

Report to **National Park Authority**
Date **5 July 2022**
By **Countryside and Policy Manager (Wealden Heaths)**
Title of Report **Equity, Diversity and Inclusion within the SDNPA**
Decision

Recommendation: The Authority is recommended to:

- 1. Note the progress achieved to date regarding Equity, Diversity and Inclusion (EDI) work and;**
 - 2. Endorse the Equity, Diversity and Inclusion Action Plan Objectives set out within Appendix 5.**
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I. Introduction

- I.1 This report seeks to update Members regarding work that is underway within the SDNPA with regards to equity, diversity and inclusion (EDI) and seeks endorsement of the EDI Action Plan Objectives set out at **Appendix 5**. A detailed EDI action plan has been developed to support the delivery of these objectives and the work to deliver this is being undertaken by Officers under delegated powers, following approval of this activity in the Corporate Plan 2020-25 Action Plan year 2 and further embedded within the Year 3 Action Plan approved by Members in March 2022.
- I.2 By concentrating initial efforts internally, the SDNPA expects that changes to the way it does business, the way it recruits and the messages it gives out will lead to a more representative organisation appealing to a wider range of people than at present, both within its workforce and reflected in the diversity of communities it serves.
- I.3 A more diverse workforce is more likely to ensure our policies and programmes take into account how our actions may affect and are perceived by all who can enjoy the National Park and its special qualities. At the same time evidence (such as 2019 Report from the World Economic Forum “The Business Case for Diversity in the Workplace is Now Overwhelming”) suggests that we will benefit from increased productivity through more creativity, improved hiring, better corporate reputation, faster problem solving, higher staff retention and avoiding ‘groupthink’.
- I.4 The SDNPA wishes to ensure that it is complying with the Equality Act 2010 and the Public Sector Equality Duty, (set out at **Appendix 1**) and in so doing is moving positively to ensure that the organisation itself, and the way it does its business, is responsive to the needs of different people, based on a variety of factors, so we can offer opportunities for equitable access and participation to all. This accords with recommendations in the Designated Landscapes Review the Glover Review, a government-commissioned report into the running of our protected landscape organisations (National Parks and Areas of Outstanding Natural Beauty), in response to the 25-year Environment Plan, particularly;

- Proposal 7: A stronger mission to connect all people with our national landscapes,
- Proposal 9: New long-term programmes to increase the ethnic diversity of visitors
- Proposal 17: National landscapes providing for vibrant communities.

2. Policy Context.

2.1 EDI underpins all of our work, and one of our Corporate Objectives is to make the South Downs a landscape for all. The approved Corporate Plan Year 3 action plan is specific about our desire to ensure that the SDNPA and the SDNP is available for all, and our communication and engagement strategy has EDI at its heart.

3. Work to date

3.1 In Jan 2021 a series of EDI focus group sessions for officers, partners and members were facilitated by external Consultants, and six Members were invited to participate to help shape the consultants' recommendations around 4 key areas;

1. **Routes into working for the organisation** - officer recruitment, apprentices, members
2. **Community Engagement** – e.g., who our priority audiences currently are, is this fit for purpose, engagement via the planning system for Policy documents and applications, events, Health & Wellbeing, education, biodiversity work, access etc.
3. **Partners and projects**, gain a two-way view – from (prospective) partners' viewpoint and our own ways of working
4. Reflect on and ensure our **processes and policies** are fair for all

3.2 The consultants produced a suggested action plan that after input from the relevant teams has been made more relevant to our organisation helping to ensure that we will continue to embed EDI within everyone's work on an ongoing basis.

3.3 Since the appointment of the consultants much has been done to train staff, identify possible issues and make changes to the way we do things. In June 2022 Members have also had the opportunity to benefit from additional EDI training.

3.4 We've defined what we mean by EDI – briefly, "E" for Equity (going much further than equality recognising that people need different help to get the same opportunity), 'D' for Diversity and 'I' for Inclusion, which also includes 'belonging' which is sometimes referred to separately.

