

Equality Plan 2024-28

As a UK national park, our equality plan is guided by the Equality Act and the Public Sector Equality Duty. We recognise that we have clear obligations towards our workforce and the community at large and a duty to ensure that our policies, practices and procedures do not disadvantage people on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are committed to considering the impact of our actions on individuals and actively promoting equality, diversity, and inclusion in all aspects of our operations, including service provision, employment practices, and decision-making processes.

We recognise that every person has one or more protected characteristic and the Equality Act 2010 protects everyone against unfair treatment.

The general equality duty means that in everything they do, public authorities should have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited under the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and those who do not

As a local authority, we are also bound by the specific duties of the Equality Act 2010. The specific duties complement the general duty. We are required to publish:

- one or more equality objectives at least every 4 years
- information on general duty compliance with regard to people affected by our policies and practices every year
- information on general duty compliance with regard to our employees every year
- gender pay gap data by 30 March every year

The information must be available in a manner that is accessible to the public. This plan is published on our website at [Open government: Peak District National Park](#)

Appendix 1

This Equality plan contributes to the achievement of:

1. [National Park Management Plan Objective 8](#) - To create opportunities for young people and those from under-served communities to connect with and enjoy the National Park
2. [Authority Plan Objective C](#) - To have highly engaged, healthy and inclusive staff and volunteers

[NB – still working through links and narrative to the NPMP and Authority Plan]

It contains important information about the work Peak District National Park Authority will do across 2024-2028 to promote equality and diversity. Our aim is to meet our legal duties and, in areas where we can make a difference, achieve positive experiences for all.

Our Plan is set around three objectives, acknowledging that as an Authority we may only have limited scope to effect change:

1. The Peak District National Park welcomes everyone

- Our National Park communications will be representative of the diverse audiences of the park (See Appendix 1, Table 1.1) and we will continue to work to reach underrepresented groups and advocate for their access to the Park.
- We will consider and reflect access for all users of the Peak District National Park in our policies and in the work we do.
- Our staff, volunteers and Members will be trained and there will be mechanisms in place to ensure we design, procure and deliver accessible and inclusive services.

2. Our Workforce is supported within an inclusive work environment

- We will strive to increase potential routes into employment and volunteering for underrepresented groups into our workforce.
- We will strive to ensure consistent line management support including regular one to ones and meaningful annualised performance reviews where staff can discuss future ambition, promotion, reward, and recognition.
- We will engender a feeling of belonging within and across our teams and look for ways to improve inclusion and engagement.

3. Increased participation in governance and engagement

- By publishing our Equality plan on our website, we will make it available to the public.
- We will have in place mechanisms to enable a diverse range of groups and people to participate in an ongoing conversation about the National Park.

Performance Monitoring

[To be finalised with WMT] - We will annually monitor the delivery actions below and report progress against each.

Equality Action Plan 2024-28

1. The Peak District National Park welcomes everyone

Actions – we will		Responsible Teams	Time Scale
1.	Continue to develop mechanisms to ensure promotion and interpretation material takes into account accessibility and inclusivity as standard practice.	<ul style="list-style-type: none"> Strategy & Performance (Comms) IT 	Business as usual (BAU) practice
2.	Continue to address a wide range of affordable housing needs to support our aim for Thriving Communities.	<ul style="list-style-type: none"> Development & Enforcement Policy & Communities 	BAU Local Plan timescales
3.	Procure or develop equality training and awareness for all staff, volunteers and Members.	<ul style="list-style-type: none"> Senior Management Team (SMT) People Legal 	Annual
4.	Procure and deliver digital systems and services that comply with accessibility best practice and public sector regulations.	<ul style="list-style-type: none"> IT Legal 	BAU
5.	Continue to develop and deliver Management Plan projects in partnership with others that have positive benefits for those facing inequalities.	<ul style="list-style-type: none"> Rangers Engagement Farming in Protected Landscapes (FiPL) 	BAU

