

Equality and Diversity Statement SNH Supported Ranger Service Guidance November 2008

NB This guidance is for SNH supported Ranger Services only ie non local authority Services. Local Authority Ranger Services will have their own procedures due to the greater legal requirements for the public sector.

SNH is legally bound to consider equality and diversity in all that we do. Therefore, when we grant aid projects such as Ranger Services, we need to be sure that these services also consider equality and diversity in the work that they do, across the 6 equality groups.

The 6 equality groups to be considered are those of race; gender; disability; age; religion or beliefs; and sexual orientation.

Each SNH-supported Ranger Service is required to consider these issues and to demonstrate this through the development and implementation of an Equality and Diversity (E&D) Statement during the first year of the period of the grant applied for. Development of the E&D Statement should be included in the Annual Work Programme under SNH Objectives for Rangers 1.3. This is a condition of grant. (If a Service has already developed an E&D Statement, this should simply be reviewed and updated as necessary).

As part of the process of developing an E&D Statement, discussion and /or consultation with key stakeholders, e.g. the Local Access Panel, local disability groups, the local community etc may be helpful.

The aim of the Ranger Service Equality and Diversity Statement is to increase participation in Ranger Service activities, and, in taking access outdoors for enjoyment, healthy activity and contact with nature, by all sectors of society.

The statement should be a short description of the action the Ranger Service intend taking over the lifetime of the grant to meet the needs of the equality groups.

SNH is drafting short note which provides possible sources of information that may help with the development of an Equality and Diversity Statement. This will be available from Alison Matheson, Recreation and Access Group, Quality of Life, Great Glen House, Leachkin Road, Inverness, IV3 8NW Tel 01463 725209 alison.matheson@snh.gov.uk

WHAT YOU NEED TO DO

You need to consider the barriers that may prevent people participating in activities or making use of sites managed by and facilities provided by Ranger Services. This should include thinking about the following:

1. How people get to your site(s) / places where you are offering Ranger-led activities:
 - Is access to these places possible by public transport or safe, accessible paths?
 - Are parking spaces adequate (for example disabled parking bays provided, bicycle stands etc)?

Could reasonable improvements be made?

2. Facilities available at your site(s) / places where you are offering Ranger-led activities:
 - Are accessible (to all potential visitors) toilets available or are there some nearby that people could be informed about?
 - If there is a visitor centre or information point is it fully accessible?

Could reasonable improvements be made?

3. The physical aspects of your site(s)
 - are a reasonable amount of the paths accessible to those with a disability, limited mobility, those pushing a pushchair, those who need to walk supported by another person beside them etc?
 - does the site feel safe and welcoming to all potential visitors?

Could reasonable improvements be made?

4. The information that is available about your site(s) eg website, information booklets, leaflets, posters, information boards etc:
 - is it as accessible to everyone as possible eg by using a large font size, good colour contrast, available in Braille or on tape, available in different languages etc?
 - is there representation from different backgrounds in the photographs used in communication/promotional material e.g. people with disabilities and Black and Minority Ethnic people?

Could reasonable improvements be made?

5. The events and activities that you offer at your site(s)
 - Are these accessible for those with a disability, with limited mobility, pushing a pushchair etc?
 - Is there any reason that people from any of the equality groups could not take part eg event arranged on a day of a religious festival etc.

Could reasonable improvements be made?

6. Members of the public that you don't work with but may live near to where you work:
 - Is there something that you could do to encourage participation in Ranger Service activities and taking access to your site(s) by people who are not usually involved?

Could reasonable improvements be made?

7. Members of the public that you do work with:
 - Is there anything that you could do to encourage them to be involved more often or in a different way or in a different place?

Could reasonable improvements be made?

8. Consider how / whether it may be possible to monitor the effect of any improvements you have made. We recognise the difficulties of monitoring across the equality groups; people are frequently reluctant to provide this information. However, you may be able to note down general impressions of the effect of any improvements you make. Either your own observations or comments you gather from others.