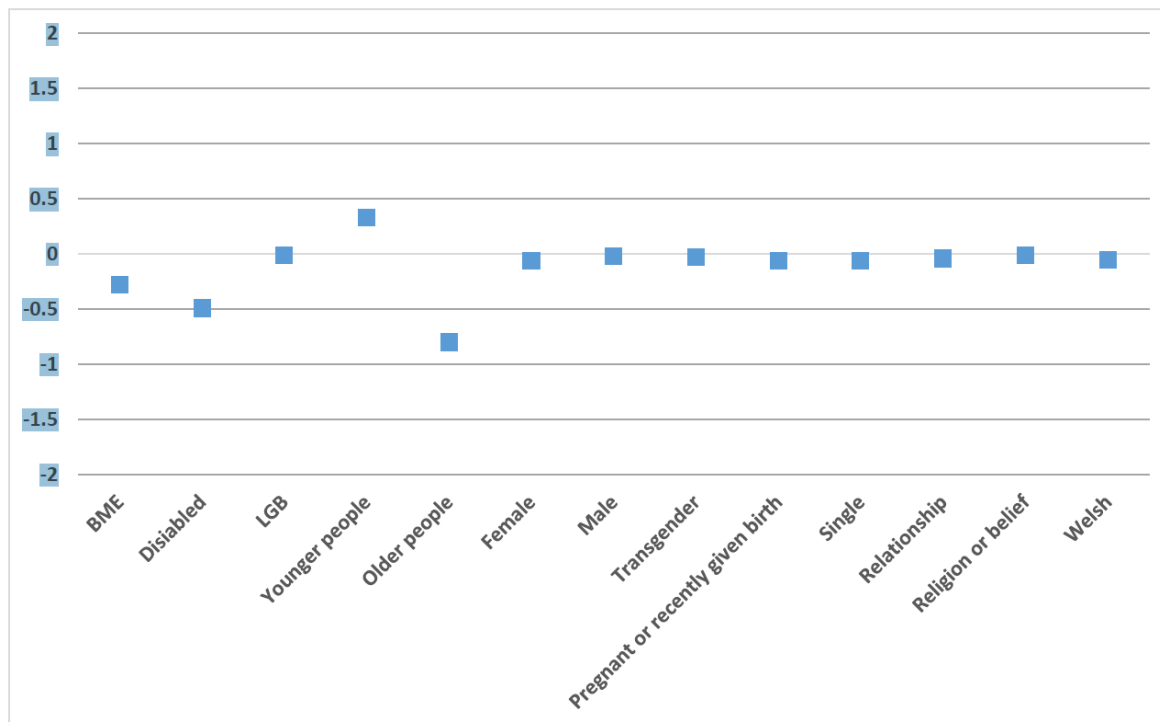
Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- Those that shout louder get heard
- All the minorities struggle to influence decisions
- No one in authority listens, they consult to tick a box
- Generally people in the older age bracket have more time and are able to attend events (which I have seen held during working hours meaning I could not attend). I also believe the voices of the older generation are listened to more locally as they are the bigger group of people compared to their younger counterparts..
- The people who can make these decisions seem to be far more concerned with their own positions to spend much time bothering about the consequences on others
- Not taken seriously
- As far as council decisions go, everything is put on the local council website regarding consultation over changes, I have only stumbled across these by accident so presume very few people are aware that these consultations are there, hence there must be a very low response rate to these consultations so things get approved without a proper public opinion
- It very much depends how people's views are being sought. Public bodies are more aware of their duty to engage 'seldom heard' people, and are making a greater effort in this regard. The general feeling among some protected groups is that their opinion doesn't count and nothing will be done anyway. There are also linguistic and cultural barriers that prohibit some groups from participating. It's getting better, but there's a long way to go.
- Anyone who takes time & trouble to influence a decision will surely carry the same weight.
- Lack of diversity on most public boards!
- Old-fashioned and narrow-minded attitudes locally.
- Having worked in local and central government I believe that facilities for younger people can be squeezed such that other groups receive a higher slice of the resources.
- Numbers play a role in the influence people have

Consideration for Impact Assessment:

- Engaging diverse range of people in ongoing conversation about the Park.

Access to Information and Digital Services



- As seen, different demographic groups are thought to have broadly similar experiences in respect to Access to Information and Digital Services in comparison to the wider population.
- Respondents consider three demographic groups to have markedly worse experiences, with the AIS for older people (-0.80) being the lowest recorded result. This is in stark contrast to younger people who are perceived to have better experiences of accessing information and digital services (0.33) which is also the highest recorded AIS.
- The other two demographic groups which received a low AIS are; those with a disability (-0.49) and those from ethnic minority groups (-0.28).
- The remaining demographic characteristic groups are thought to have broadly similar experiences in respect to accessing information and digital services in comparison to the wider population.

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- Improvement in rural areas for broadband
- Poor internet connections in rural areas
- We are being slowly forced into there being no option but to use digital services, many elderly don't understand or wish to use these, the areas lower paid strgle with the costs in many cases, being single makes it more of an expense. A person at a counter is a service.
- The main problem can be digital competence which is not necessarily a factor for a particular group, but for people as individuals. also the problem of

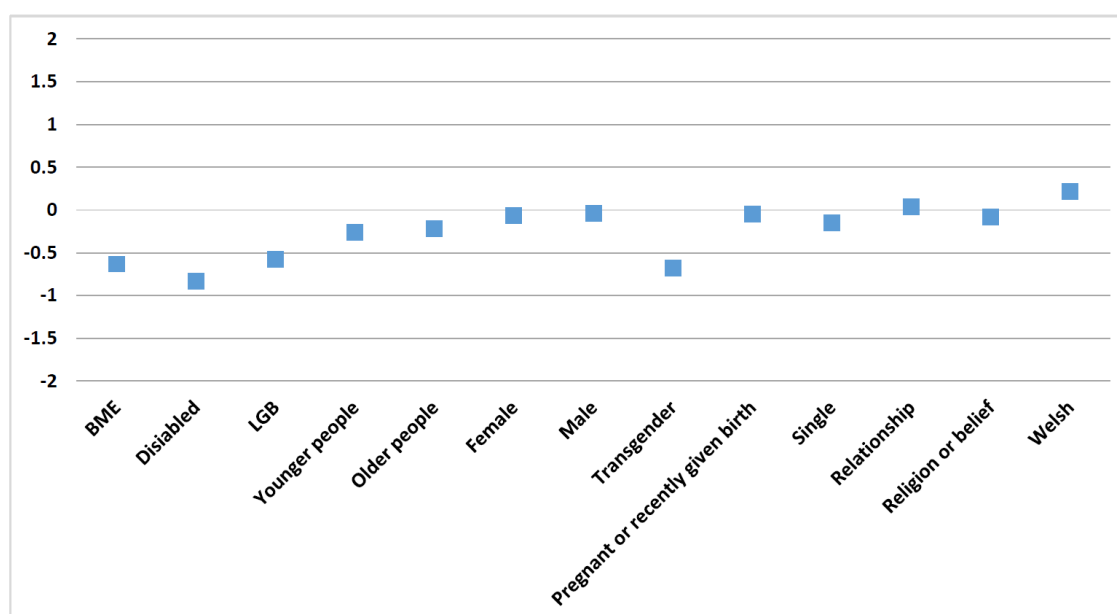
accessing the internet because of black spots rather than which group they may be identified with.