3.5 As an organisation we will put EDI at the heart of who we are and how we do things, helping to truly create a landscape open for all. Our recently agreed EDI mission statement (**Appendix 2**) spells that out.

3.6 Two of the Policy and Resources Committee's co-opted Members have brought different perspectives, experiences and voices, and the new South Downs Partnership is also benefitting from partners representing a wider perspective. Extensive training has been provided for staff on the Equality Act of 2010, and further specialist topics were provided that were designed to raise awareness of discriminatory issues, how to spot them and how to challenge.

3.7 Officers have set up an internal EDI steering group, comprising officers from all levels and directorates and upon which the Chair of the Policy & Resources Committee also sits, the group both challenges and advocates for EDI within the SDNPA, and has overseen the early EDI work.

3.8 Steps have been taken to ensure that we improve and enhance the way we consider EDI issues for all of our strategies, projects, and policies, and where relevant they have been worked up with communities impacted to produce much more targeted and more relevant work, and we will gather data to help us show how we are doing. Our corporate plan weaves EDI through each work-stream.

3.9 Finally, we have in delivery a number of projects that target under-served communities and examples of past projects can be found on our web-site, with others being delivered at this time through the Theme Programme Boards, (especially in Cultural Heritage, Health and Well-Being, and Education and Outreach) and a dedicated and evolving [EDI section on the SDNPA website](#) (**Appendix 3**) has been produced to make it easier for the public to see who we are and what we are working towards and find information they seek.

4. Next Steps

4.1 Finalising and implementing the Action Plan will be the focus of our EDI work going forward with the actions centred on four key areas:

1. 'Our organisation and purposes' e.g. EDI is embedded at the heart of the organisation and is fully reflected in everything we do
2. 'Supporting our people', e.g. developing an organisational training plan and specific sessions for relevant staff (e.g. induction, managers), continued emphasis on broadening recruitment strategies, gathering and interpreting staff information and finding ways to address any issues found,
3. 'Our ways of working', e.g. we make it easier for people to work for us and with us, including suppliers and partners,
4. 'Our engagement and public affairs', e.g. building on our hybrid engagement and events programme to broaden outreach and accessibility, share EDI actions outside the organisation, working with the DEFRA and National Park families to share experiences and insight

4.2 All of the actions in the plan will be assigned and shared between teams who report back on progress to the relevant committee or management team where applicable.

5. Other Implications

Implication	Yes*/No
Will further decisions be required by another committee/full authority	No
Does the proposal raise any Resource implications?	There are no anticipated resource implications identified at this stage.
How does the proposal represent Value for Money?	It is a legal requirement to comply with the Equality Act 2010. Evidence shows that a more diverse organisation has increased productivity, and we expect the SDNPA to benefit in this way. In many cases there are no additional costs involved in the actions, it may just require officers to change ways of working, who they speak to, how early in the process etc. Where there are additional costs, these will be assessed on a case-by-case basis.
Which PMP Outcomes/ Corporate plan objectives does this deliver against	In the current draft Corporate Plan year 3 action plan our approach to EDI will impact all aspects of our work
Links to other projects or partner organisations	All
How does this decision contribute to the Authority's climate change objectives	Our approach to EDI will ensure that community-based action on Climate Change will be supported to make those communities more

Implication	Yes*/No
	resilient to Climate Change and aware of the issues Public engagement and behaviour change relating to encouraging people to take action for themselves on Climate Change will be developed with diverse communities.
Are there any Social Value implications arising from the proposal?	none
Have you taken regard of the South Downs National Park Authority's equality duty as contained within the Equality Act 2010?	This report, and the subsequent actions it supports are fully cognisant of the Equality Act 2010 and every action will support the delivery of our Public Sector Equality Duty
Are there any Human Rights implications arising from the proposal?	none
Are there any Crime & Disorder implications arising from the proposal?	none
Are there any Health & Safety implications arising from the proposal?	none
Are there any Data Protection implications?	Some of the proposed actions may include collecting personal data and this will be done in accordance with relevant legal requirements guided by the Data Protection Officer
Are there any Sustainability implications based on the 5 principles set out in the SDNPA Sustainability Strategy.	None