2. Our Workforce is supported within an inclusive work environment

Actions – we will		Responsible Teams	Time scale
6.	Continuously review the Authority's recruitment and selection processes to ensure fairness, including looking at potential barriers.	<ul style="list-style-type: none"> People 	BAU
7.	Maintain our Disability Confident organisation level 1 and progress towards becoming level 2.	<ul style="list-style-type: none"> HR Recruitment Managers 	March 2026
8.	Identify and develop a wellbeing offer that reflects current best practice to support staff and volunteers.	<ul style="list-style-type: none"> People Workforce Champions Volunteer VOICE 	May 2025
9.	Systematically review our People policies to ensure they reflect current best practice in terms of promoting an inclusive workplace.	<ul style="list-style-type: none"> People 	Scheduled throughout 2024-28
11.	Source and develop a suite of training for line managers to equip them to manage diverse teams and promote an inclusive culture.	<ul style="list-style-type: none"> HR 	BAU
12.	Continue to carry out and report on our workforce equality profile including gender pay gap (Public Sector specific equality duties)	<ul style="list-style-type: none"> HR 	Annually in April

Increased participation in governance and engagement

Actions – we will		Responsible Team	Time scale
13.	Create a Youth Voice/Board to connect young adults to the Peak District National Park Authority to enable a wide range of more diverse voices/opinions to address pressing environmental and social challenges.	<ul style="list-style-type: none"> Engagement 	March 2025
14.	Ensure visible and transparent equality consideration in our governance and decision-making processes with implications properly thought through on reports	<ul style="list-style-type: none"> Legal 	BAU
20.	Support outreach mechanisms and initiatives that help the Authority develop an ongoing conversation about the National Park Management Plan with a diverse range of stakeholders and members of the public.	<ul style="list-style-type: none"> Strategy & Performance 	March 2026

Appendix 1**1.1 Peak District National Park – Visitor Survey Responses to Ethnicity:**

Ethnic groups (as per 2021 Census of England and Wales)	2024 Survey	2015 Survey	2005 Survey
Asian or Asian British	7.6%	2%	1.2%
Black, Black British, Caribbean or African	7.4%	0%	0.3%
Mixed or multiple ethnic groups	2.9%	1%	0.5%
Other ethnic group	1%	2%	1.3%
White	81.1%	91%	96.7%

The change in ethnic groups represented in the 2024 visitor survey are a result of a change in methodology. Face to face visitor survey was not affordable and an online panel sample was chosen to mirror the England demographic. This facilitates a more balanced share of the voice in terms of visitor feedback but is not designed to measure or reflect the actual ethnic profile of visitors. Different results would be expected if a face to face survey was conducted.

1.2 Ethnicity by Region as per the England Census 2021

Ethnicity Group	North West	East Midlands	West Yorkshire	West Midlands	Average (aforementioned PDNP main visitor catchment regions)	England & Wales (UK)
Asian or Asian British	8.4%	7.7%	15.9	13.3%	11.3%	9.3%
Black, Black British, Caribbean or African	2.3%	2.5%	3.1%	4.5%	3.1%	4.0%
Mixed or multiple ethnic groups	2.2%	2.3%	2.8%	3.0%	2.5%	2.9%
Other ethnic group	1.5%	1.2%	1.7%	2.1%	1.6%	2.1%
White	85.6%	86.3%	76.6%	77%	81.8%	81.7%

Appendix 1

1.3 Workforce equality profile

Established post numbers of **paid staff** @ 31 March 2025

	Full-time	Part-time	Fixed-term	Casual Workers	Total
Number of staff	126	99	24	213	225**
Full Time Equivalent	126	58	20.9	n/a	

* Staff who are fixed term also fall into either the full or part-time category. ** Excluding casual workers

Our employee* profile is:

Sex	Age	Race	Disability
50% female - 113	0.4% aged 20 or under	99.5% White British	3.1 % of employees disclosed that they consider themselves to have a disability
50% male - 112	8.0% aged 21-30		
	20.5% aged 31-40,		
	24.5% aged 41-50		
	30.2% aged 51-60		
	16.5% aged over 60		

*excludes casual workers

Total number of **volunteers** on Better Impact (database) @ 14 April 2025 is 1578

Sex	Age	Race	Disability
42% female - 668	5% aged 20 or under	86% White British	5% of volunteers consider themselves to have a disability
52% male - 824	26% aged 21-30	1% Black/Black British	
1.3% non-binary - 22	16% aged 31-40	2% Mixed/Multiple Ethnic groups	
0.3% prefer to self-describe - 5	13% aged 41-50	1% Other ethnic group	
3.7% not answered - 59	16% aged 51-60	4% Prefer not to say	
	23% aged over 60		

1.4 Gender pay gap

Organisations with more than 250 employees are required to publish the difference in pay between male and female employees. Although as at 31 March 2025 we only had 225 employees, below the legal threshold, as this is an important topic we have chosen to report our gender pay gap.