- The elderly don't use the internet and all the banks in Milford Haven are [c]losing bad decision
- Older people may find access to information and digital services more difficult.
- Many older and disabled people struggle with digital access and are not necessarily IT literate
- Generally some older people find the thought of accessing information and services online daunting.
- Still a lot of people are overlooked because they are not online.
- It's been difficult for my mother to cope with a dig[i]tal age
- Provision of information is the same for whatever group you belong to.
- Access to information is there for all whether some are able to obtain it is a different matter; low pay may restrict your ability to access information, the very old may not be able to operate the equipment needed even if they have it.

Consideration for Impact Assessment

- Ensuring information about the Park and engagement is accessible for all, consideration of how projects that only communicate digitally may impact on older people
- Access to facilities in the Park and broader issues relating to digital connectivity (broadband access)

Getting on Together in the Community



- Respondents consider four demographic groups to have markedly worse experiences, with the AIS for those with a disability (-0.83) being the lowest recorded result. This is closely followed by transgender people (-0.68); ethnic minorities (-0.63); and LGBs (-0.57).

- The AISs for Welsh speakers (0.22) confirm a positive perception of Welsh speakers getting along better in the community in comparison to the population as a whole.
- The remaining demographic groups, given their proximity/closeness to the middle point (zero), are thought to have broadly similar experiences in respect to getting along in the community.

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

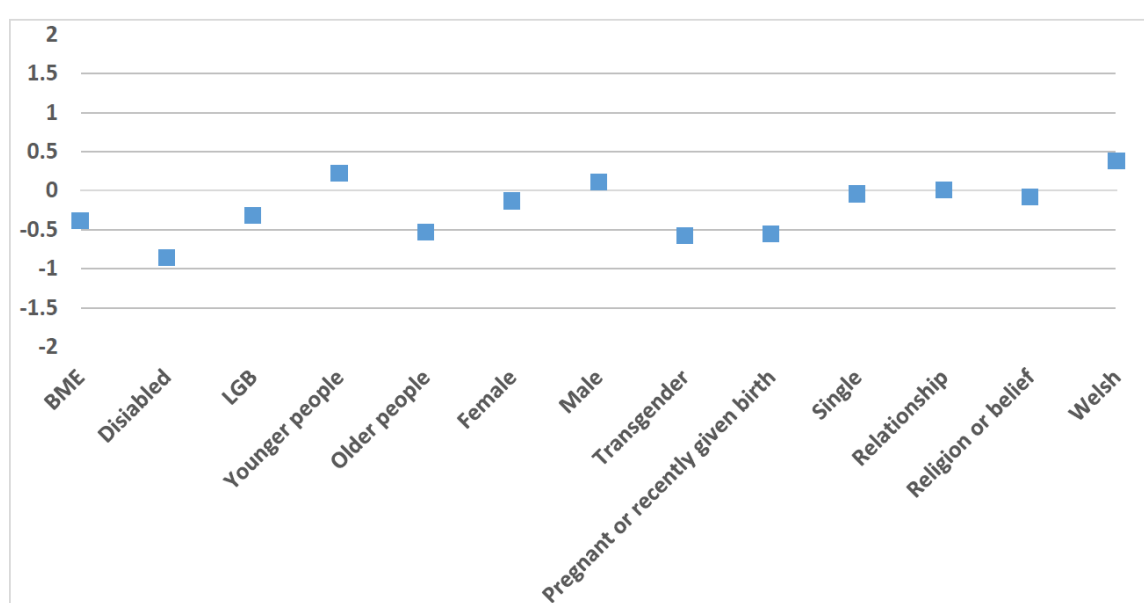
- I think Pembrokeshire offers a good standard of living and a very tolerant community
- Having lived in a small parish community since the 90's I am yet to feel the sense of community there once was (despite the efforts of the local community council). This is regardless of age, ethnic minority etc.
- We have wonderful communities in Pembrokeshire and I am aware of very little discrimination of any sort. We tend to help each other out.
- No notices given on local events
- I have been in Pembrokeshire 39 yrs. our community is the best in the world. So supportive,
- 'Low level' racism is commonplace, I was asked every working day for 3 years why 'I couldn't get a job over the bridge?' A disability is isolating in an already isolated county. Socialising costs, if you are single this can be restrictive. LGBTQ is a tiny part of a population that have very little available to them.
- Very isolated due to access
- The factors which affect people getting on together in a community are more to do with their background/social links rather than a particular characteristic.
- Some areas are non inclusive of non Welsh speakers
- Many disabled people find there are barriers to being in a community - transport etc., and are often isolated and alone. Young people have a sense of identity and do help each other.
- Poorly defined "community"
- Since moving to this area we have found there is a good community spirit, people are more friendly and helpful
- I think the notion of community has become more fragmented over the last 20 or 30 years, although some communities (like the GRT community) are very close knit and supportive. Generally I think older and younger people can feel isolated within rural communities and are less likely to mix. This can be exacerbated by a physical, sensory or learning disability, and/or by not having access to transport.
- I don't know about everyone, but our community is mixed and gets on well
- Mae llai o groeso (mewn mannau) i bobl o gefndiroedd ethnig gwahanol, pobl crefyddol megis moslemiaid a phobl trawsrhywiol- dim diffyg ymdrech ar eu rhan nhw ond diffyg croeso a chyfleoedd iddynt.
- Discrete groups don't trust or like each other and don't mix.
- Difference does affect they response you get in some areas
- social media and media narratives have coloured people's perceptions of LGBTQ people, and of trans people in particular, which means they are

distrusted in the communities they inhabit and fear accessing those communities

Consideration for Impact Assessment

- Important to consider how projects can help promote positive experience of communities for all, including LGBT people, people from minority ethnic backgrounds and disabled people.
- Addressing issues of social isolation in rural areas, particularly for younger people, older people, disabled people and LGBT people.