6. Risks Associated with the Proposed Decision

Risk	Likelihood	Impact	Mitigation
There is a risk that the SDNPA appear 'tokenistic' in their actions, jumping on the bandwagon of a current high-profile cause.	Not likely	Low	The solid evidence base of work and engagement we already have and are developing underlines our organisational commitment.

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Appendices:	<ol style="list-style-type: none"> 1. Equality Act 2010 S149 Public Sector Equality Duty 2. Mission Statement 3. EDI Pages on external SDNP website 4. Protected Characteristics defined in the Equality Act 2010; 5. Action Plan Objectives
SDNPA Consultees:	Chief Executive; Director of Countryside Policy and Management; Director of Planning; Chief Finance Officer; Monitoring Officer; Legal Services.
External Consultees:	None
Background Documents:	<ol style="list-style-type: none"> 1. Equality Act 2010 2. World Economic Forum – Business case for diversity in the workplace

149 Public Sector Equality Duty

- 1) A public authority must, in the exercise of its functions, have due regard to the need to:
 - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- 3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) tackle prejudice, and
 - b) promote understanding.
- 6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.
- 7) The relevant protected characteristics are:

Age;

Disability;

Gender reassignment;

Pregnancy and maternity;

Race;

Religion or belief;

Sex;

Sexual orientation.
- 8) A reference to conduct that is prohibited by or under this Act includes a reference to—
 - a) a breach of an equality clause or rule;
 - b) a breach of a non-discrimination rule.
- 9) Schedule 18 (exceptions) has effect.

Equity, Diversity and Inclusion Mission Statement

The SDNPA will put equity at the centre of all our work; challenging and removing discrimination and barriers to participation wherever they may occur creating a National Park where everyone can find opportunity and belonging.

As an employer we will reflect the nation we serve, and our values of collaboration, innovation and respect will be at the heart of our inclusive culture.

As a Planning Authority we will be accessible to all and ensure developments and policies are fully informed by the communities we support.

SDNPA EDI Web Site Pages

Page 1. Our commitment to Equity, Diversity and Inclusion

The South Downs National Park Authority (SDNPA) will put equity at the centre of all our work, challenging and removing discrimination and barriers to participation wherever they may occur, creating a National Park where everyone can find opportunity and belonging.

As an employer we will reflect the nation we serve, and our values of collaboration, innovation and respect will be at the heart of our inclusive culture.

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What do we mean by Equity, Diversity and Inclusion?

Equity

Equity recognises that we do not all start from the same place.

Equity ensures that individuals and groups can participate and benefit from opportunities by taking into account the different experiences and needs of all, particularly in relation to protected characteristics defined in the Equality Act 2010.

Diversity

Diversity relates to the full range of human differences.

Differences could be in relation to a protected characteristic or something else such as socio-economic background, working pattern or having caring responsibilities.

It recognises that each individual is different and that diverse teams, boards and workforces produce better outcomes because they have considered, reflect and respect broader experiences and perspectives.

Inclusion

Inclusion ensures all people feel valued and supported.

Without inclusion the benefits of diversity (such as creativity, innovation and problem solving) cannot be realised.

For the SDNPA, inclusion means:

- Authenticity – feeling like you can be your authentic self at work.
- Belonging – feeling like you belong in your organisation and team.
- Voice – feeling like you have the opportunity to speak up and be heard.

Page 2. Our plans

What are we doing?

We recognise that we are not yet the organisation we want and need to be in terms of equity, diversity and inclusion.

We're looking at 'how we do things' and identifying where we must make changes.