The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing similar work or work of equal value. Our job evaluation scheme ensures that all jobs are evaluated and graded consistently to ensure equal pay for work of equal value, regardless of gender.

Difference in hourly rate:

	Number of employees	Mean Hourly rate	Median Hourly rate
Total	225	18.12	17.29
Male	112	18.36	17.29
Female	113	17.88	16.93

The mean pay gap is 2.65%. A positive percentage figure indicates that female employees have a lower average hourly rate of pay. In other words, when comparing hourly rates, women earn £97p for every £1.00 that men earn.

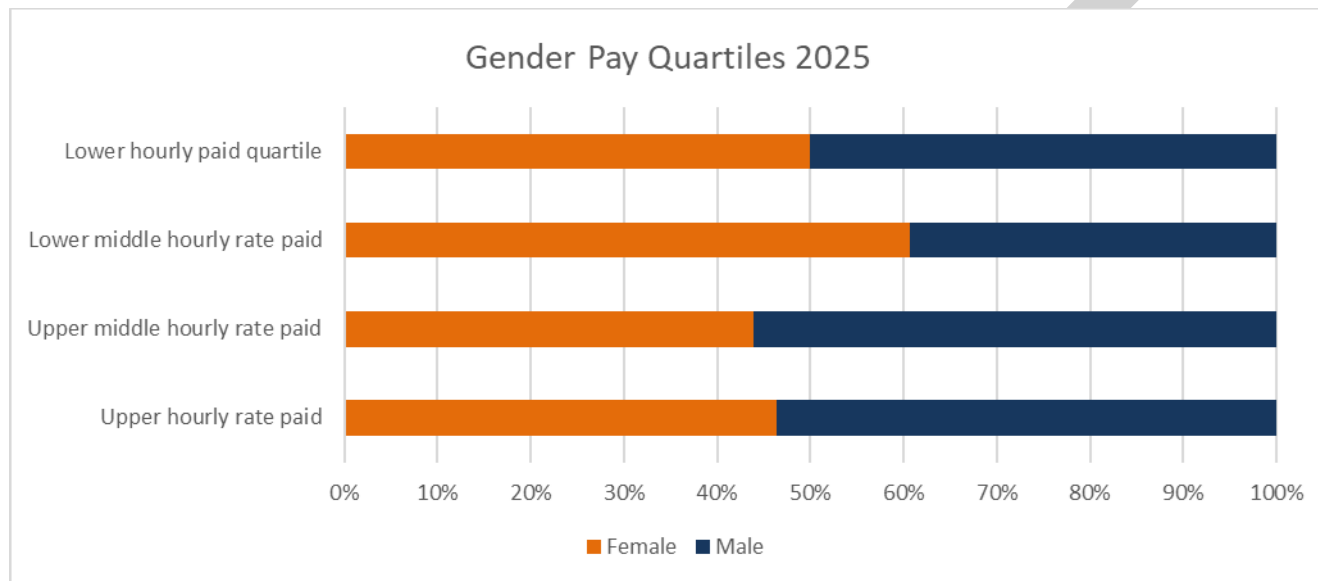
The median pay gap is 2.08%. A positive percentage figure indicates that female employees have a lower average hourly rate of pay. In other words, when comparing hourly rates, women earn £98p for every £1.00 that men

The mean average is useful as it places the same value on every number used, giving a good overall indication of the gender pay gap, but very large or small pay rates can 'dominate' and distort the answer. The median average is useful to indicate what the 'typical' situation is, i.e. in the middle and not distorted by very large or low pay rates.

Appendix 1

Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.



We have a higher proportion of females in our lower middle hourly rates and a lower proportion of females in our upper middle hourly paid rates.

Bonus pay

The Authority does not have a Bonus Scheme, and as such no bonuses were paid.