Education



- As shown above, people's experiences of education are seen to vary considerably according to their demographic characteristic.
- Of all listed groups, disabled people (AIS of -0.86); transgender people (AIS of -0.58); Pregnant or recently given birth (AIS of -0.55) and older people (AIS of -0.53) were perceived to have particularly worse experiences of education in comparison to the population as a whole. It is also perceived that BME (AIS of -0.38) and LGB (AIS of -0.32) individuals have worse experiences of Education in comparison to the wider population.
- Welsh Speakers (AIS of 0.38); Younger people (AIS of 0.22) and Male respondents (AIS of 0.11) were perceived as having better experiences of health services in comparison to the population as a whole.
- Respondents consider the experiences of other demographic groups to be fairly similar to the population as a whole (AIS scores closely clustered around neutral 0 value)

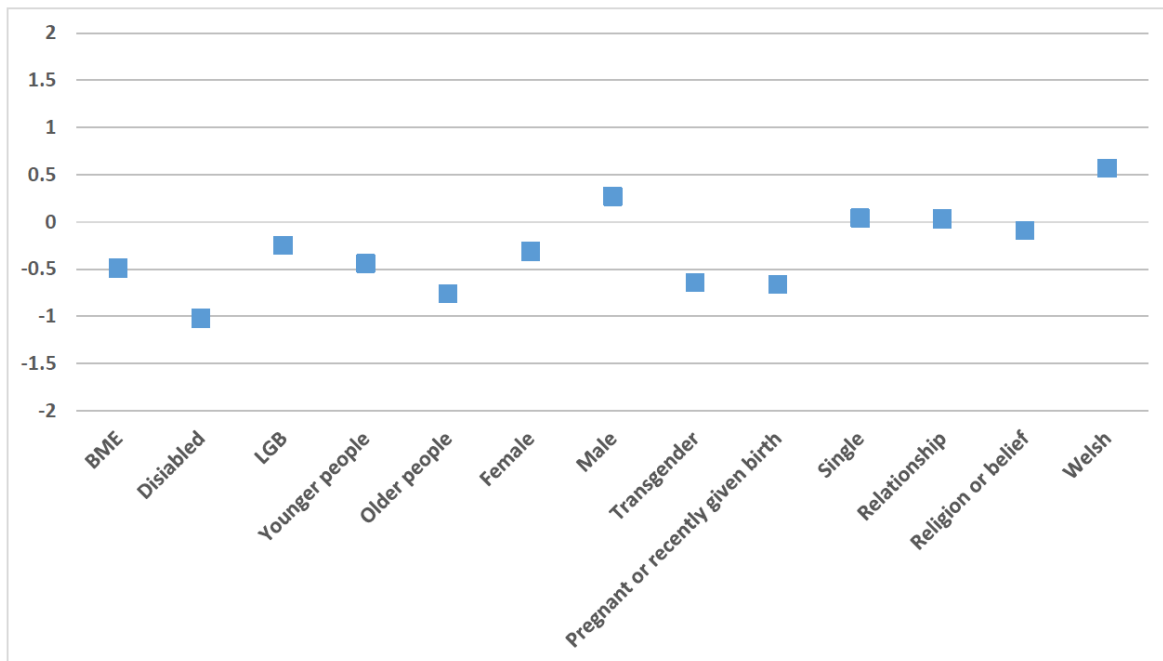
Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- Wedi siomi bod hanes Cymru ddim yn cwriciwlwm addysg Cymru- angen mwy o ymdrech tuag at y iaith a'r addysg am hanes Cymru ar lefel ysgolion a addysg I bobl hyn hefyd e.g Mae pobl yn symud mewn in pentref mwyaf cymraeg o loegr a methu siarad un gair or iaith na Gwybod dim am ein hanes. Angen pobl o bob oedran cael y siawns I ddysgu am ein hanes yn gronolegol a siawn I siarad ein hiaith hunafol ni.
- There is not enough done to support young people with different backgrounds or beliefs. As a gay man, in school I had an awful experience and that was only four years ago, the same can be said for being atheist when I was still forced to take part in collective worship. Pembrokeshire is very conservative in its views and tolerance is low f other views or beliefs.
- All people have same facilities on offer whether they are able to take advantage of what's on offer is a different matter ie disability transport to venues etc .
- Extremely poor services for people with ASD
- Pembrokeshire treats everyone equally
- Prejudice still disadvantages those from an ethnic minority, the disabled or being gay.
- People discriminate against and bully those because of what they don't understand themselves.
- Young people can be cruel. Those are discriminated against because they are different and people fear difference.
- In my experience I have not experience disadvantage from the education system, but I can't speak for other protected characteristics. With regard to disabled people I think there are pockets of good practice but also examples of the system failing them. It depends on the nature of the disability and where you live.
- Younger single people often have more time & opportunities. Older people struggle to travel, as do pregnant & new mothers.
- Il feel people with disabilities done have full access to opportunities
- Extra attention and resources are given to Welsh speaking. People with disabilities are high profile in terms of allocation of resources. Anyone with gender or sexual orientation issues not valued and being a Christian is considered a disadvantage and not consideration or value is given to Christians although other minority religions have a high profile.
- Generally speaking educational organisations are well aware of equal opportunities legislation and try to meet accepted standards, however, some organisations do not have the financial resources to meet all the needs of those who are disabled or transgender.
- Disabled and Gypsy Travellers are normally educated in special provision which does not offer a full and diverse curriculum.
- Being Wales education is slanted towards Welsh speakers, facilities for disabled are often poor.
- Minority groups invariably have a worse experience of any education or training due to minority stress and unconscious bias from organisers and other students

Consideration for Impact Assessment:

- Teaching people about Welsh Language and Local Heritage
- Ensuring inclusive education offer in terms of outdoor school provision and other opportunities in the park – issues re access and bullying

Work



- A person's demographic profile is perceived to profoundly impact their experiences of work
- As shown, individuals with certain demographic characteristics are considered to have particularly worse experiences of employment, primarily: those with a disability (AIS of -1.02); older people (-0.76) and pregnant women/those recently given birth (-0.66) and; Transgender people (-0.64).
- Younger people (-0.44), BME (-0.49), LGB (-0.25) and Females (-0.31) were also identified as having generally worse experiences of employment in comparison to the population as a whole
- An incongruence between male and female experiences of employment is also seen, with AISs of 0.27 and -0.31 respectively, denoting that females have significantly worse experiences in respect of employment.
- Single people, those in a relationship and individuals holding a religion or belief are deemed to have similar experiences to the population as a whole.
- It is perceived that Welsh speaking individuals have better experiences of work than the wider population (0.57).