Some of these, like changing where and how we recruit new team members and what we ask of them, should lead to more visible changes quickly.

Others will take more time to achieve.

What have we done so far?

- We're excited that we have been supported and are learning to understand the issues and how each of us has a role to play in rooting out bias, and tackling non-inclusive behaviours, words and actions.

- Identified staff across all levels and directorates and members to act as ambassadors, to help steer our on-going EDI work.
- Clarified what we mean by EDI, as Equity, Diversity and Inclusion, noting ‘belonging’ is part of being inclusive and ‘equity’ goes deeper than ‘equality’; recognising everybody is different and may require different solutions to access the same opportunities.
- Produced a comprehensive action plan for the whole organisation looking at ‘how we do things’ with accompanying delivery timetable and targeted actions.
- Ensured that EDI is at the heart of any proposals (projects, reports, strategies, policies) by asking anyone developing proposals to show from the outset how they are working collaboratively with communities to co-develop their proposal and what positive impacts they expect.
- Enriched our decision-making process by broadening representation within our members – co-opting two members young people to provide different perspectives,
- Re-established / refreshed the South Downs Partnership with a diverse range of members advising on different aspects of our work
- Arranged for external training for all staff covering;
 - **Diversity & Inclusion 101.** The Course covered: overview of each category (protected characteristics under 2010 Equality Act) and the supporting legislation; the business case for D&I; explanation of key terminology; what bias is, how to recognise and challenge it within yourself and others; Practical toolkits and Do’s & Don’ts;
 - **Allyship training:** Primarily focussed on race, and the meaning of and power behind race related language. The session covered the Black Lives Matter movement, microaggression, racial gaslighting and cultural appropriation. It then went on to look into privilege and Allyship, explaining how it can be universally understood as part of the SDNP commitment to equality for all in the workplace.
 - **Building Diverse and inclusive Communities:** This course helped understand how to build and engage external communities where everyone feels they can belong.

Our Plans for 2022

Our focus will be on implementing our actions including:

- Collecting data that will help identify where we should concentrate our efforts
- Publish information so that our progress is visible for all to see,
- Enabling different voices to be heard, sharing our digital platforms

Protected Characteristics under the Equality Act 2010

From the [Equality and Human Rights Commission Website](#)

Age

A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one sex to another.

Marriage and civil partnership

Marriage is a union between a man and a woman or between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Action Plan Objectives

Our organisation and purposes

We will ensure that:

Action	Objective	Examples (in place or for future)
1. Our EDI mission is fully reflected in our strategies and plans, and is reviewed annually	To ensure our EDI mission remains relevant and impacts everything we do	Our EDI mission is included in the Corporate Plan, publicly available on our EDI web page and we're developing a process and culture to ensure that our mission is built into everything we do
2. All our people (staff and Members) work towards achieving our EDI mission	To create an organisation that shares a common purpose	Much of our project work is targeted specifically in support of our mission. Additional training and reminder sessions are planned
3. We listen to staff, Member, partner and user voices in our decision-making	To ensure that everyone's viewpoint is respected and taken into account	<p>We have public participation in Authority and committee meetings, where members debate and make decisions based on all relevant considerations – including EDI implications</p> <p>Public participation is encouraged at Authority meetings.</p> <p>We will consider the timings and locations of meetings to best support engagement.</p> <p>Our process for developing reports, projects, programmes, strategies all evidence active and engaged partner involvement and considerations</p> <p>We will support the calls to allow member meetings to be held virtually or as "hybrid" meetings</p>
4. We ensure that in our staff teams, our volunteers our Members <u>and our suppliers</u> that there are as many opportunities for different groups to be represented as possible	To increase creativity, avoid 'group think' and provide challenge and different perspectives	<p>Co-opting representatives for committees.</p> <p>Restructured the South Downs Partnership to represent a much wider range of voices from inside and around the Park, with different heritage and connecting with under-represented groups.</p> <p>We have engaged with specialist recruitment firms</p> <p>We place our adverts on specialist EDI websites</p> <p>We will make potential candidates aware that there is support available in applying for posts on our recruitment page</p> <p>We will advertise contract and commercial opportunities to better reach diverse</p>

