

Strategic work on equality in Designated Landscapes Wales – the current legislative and policy context

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My role as Diversity, Inclusion and Governance Excellence Strategic Lead

Strategic Objectives (SOs) for the role:

To develop, implement and lead an action plan across the three National Park Authorities and other designated landscapes as appropriate to make a significant improvement in relation to:

1. Identifying and progressing measures to support and develop members such as training (member development and support);
2. Undertaking work to promote diversity among staff and members of NPAs (increase diversity internally);
3. Identifying and progressing measures to increase the diversity of visitors to Designated Landscapes (increase diversity externally);
4. Supporting Designated Landscapes to respond to key Welsh Government initiatives including the socio-economic duty and Welsh language standards, as well increasing their contribution towards tackling child and rural poverty (WG initiatives focus).

In practice:

- Strategic overview of diversity and inclusion - internal and external focus - partnership working and shared learning across Landscapes (Tirweddau Cymru Landscapes Wales)
- Advise, support and act as a catalyst - seeking collaborative and integrated opportunities across Landscapes
- Creation of an Action Plan

What do we mean by landscapes for everyone?

We all know we need to do more to be fully inclusive organisations.

We want every single person who comes into contact with our Welsh Designated Landscapes to have a positive experience – to feel that they are included and to feel that they belong. The unique experiences and perspectives of our diverse communities has the most incredible potential to add so much value to what we do, leading to better decision making by bringing challenge and perspectives from all of society. Indeed, only by taking a truly people centred approach, by creating Landscapes where everyone belongs, can we together recover and protect their natural beauty, wildlife and cultural heritage, ensuring that they will be here for Future Generations to come.



Why is diversity and inclusion so important to us as landscapes?

Landscapes purposes

Underpinned by the principles of democracy and public service: those who govern Public Bodies should be representative of the communities that they serve and of all those who fund us.

- The connection to our landscape purposes and socio-economic duty
- Welsh Government's Valued and Resilient Statement 2018 - the statement highlighted that designated landscapes in Wales need to:
 - Be "Landscapes for everyone"
 - Reach out beyond traditional audience
 - Engage a more diverse cross section of Welsh society so that they have a stake in the national landscapes

The statement notes "While it is important for all sectors of society to experience these designated landscapes, particular focus should be given to children and young families from deprived areas. Action must be taken to help to tackle the inequalities that exist in health, education and economic outcomes amongst the poorest in society. This work will include enhanced outdoor education programmes and volunteering opportunities."

Statutory Purposes for National Parks – the Environment Act 1995

- to conserve and enhance the natural beauty, wildlife and cultural heritage of the National Park
- to promote opportunities for public enjoyment and understanding of the special qualities of the National Park

If there's a conflict between the two Purposes which can't be reconciled, the conservation Purpose has greater weight (this is known as the 'Sandford Principle').

In pursuing the above purposes National Parks have a Statutory Duty under the Equality Act 2010 **to foster the economic and social well-being** of National Park communities in its pursuit of the purposes (the Socio Economic Duty') – **the overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage.**

Statutory Purpose for National Landscapes – the National Parks and Access to the Countryside Act 1949

- to conserve and enhance natural beauty

Supplementary (non-statutory) purposes developed in 1990s include:

- in our pursuing the primary purpose, **account should be taken of the economic and social needs of the local community**
- particular regard should be paid to promoting sustainable forms of social and economic development that in themselves conserve and enhance the environment
- although recreation is not an objective of designation, the demand for recreation should be met in so far as this is consistent with the conservation of natural beauty and the needs of agriculture, forestry and other uses

Why is diversity and inclusion so important to us as landscapes?

The legislative case – know the law

- Legislation
- Policy
- Operational delivery

Legislation

- The Equality Act 2010 (and the Public Sector Duty)
- The Well-being of Future Generations (Wales) Act 2015
- The Human Rights Act 1998
- Welsh Language (Wales) Measure 2011

Action plans:

- Anti-racist Wales Action Plan (ARWAP) – NB specific plan for the Environment, Climate Change and Rural Affairs
- LGBTQ+ Action Plan for Wales
- Disability Equality Action Plan (forthcoming)
- Advancing Gender Equality Action Plan

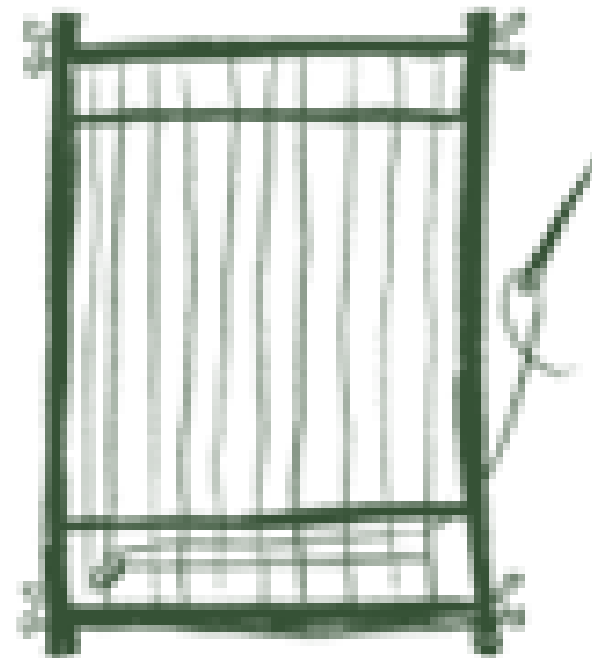
Strategies:

- Just Transition to Net Zero Framework
- Reflecting Wales in Running Wales – Diversity and Inclusion Strategy for Public Appointments in Wales (2020-2023)
- Health Impact Assessments
https://www.futuregenerations.wales/wp-content/uploads/2024/03/Beyond-the-present_long-term-thinking-to-reduce-health-inequalities-1.pdf

Intersectionality

The term 'intersectionality' is important and key to truly understanding diversity and inclusion. Intersectionality acknowledges that various forms of protected characteristics do not exist separately from each other and are interwoven together.