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- There is a lack of diversity and more so there is a view that young people are not able to undertake the job. That is my view as a young person in an old age dominated field and I know of others too. In terms of these disability, buildings such as the council offices have lifts which you cannot even turn a

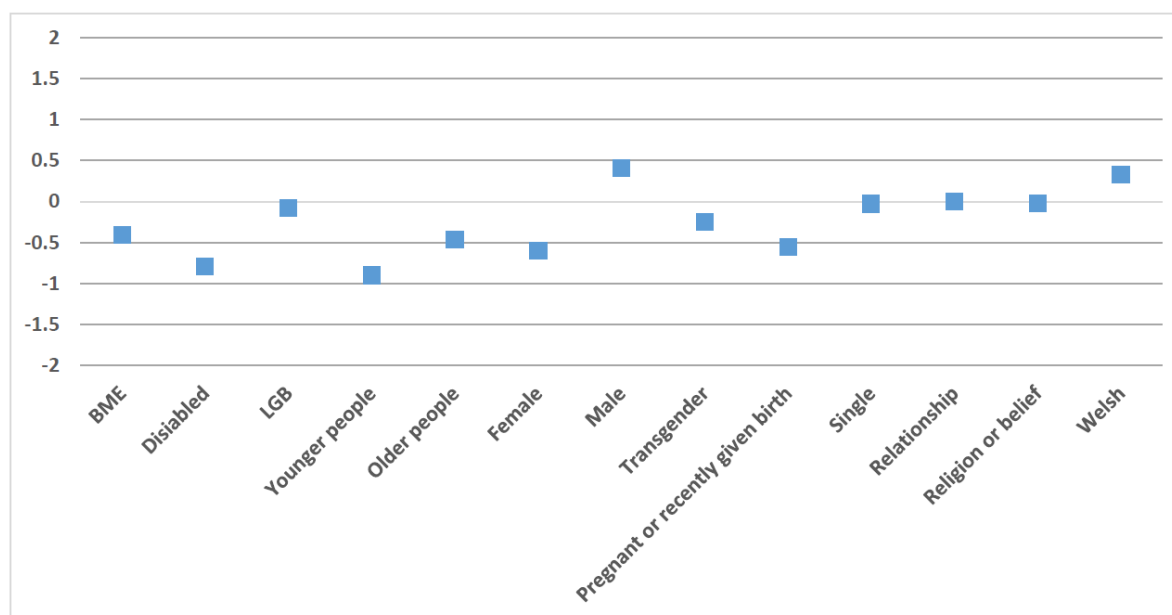
wheelchair around in or doors that you can open in a wheelchair, hardly a beacon of hope for those with disabilities.

- The main career path in Pembrokeshire is either retail or care so little opportunity for older people or those who are disabled.
- No jobs
- Only 16% of young people with ASD get full time employment..
- I'm often treated as if i'm Stupid because I'm disabled
- Some jobs don't suit people with disabilities. Some companies employ younger people because they are cheaper to pay and not older people because they are being trained for a short employment.
- Welsh speaking is often asked for in job adverts
- Those with wlesh language have additional opportunities or advantages in certain job markets.
- High childcare costs and lack of opportunities for disabled people
- Work is in short supply. It is badly paid, zero hour contracts still prevail. Unless you are white, male and have a good degree it is difficult to find good and enjoyable work. It is especially difficult if you are disabled. Even though it is 2019 men are still paid more than women, they get promoted sooner and they earn more.
- think disabled people are significantly disadvantaged when it comes to accessing employment opportunities.
- More difficult to access resources around the county due to lack of accessible public transport.
- Most recruitment (especially in the public sector) positively discriminates to favour Welsh language candidates. Pay inequality still persists.
- Poor job opportunities. Only 5 large employers in county. People give up trying. Some manage to build micro businesses.
- Those who are disabled and from ethnic minorities such as GT do not get the same opportunities as most probably due to the lack of education provision they have during their school career.

Consideration for Impact Assessment:

- Access to employment and training opportunities for disabled people
- Consideration of training opportunities.
- Nature of employment opportunities
- How to help people to develop Welsh Language Skills to increase employment opportunities
- Transport and access to child care

Rates of Pay



- As shown, Males (0.41) and Welsh speakers (0.33) are perceived to have better experiences of rates of pay in comparison to the wider population.
- As shown, individuals with certain demographic characteristics are considered to have particularly worse experiences of pay, primarily: Younger people (-0.90), those with a disability (AIS of -0.79); Females (-0.60) and pregnant women/those recently given birth (-0.55).
- Older people (-0.46), BME (-0.41), and transgender people (-0.25) were also identified as having generally worse experiences of pay in comparison to the population as a whole
- Again, there is an incongruence between male and female experiences of rates of pay, with AISs of 0.41 and -0.60 respectively, signifying that females have significantly worse experiences in respect to pay.
- Single people, those in a relationship, LGB and individuals holding a religion or belief are deemed to have similar experiences to the population as a whole indicated by AIS scores closely clustered around 0.

Comments from Pembrokeshire Survey responses relevant to the National Park Management Plan EQIA:

- Cyflogau pobl ifanc yn isel dros Ben ac eto yr genhedlaeth sydd fwyaf egniol a barod i weithio? Dylid cyflog fod yr un peth
- I believe pay rates nationally are lower than the average living costs but that certain groups of people see the bad side of this more. There is a pay gap with female employees compared to their male counterparts still but I also believe that speaking Welsh locally has an impact on wage as it is deemed to be advantageous for most roles now (regardless of whether it is really relevant to the role)
- Treated as if my worth is less in the workplace
- Younger people have a lower minimum wage. Being pregnant or just giving birth means you may be on maternity pay

- National legally enforceable rates give some level of reliability
- The minimum wage states your pay only youngsters under 18 are paid less men are paid more than women. The disabled find it harder to find work and then to be paid well.
- Young people get pretty poor pay.
- Less money for young people, I think some areas men do earn more than women
- As far as I am aware in my place of employment everyone has the same rates of pay depending on their pay banding
- I think men still enjoy higher rates of pay than women in certain careers. Disabled people generally earn significantly less than non-disabled people if they can access
- Minimum wage is much lower for younger people again, emphasis on supporting those who are under-represented in society
- Legislative requirements concerning minimum rate of pay should ensure that all people regardless of age, disability etc should receive equal pay for similar work.