Action	Objective	Examples (in place or for future)
		companies and freelancers, using our role as commissioner to ensure opportunities reach more people
5. We are suitably trained to work with communities to open up opportunities for participation and access to the National Park	To remove barriers for people, whether physical, information, or socio-economic	On-going training for existing staff is happening and planned for all new staff
6. We build long-term partnerships with organisations that can support outreach and inclusion, with particular focus on under-represented groups	to achieve more together than we can do on our own	Examples include working with organisations like the Clarion Housing initiative, or the education network
7. EDI is built into the Partnership Management Plan	To raise the profile, to affect change and for others to call us to account	At the next iteration of the PMP we will build EDI targets and aspirations into the plan

Supporting our people

We will ensure that:

Action	Objective	Examples (in place or for future)
1. We encourage suitably experienced people from under-represented groups into all levels of the organisation by developing our end-to-end recruitment process and providing training for those who recruit staff	To increase representation, diversity and develop a more creative workplace with many different views and experiences to draw upon	<p>We have changed our recruitment process to spread our net wider, and ensured our person specification and essential criteria are relevant</p> <p>We have a guaranteed interview scheme</p> <p>We make reasonable adjustments for candidates to attend interview</p> <p>We offer virtual interviews as an alternative to attending in person</p> <p>We use competency-based interview questions applied consistently to all candidates</p> <p>We include an EDI statement in all adverts</p> <p>We ensure that candidates are judged fairly and consistently against the criteria in the person specification</p>

Action	Objective	Examples (in place or for future)
		We collect and monitor demographics for all applicants to allow analysis and changes to be made to our process as required
2. We provide a comprehensive induction for new recruits, and those new to their roles, which includes an introduction or update for EDI at SDNPA	So that everyone understands the role that they can personally play in helping to achieve our corporate ambition, and how their responsibilities may change as they progress To ensure that new starters settle into the organisation as quickly and comfortably as possible	We signpost all new staff to our mission statement on our website and our EDI policy as part of their induction training All new starters are required to complete the e-learning EDI module
3. We offer flexible working arrangements, which are beneficial and helpful for as wide a cohort as possible	to enable people from different backgrounds to join the organisation and then progress and flourish	The need for a driving licence has been dropped for some roles and changed to 'demonstrate the ability to travel.' We have adopted a 'hybrid' working model which involves working from home and office, and provided the necessary IT infrastructure to enable remote working and participation in video conferencing, webinars etc. We have moved to a more flexible 'working day' not limited to traditional working times
4. We offer EDI training for all our staff and Members annually, tailored to their requirements -	To ensure that all staff and Members consider, are respectful of and proactive in applying EDI in their work	Annual training plans are being developed for all. Training for Members is being organised Personal development is encouraged and many free EDI training seminars are being attended by staff We will have a bespoke area on our intranet for staff to access webinars
5. We provide opportunities for the views of all our people to be heard, recorded and acted upon (e.g., surveys, forums, meetings)	We want our staff to feel valued, appreciated and to belong in the organisation	Regular staff surveys are undertaken. Snap shot surveys will be rolled out further
6. Our staff and Member policies (e.g., disciplinary, grievance, whistle blowing policies)	We want everyone to be supported and empowered to raise any issue they witness or observe	All policies are in the process of being reviewed with an EDI lens Introduction of Blended Working Policy Looking at introducing an inclusivity policy

Action	Objective	Examples (in place or for future)
are designed to be inclusive and equitable		
7. We provide effective support for staff progression within and beyond SDNPA	We want everyone to realise their potential	Where requested, we support and brief individuals on the full recruitment process to support them to successfully secure employment with SDNPA and other organisations We provide feedback to all candidates that have applied or attended interview Professional and personal development needs are considered in annual training plans There is an allocated part of the training budget for professional development
8. We publish an annual report of our performance in recruiting, supporting, remunerating, retaining and promoting staff across all protected characteristics	This will help us identify trends and make adjustments. It will help us to become more accountable and applicants will be able to see our commitment to EDI reflected in our staff make-up	Annual reports have been prepared showing gender distribution, gender pay gap info, promotions and progression information, recruitment, and personal staff data

Our ways of working

We will ensure that:

Action	Objective	Examples (in place or for future)
1. We keep our people informed of our work and progress in promoting Equity, Diversity, Inclusion	This will ensure that EDI is kept in mind and staff are aware of the progress to date	There are regular communications with all staff through Update, intranet and all staff meetings EDI Steering Group members
2. All our internal meetings include consideration of EDI	To enable everyone to participate to their optimum	Both on-line and in-person meetings are happening in any combination Live transcriptions are set as standard on Zoom The meeting etiquette will be updated to include ensuring all voices are heard, respected and listened to EDI issues should be considered when agendas are compiled so there is always space to raise and discuss issues
3. We use technology and practical approaches that	Nobody is left out, unable to contribute or participate in any of	MS Teams training is being rolled out to all staff which allows much more flexibility. 'Disability and carer confident' criteria are

Action	Objective	Examples (in place or for future)
enable access and support belonging for everyone	our work environments, whether office, social or 'out on site'	being implemented across the organisation. Individual arrangements are in place to enable access and support across the organisation

Our communications and public affairs

We will ensure that:

Action	Objective	Examples (in place or for future)
<p>4. Inclusiveness sits at the heart of all of our communications through:</p> <ul style="list-style-type: none"> • The use of representative and inclusive language, imagery and content • Ensuring all of our communications are accessible to all. 	<p>So that people can see, and hear themselves represented within the SDNP and SDNPA</p> <p>So that those with additional needs can effectively access our communications.</p>	<p>We will focus on broadening the range of images in our photo library.</p> <p>We will specifically commission photography from diverse photographers.</p> <p>We will use plain English across our communications, avoiding jargon and acronyms, and ensuring we provide glossaries where technical terms are used.</p> <p>We will ensure all our website and digital channels meet accessibility requirements, including as examples, ensuring all our video content has auto-enabled subtitles, with video subtitling following the best practice guidelines established by Stagertext, and all hashtags capitalising the first letter of every word to support screen reader use</p> <p>We will develop a guide for internal commissioning covering accessibility</p>
<p>5. We will highlight key events and dates relevant to our diverse communities.</p>	<p>To support, give voice to, engage and celebrate with all of our communities</p>	<p>We will continue to celebrate key dates such as International Day of Disability and International Women's Day and will include key dates to celebrate other parts of our communities including Black History Month and Gay Pride.</p>
<p>6. Our hybrid engagement and events programme focus on those groups we are currently not reaching.</p>	<p>To ensure we are focusing our efforts on those currently not reached by providing a choice of ways to engage with the National Park</p>	<p>Continue to develop and focus our hybrid engagement and events programme.</p>
<p>7. We will open our platforms to diverse voices and continue to engage and build positive relationships through social media</p>	<p>Inspire all parts of society to engage with nature and to build positive connections to green space, including direct engagement with the National Park.</p>	<p>We will develop our new "Voices" programme which aims to identify opportunities both large and small to provide space for diverse voices across our communications and engagement from our digital platform to interpretation and more.</p>

Action	Objective	Examples (in place or for future)
8. We will engage with wider EDI forums across the sector to share our experiences and learn from the successes of others	So that we can continue to learn and improve our practices and approaches	Involve ourselves in National Park and Protected Landscapes EDI fora. We are a member and contribute to DEFRA's EDI arm's length body working group. Present to and work with other NPs.