Consideration for Impact Assessment:

- Access to employment with good rates of pay for young people
- Affordable Housing - Impact wages for young people may have on ability to access housing options

Stakeholder events

To meaningfully engage in dialogue with a wide range of stakeholders face-to-face, stakeholder events were held where possible. It was agreed to tailor the approach to each county, in accordance with local working relationships and resources.

Pembrokeshire County Council and Pembrokeshire Coast National Park Authority delivered stakeholder events to the following organisations in Pembrokeshire:

- Pembrokeshire 50+ Forum
- Young voices for Choices (Pembrokeshire) - Young people with additional learning needs
- Young People's Rights Forum – Pembrokeshire
- Pembrokeshire Youth Assembly
- Pembrokeshire Access Group
- VC Gallery - Disability (Mental Health)
- PCNPA Youth Rangers

Housing

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Young People's Rights Forum - Pembrokeshire:

- More affordable housing for 18 – 25 year olds

Pembrokeshire Youth Assembly:

- More disability friendly housing
- More allocated sites for the gypsy community

Pembrokeshire Access Group:

- When building new Council houses should be ensuring accessibility

PCNPA Youth Rangers (Young people):

- ALL live with parents, even those employed for years Can't afford rent let alone to buy

Consideration for Impact Assessment:

- Lack of accessible and suitable housing provision for disabled people
- Lack of affordable housing for young people
- Provision of allocated sites for Gypsy and Traveller communities

Access to Transport

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Pembrokeshire 50+ Forum:

- Keen to emphasise the importance of community transport. Living in a rural area becomes very difficult if you lose the ability to drive. Moving from rural area into town can be difficult, as property prices are often higher in towns

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Bus timetables aren't flexible (not run on weekends)
- Disabled people should be able to access better transport, with better facilities
- Never had confidence to go travel on public transport alone before doing training with the forum
- Have not got the confidence to use public transport – parents provide transport
- Good support from mum and dad

Young People's Rights Forum - Pembrokeshire

- Not enough info on the NAFW Travel Scheme for 16 – 18 year olds
- Better requirements for disabled when it comes to suitable transport
- In some places there isn't transport for people with disabilities, such as wheelchair access
- More bus stops and more frequently
- Expensive transport and not a lot of links and times

Pembrokeshire Youth Assembly:

- Public transport shouldn't be cut
- There should be a discounted bus pass for young people not just the WG 16 -18 – this age group should be extended.
- The bus pass for over 60's needs to continue

Pembrokeshire Access Group:

- Pembrokeshire had lots of community transport schemes in place, which were not in place in other areas. Audio/visual displays on some of the main bus routes also helpful.
- Transport for multiple wheelchairs not really available – most designed to take just one. Insufficient wheelchair spaces on buses / trains generally – concern that you might be able to get somewhere but may not be space for you to make return journey. Felt that assistance on trains had generally improved.
- Felt that there had been an increase in the number of accessible taxis in Pembrokeshire but whether taxi companies would make them available at time / place you needed them was a different matter – bit hit and miss
- No experience of assistance dogs ever being refused in taxis in Pembrokeshire

VC Gallery - Disability (Mental Health):

- What positive if negative experiences of access to transport have participants had relating to their own protected characteristics? Bus services are poor. They cost a lot especially if I need regularly for work (MH) I only recently realised I was entitled to a bus pass (MH).
- What could improve above: Bus passes for those on low incomes Bookable buses might be a good idea if they work properly and are mainstreamed - current pilot is a good idea..

PCNPA Youth Rangers (Young people)

- Do participants feel that different types of people have better or worse experiences of access to transport in their county - Worse
- REALLY unfair if you have no car. Transport is needed in Pems for Health and wellbeing, exercise, leisure, social mobility, loneliness and isolation, Buses don't

serve villages, don't run late enough, often enough for workers especially if not 9-5. If under 15 day explorer £4, over 15 £7.50. Costs more than London, but no jobs or money here (all Young people)

Consideration for Impact Assessment:

- Negative experiences for disabled people in terms of access to suitable accessible public transport and for some issues around feeling confident enough to use public transport options, however some improvement in areas such as provision of accessible taxis
- Negative experiences for new parents accessing public transport with buggies/ prams
- Broader issues relating to cost, frequency and timing of services for young, older and disabled people and those on low income
- Important role of community transport

Leisure and Access to the Coast and Countryside

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Pembrokeshire 50+ Forum:

- Infrastructure in communities is not always age-friendly. Benches in Haverfordwest town centre, for example, no backs / arm-rests etc. Mechanism in place to ensure consideration when designing / commissioning. Public toilets – didn't object to having to make a payment but it was inconvenient having to find correct change. Would like to see move to more changing places facilities.

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Easy to use leisure centres, staff helpful
- Walking in the fresh air should be for everyone

Pembrokeshire Youth Assembly:

- Need more youth clubs
- More clubs
- No/little support in schools, support in also inconsistent
- No Youth Groups for LGBTQ+

Pembrokeshire Access Group:

- Should be aiming to have a stand-alone changing places toilet in every town in Pembrokeshire. Should be stand-alone rather than provided as part of another building, as being part of another building restricts access.

- Hydro-pool at Portfield School would be a good facilities for use outside of school (being heated anyway) but lack of funding was given as reason why this couldn't be made available.

VC Gallery - Disability (Mental Health):

- Do participants feel that different types of people have better or worse experiences of leisure and access to the coast and countryside in their county compared to the population as a whole? – Worse, need money to do either
- I rarely go to the countryside as all the carparks cost too much I don't go on organised trips outdoors with VC as I can't commit to something next week - my life is too up and down - If I commit I'll worry about it which will affect my MH more. I'm not sure of my limits so don't put myself in situations where I might go past them. I don't like it when people talk too much when we go out and about - I don't like hanging around People can learn to like the outdoors I find my MH condition tiring – can't get up early enough for trips] I get put off by having to do 'work' when go out with [staff member] sometimes. Timebanking has limited appeal and is too complicated. I don't feel confident to go off and spend time credits My frame of mind is so important - it can change in an instant - like the wind
- I'd go if (trusted individual) went - as I know and trust him. You could put on more short trips - not up for whole day I need to be in my comfort zone. Need to gradually build momentum and difficulty level. Start with 1-2 hrs I like learning activities like rockpooling. It would be good to have a really trusted person to take us out (I just about trust [staff member] now (maybe) after 18 months. Maybe I don't trust him, but would feel safe.... You should come in on more regular basis Going along to veterans meetings might be a good way to recruit more people It's usually a snap decision to go out, depends on my mood, I have an idea / decide from maybe 4-5 options

PCNPA Youth Rangers (Young people)

- Do participants feel that different types of people have better or worse experiences of leisure and access to the coast and countryside in their county compared to the population as a whole? – Unfair, mostly related to travel - No Car , No fair, No life affects YP most, especially if poorer, or have No job. Vicious circle,
- Poppit rockets etc cheaper but not practical. Good for whole day circular walk etc but not commute etc. More for tourists
- Zero promotion of outdoors in schools. No field trips No NP info, Coast to Coast not visible
- Travel passes for YP.
- Schools forced to do much more about nature and outdoors, NP and how to get there.
- Much more NP Outreach in schools. Schools need to be more proactive and receptive.
- Outdoors is key to health and wellbeing. Gets people off screens, but need to be continuous from earlier age. Get to 16, you've lost people. Not just in curriculum, should be everywhere, all subjects and non-academic stuff.

Consideration for Impact Assessment:

- Age Friendly Communities including infrastructure like benches
- Provision of toilet and changing place facilities
- Positive benefit access to outdoors can have for young people. Lack of youth clubs. Ensuring services are inclusive for LGBTQ young people. Role of outdoor engagement in terms of schools.
- Transport issues for young people impacting on access
- Importance of engaging with people when developing projects to support areas relating to health and well-being in plan e.g. ensuring projects designed take into consideration varying needs of different service user in terms of their mental health and potential needs.
- Impact of cost for younger and disabled people in terms of transport and car parks

Health

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Treated fairly with health, parents support
- At hospital, mum explains it to her not doctor but that's ok
- Doctors speak to parents rather than me
- Staff talk and they tell me
- I want the doctors to explain to us, use easy words that we can understand
- Doctors talk to me, not always in a way that I feel comfortable with
- Medical staff don't look at notes clearly
- Better support for patients with disabilities
- Since I've turned 18 transport to Cardiff hospital has become an issue
- Needs to be more access to mental health services for young people

Young People's Rights Forum - Pembrokeshire

- Not having enough money to look after yourself
- Not having transport to attend appointments
- No free hospital transport, clinics too far away
- Free healthcare but lack of nearby hospital
- Health care must be easy to access at all times, especially if serious incidents occur
- Not enough health services
- Lack of services for mental health in young people
- There are not enough support services for people with mental / physical disabilities – more services need to be accessible
- Mental health is taught with a stigma so you can't talk about it
- Can't ask for medical help because teenagers over-exaggerate
- Not knowing who to ask for help

Pembrokeshire Youth Assembly:

- GP times
- Need better emotional/mental health support for young people
- Need more information on where to get support
- Long waiting times
- Availability of doctors
- Better communication
- Should provide more sanitary products in toilets, should be cheaper as it's a necessity not a luxury
- Local services are being taken away
- Withybush cuts are worrying for local residents
- Feel like residents of West Wales are being short changed in terms of access to services

Pembrokeshire Access Group:

- Main issue was around communication with health workers.
- Audiology – when patients in waiting room, staff would come and call people for appointments – really needed audio / visual screen.
- Lack of provision for British Sign Language – example of young man who had been proscribed counselling but was having to attend appointments with his mother to act as his BSL interpreter.
- One member of the group said that, after years of asking, finally receive appointment information by email (which could be read by screen reader) rather than post, which hadn't been able to read.

VC Gallery - Disability (Mental Health): (Pembrokeshire)

- *Do participants feel that different types of people have better or worse experiences of health in their county compared to the population as a whole? – Worse. Because: GPs are too stretched GPs would much rather work in the private sector*
- *What positive or negative experiences of health have participants had relating to their own protected characteristics?*
- They didn't diagnose my MH issues well - I found them out myself really They didn't offer me help for my autism

Consideration for Impact Assessment:

- Access to transport as people are having to travel significant distances to access health services
- Meeting accessible communication needs of service users
- Positive impact health and well-being and social prescribing could have due to limited services available locally

Access to Care and Support

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Pembrokeshire 50+ Forum

- Elderly sometimes reluctant to seek help – feeling they are managing ok, however, need to be aware of risks – how quickly situations can change if there is an accident / injury – one partner becomes unable to care for another etc Needs to be greater awareness of potential risks, how / where to seek help e.g. respite care – which is expensive and needs to be booked well in advance

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- People should have more access to care and support
- Need more knowledge on what's available

Young People's Rights Forum - Pembrokeshire

- Not a lot of support for LGBTQ+ community
- Reduction in services generally for young people
-

Pembrokeshire Youth Assembly:

- Social Services cut affects the elderly

Pembrokeshire Access Group

- Care and Support - Felt that this was limited by availability of funding

VC Gallery - Disability (Mental Health): (Pembrokeshire)

- Do participants feel that different types of people have better or worse experiences of access to care and support in their county compared to the population as a whole? – Worse

Consideration for Impact Assessment:

- Making sure people are aware of the health and well-being offers linked to the Park
- Impact of reduction of services on social isolation, role of health and well-being related
- Making sure health and well-being projects are LGBTQ friendly

Crime

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Young People's Rights Forum – Pembrokeshire:

- If young people misbehave we all get punished (e.g. banned from library)
- Shops have employees follow young people because they think we will steal
- Members of the public think it is young people committing the crimes
- Too many 999 prank calls, so teenagers calls are sometimes ignored
- Don't feel safe in certain areas
- We need to know and understand our rights

Pembrokeshire Youth Assembly:

- Crimes are blamed on young people
- Stereotyping against young people
- Certain areas are targeted
- Access to drugs
- Young people are seen drinking in public and causing anti-social behaviour – this is because there is lack of support and access to services for young people.
- The consequences for committing crime / anti-social behaviour should be harsher to prevent people reoffending
- Shoplifting, trespassing, drugs are some of the issues in our areas

Consideration for Impact Assessment:

- Developing project that benefit young people and promote intergenerational activities to break down miss perceptions

Influencing Decisions

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Pembrokeshire 50+ Forum

- Felt that public service bodies were engaging with them and asking for their opinions but didn't feel that these were always being listened to / acted upon.
- Didn't feel able to influence decisions being taken by private enterprises, such as banks etc.
- Would like more politicians (MPs / AMs) and representatives of public bodies to be more visible, to come and speak with older people directly

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs

- It is important that everyone has a say

- It is good to take part in groups so that people are included in decision-making and therefore builds their confidence
- It is important that young people can say what they think and people listen

Young People's Rights Forum - Pembrokeshire

- Access to Youth Councils to have a voice and links to decision makers
- Nobody listens to people they see as kids
- We can't participate because we are too young

Pembrokeshire Youth Assembly:

- Youth groups. Assemblies give the opportunity for young people to give them a voice and to be heard
- Young People's participation has improved but still as a long way to go. There should be more resources to support

VC Gallery - Disability (Mental Health):

- *Do participants feel that different types of people have better or worse experiences of influencing decisions in their county compared to the population as a whole?* – Worse, Services usually come and just tell us stuff, but they never stop and listen or act on what we say
- This conversation with [PCNPA staff member] is a great way to share our views

PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of influencing decisions in their county compared to the population as a whole?* – Worse, Digital connectivity patchy at best YP get put off - views not taken seriously by council / NP etc - and especially MPs Our views have less weight - decision makers are all much older

Consideration for Impact Assessment:

- Engaging diverse range of people in ongoing conversation about the Park
- Ensuring people's views are considered, explain clearly why something cannot be changed

Access to Information and Digital Services

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Pembrokeshire 50+ Forum

- Concern about move to have more and more services, including financial, being delivered online. Concern that branches of banks and post offices are closing,

making it more difficult to deal in cash and / or necessitating older people having to travel further. Mobile banks – don't seem secure and won't accept cash in any case. Also making it more difficult for older people who act as treasurers / secretaries etc for community groups to continue supporting groups because of this. Grown up being taught to be careful with money and managing it in a particular way – facing a lot of changes, happening very quickly with no support / help to assist – having to rely on children and grandchildren for help. Getting online is also expensive, some simply can't afford it and there doesn't appear to be any grant funding available to assist. Also very real that conducting business online increases the risk of being scammed / ripped off. Felt very strongly that offering goods / services at a discount online is discriminating against those who are digitally excluded. Communication is expensive – cost of telephone calls, being online etc.

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Texting
- More support needed to access digital services and information
- People are friendly and supportive, few aren't so good

Young People's Rights Forum - Pembrokeshire

- Easy-to-read information should be available for young people, which should mean accessing digitised services, would be a lot easier
- We need more information for young people to get their voices heard
- There's so much information – where do you go to get it? Which is right?

Pembrokeshire Youth Assembly:

- Services aren't well advertised so it's difficult to participate
- Slow internet – can affect socially or people find it difficult to work from home which it's unfair as it stops us accessing jobs
- Internet here is poor and going out of Pembrokeshire is like going into the future
- In a town it's easy to get internet but very difficult to get internet in rural areas

VC Gallery - Disability (Mental Health): (Pembrokeshire)

- Rural unemployed people can't access internet - costs a lot to have wifi etc.
- Library I use shuts early most days.

PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of access to information and digital services in their county compared*

to the population as a whole? – Worse, Rurality Patchy connection. Can't afford hardware or ISPs etc

Consideration for Impact Assessment

- Ensuring information about the Park and engagement is accessible for all, consideration of how projects that only communicate digitally may impact on older people
- Access to facilities in the Park and broader issues relating to digital connectivity (broadband access)

Getting on Together in the Community

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Pembrokeshire 50+ Forum

- Felt that community relations in rural Pembrokeshire were generally good – there was familiarity and friendliness between generations. Initiatives such as Age-Friendly Communities and joint projects (e.g. painting chapel hall) were helpful

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Drama, young farmers, sports clubs • Youth club, drama, youth forum and youth council
- Drama is great, gets me in a good mood – get transport
- I go to singing school and youth club, I like to join in
- More activities for young people to join in with
- Would like to know other ways of connecting in their community

Young People's Rights Forum - Pembrokeshire

- Community groups – need to be easier for people to take part in
- There aren't many things young people can get involved with in our community
- People should have more chances to voice their opinions and take part in vital decision making when in a community group

PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of getting on together in a community in their county compared to the population as a whole?* – Worse, Not much sense of community anywhere - people stay in houses No space for young people in communities, have little say

Nowhere to hang out, get moved on People feel intimidated, but needlessly Youth clubs often viewed as 'dodgy', can be intimidating

- Milford Youth centre good, but not accessible for most - Miles from most places (transport issues again)
- Need more variety of YP spaces - not just skate parks. I don't like skating

Consideration for Impact Assessment

- Promoting intergenerational projects
- Projects aimed at young people, taking into account that young people are not a homogenous group and will have varied interests
- Provision of information about what is available

Education

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Young Voices for Choices (Pembrokeshire) - Young people with additional learning needs:

School – what works well?

- Portfield made freedom to do things independently
- I had support from my keyworker with all meetings

Teachers are friendly

School – what could be better?

- Pupils more encouraged to be different
- Find out learning style
- More support is needed for people with ALN
- Open and more diverse to ensure that disabled students can join in with activities that able-bodied students

Opportunities after school – what could be better?

- More support needed for transition from school to college
- Other options, not just Pembrokeshire College
- Disabled people should have more of a chance to get to universities so that they can get the jobs that are best for them
- Young people with ALN need more support to achieve and be part of the community

Young People's Rights Forum – Pembrokeshire:

- Reduction in subject choices when it comes to options
- Young people need to be taught things that they need to know when they are an adult e.g. mortgage, banking, rights etc
- People aren't allowed to learn in the best way for them

- Classes should be set by attitude and ability
- Timetable should take advantage of concentration span

Pembrokeshire Youth Assembly:

- Great clubs
- Trips to help with future careers
- LGBTQ+ support is terrible
- Welsh Bac need to be improved
- We need more life skill lessons PSE at GCSE level
- Needs to have behaviour management in places so that people who want to learn can
- Bullying is an issue because it distracts people from learning and teachers do nothing, there should be more support.

Pembrokeshire Access Group

- Still not getting the basics right in terms of accessible buildings / toilets etc in schools – opportunities should be taken when new facilities being developed but not always the case.

VC Gallery - Disability (Mental Health): (Pembrokeshire)

- Think that different types of people have worse experiences of education in Pembrokeshire compared to population as a whole. Because: Pressure to achieve in school affecting mental health sufferers more. Cuts in support available (LSAs) affect those with disability more than the mainstream Teachers also negatively affected by pressure - leading to worse teaching.
- Teachers tended not to tackle the naughty kids which affected those with MH more - e.g. if bullied

PCNPA Youth Rangers (Young people)

- Do participants feel that different types of people have better or worse experiences of education in their county compared to the population as a whole? - Generally same for all pupils, although those with ALN thought worse
- Dyslexia sufferers really struggle (support not good enough) (Youth / ALN) I did get too much support - college really steered me into things I didn't want e.g. Bridging course when I was capable of much more. This was to make sure they achieved the results THEY needed - ticking boxes - I kept insisting and eventually they let me do the Outdoor course I wanted (many others don't try so hard though) - Unless you are going to Uni schools are useless! - They are almost entirely geared up for that. - Too much focus on exams. Need more flexibility - Too much focus on a snapshot in time, my life changed and I didn't have the skills to deal with it - The split between higher / lower ability is unfair, not enough effort to help all
- Schools need to have much more flexibility in the routes available - vocational, alternative curriculum for all Need more life skills - cooking, budgeting, housework, cleaning, parenting, enterprise, Running own business - more support needed e.g. LSAs. More publicity of people withg additional learning needs - you can

achieve but schools don't promote that. Greener job awareness and development.
Not enough nature education - especially in secondary school.

Consideration for Impact Assessment:

- Ensuring inclusive education offer in terms of outdoor school provision and other opportunities in the park. Including looking at how sessions are delivered to make sure meet needs of range of pupils.
- Skills development and training opportunities

Work

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Confidence building
- Great working with family friend
- Lack of paid opportunities
- People should have the opportunities when they go into the world of work.
Employers should have the appropriate information for disabled people when they go into work
- Council should provide training opportunities
- Opportunities for young people to be taken on by PCC for work placements, leading to paid work

Young People's Rights Forum – Pembrokeshire

- Can't work under 14 or even volunteer
- Jobs are limited for young people
- Lack of opportunity to obtain experience
- Lack of job advertisements for young people
- Not knowing how to approach employers / managers for jobs
- Young people don't get enough support getting a job or getting into the world of work
- Employers say I need experience but won't give me a chance to get experience
- Students out of school find it difficult to find work as there may not be enough suitable jobs available
- Not having enough confidence e.g. calling in sick etc.
- They don't pay young people as much as other older employees
- Men and women don't get paid the same
- Not knowing our rights
- This generation have more pay and need more skills / qualifications for entry level positions than the older generation

Pembrokeshire Youth Assembly:

- Work opportunities can depend on your age and looks
- Seasonal jobs are only available - helps tourism
- People move to get better jobs
- Those with disabilities are not offered jobs – lack of support, they look more at the need ratio then the support
- There is a fear that if you are receiving benefits and get a job, if that job is short term the difficulty of getting your benefits back
- Not a lot of variety in jobs - typical tourist place
- More support for small business
- Not a lot of pay for people in apprenticeships locally
- People future plan's mainly include moving away because of jobs
- Pay is not always fair – equal pay
- To get a job people say you need experience. But no-one gives you a chance to get experience
- Young people find it harder to get jobs because the older generation has to stay in work longer
- Need to be 16 – with experience

Pembrokeshire Access Group:

- Still not getting the basics right in terms of accessible buildings / toilets etc in schools – opportunities should be taken when new facilities development but not always the case (e.g. new library in H/West – staff toilet facilities are upstairs and not accessible, so limits opportunities for people with disabilities to work there).
- When people with disabilities are given opportunity to work they show they can do a good job.
- People with disabilities lack confidence when applying for jobs – concern that facilities won't be accessible.
- Some people with disabilities feel they are not given the same opportunities to progress as non-disabled people.

VC Gallery - Disability (Mental Health): (Pembrokeshire)

- *Do participants feel that different types of people have better or worse experiences of work in Pembrokeshire compared to the population as a whole? -* Worse, because Organisations (e.g. the council) can be sneaky in how they manage employment- e.g. make competent people redundant and then re-employ others on less money due to technical points in contracts, or even just the temporary nature of posts. Recruitment process is harder for those with MH issues (compared to younger people) as filling forms etc requires skills they are not so current with as further from education Sometimes employers more likely to go for younger people as they have more productive years ahead of them However also might employ older people as have more work experience and a better work ethic Knock on effects of MH issues make it harder for other employees e.g have to cover / absorb workload for those off with stress
- I have been discriminated in recruitment when they found I have had MH issues. They went for a 'lower risk' candidate (MH) Employers these days are pretty good at supporting those with MH issues eg stress when in a job, however don't employ fairly in the first place (MH) I cant find an apprenticeship - the need for

skilled workers should drive this more (Young) Its hard for me to keep a job - employers take the easy route and try harder to hold onto 'normal' people (MH)

- More effort should be made to find out what skills people with different needs have and to get them suitable jobs People who are competent in jobs should automatically get to carry on if contract finishes and jobs readvertised
- Apprenticeships should be more available

PCNPA Youth Rangers (Young people)

- Do participants feel that different types of people have better or worse experiences of work in Pembrokeshire compared to the population as a whole?- Generally same for all pupils, although those with ALN thought worse
- Often specs on JDs and person specs are unrealistic and disadvantage young people - e.g. HND in Tourism for seasonal jobs where you are just doing activities with kids or serving ice cream Requirements for welsh language are unfair - especially in Pembrokeshire where most residents and no tourists speak it.
- I did 3 years on apprenticeship, promised job. Got to end, nothing. Welsh requirements are unfair / not working If job is vocational Welsh requirement is unfair (Young people / English speakers generally, although one welsh speaker made many of the points about unfairness)
- Avoid welsh 'essential' and have desirable. Many more apprenticeships needed with reasonable pay .Guaranteed job after training / apprenticeship as long as you meet criteria

Consideration for Impact Assessment:

- Access to employment and training opportunities for disabled people
- Consideration of training opportunities.
- Nature of employment opportunities
- How to help people to develop Welsh Language Skills to increase employment opportunities
- Transport and access to child care

Income

Comments from stakeholder events relevant to the National Park Management Plan EQIA:

PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of rates and levels of pay in their county compared to the population as a whole?* – Worse, Pay rates for younger people (minimum wage for different age brackets) holds back equally skilled people
- Really poor pay for apprenticeships is unfair - adults doing EXACTLY the same would get 12k +
- More well paid apprenticeships

Consideration for Impact Assessment:

- Access to employment with good rates of pay for young people
- Affordable Housing - Impact wages for young people may have on ability to access housing options