As an example, socio-economic disadvantage is highly intersectional. This means deprivation interacts with protected characteristics, and certain people and communities experience worse outcomes as a result of barriers they face because of their protected characteristic in combination with socio-economic disadvantage. The intersectionality between deprivation and other characteristics can be thought of as a web, where different elements inter-connect, compounding their effects.



Why do we need to think about a Just Transition?

Forms of climate injustice identified in the UK:

- Lower-income and other disadvantaged groups contribute least to climate change; but are likely to be the most impacted by it
- These communities pay, as a proportion of income, the most towards implementing climate policy responses; but benefit least from these policies
- Their voices tend to go unheard in decision-making

People of colour in the UK are four times as likely to live in areas at high risk of dangerous heat.

Source: Friends of the Earth

Watch after the session: The equality impacts of climate change

Community Climate Action and Fairness:
Hearing From The Voices of Communities Across
Wales

Led by www.egin.org.uk & www.dtawales.org.uk

Speakers explored how climate action resonates with disabled people, ethnically minoritised groups, or people living in economic deprivation and what these groups want to share with policy makers and government.

Egin is unlocking the collective power of communities in Wales to tackle climate change.

Through Egin, community groups can access Peer Mentor support to take their first steps towards taking action on climate change and living more sustainably. Our main focus is on helping those who will be the most impacted by climate change, yet may often feel they are not part of conversations around climate.



Quick poll:

Who has heard of the Just Transition framework being developed?

Who has heard about the ARWAP for the environment, climate change and rural affairs?



Anti-racist Wales Action Plan (June 22)

Vision: to make a measurable change to the lives of ethnic minority people by tackling racism.

The Plan focuses on lived experience and co-production.

Actions:
Culture
leadership – importance for Just Transition

<https://www.gov.wales/anti-racist-wales-action-plan>

Racism is when someone treats another person differently or unfairly because of their background, culture, or religious beliefs or how they live.

Being anti-racist isn't just being not racist, it means doing something about racism and standing against it. It means changing our laws, policies, practices and the way we work across services, so people are treated fairly and their lives are better.

NB Diversity and Anti-Racism Professional Learning (DARPL) provides free anti-racism resources and training for teachers

Anti-racist Wales Action Plan for the environment, climate change and rural affairs

Lived experience is key to understanding the 'why?' behind the statistical 'how much'

Actions and findings from this Plan can be integrated into a Just Transition approach

Progress update:

- Literary review and community consultation finished - evidence and reports will look at environmental risk of flooding, air quality and access to green spaces.
- Planning a set of roadshows when Plan published
- Will have actions to deliver against



**Discussing The Experience of Racism in Climate Change Action
(as part of Climate Week - supported by Welsh Government)**

**Ann Humble, Welsh Government, Strategic Evidence Unit and Dr
Salamat Fada, Environment, Rural Affairs and Anti-Racism Advisor
(presentation at 5 minutes - 9.40 mins)**

This session was aimed at climate and environment professionals interested in ensuring inclusivity, in terms of employment, recreation spaces and activism. Speakers outlined the development of a new anti-racism action plan for the environment and climate change sectors.

Just transition to Net Zero

What does it mean? Delivering a just transition to low carbon future will mean, as we move to a cleaner, stronger, fairer Wales, we will leave no-one behind

Policy update:

Welsh Government published a consultation on Just Transition Framework from the 4th December 2023 until 11 March 2024 and can be viewed below (includes draft framework):

<https://www.gov.wales/sites/default/files/consultations/2023-12/consultation-just-transition-framework.pdf>

Summary of the draft framework

The Just Transition Framework will set out the Welsh Government's strategic policy approach to achieving a just transition, underpinned by the Well-being of Future Generations Act.

The Framework is also aimed at facilitating a shared understanding of planning for a just transition across partners and sectors involved in developing plans and actions for decarbonisation: including public bodies, businesses, communities.

Building knowledge and capacity will be required across all areas of Welsh society.

WG have developed Guiding Principles to support the implementation of the WFGA to help plan a cohesive and effective transition.

Just Transition Framework

The Just Transition Framework aims to bring coordination and coherence to just transition planning in Wales. It sets out a vision for the just transition, lays the foundations to support and guide the transition, and actions to coordinate the transition in a fair way.



Figure 2 Well-being Goals and Guiding Principles

Goals	Principles to help guide just transition planning
A Prosperous Wales	Invest in decarbonisation action and plans and invest in education and skills to support transition to Net Zero. Build the evidence base – Assess the short, mid and long term geographical and sectoral contexts. Ensure fairness and equity is embedded in decisions for all including workers, business, including small businesses.
A resilient Wales	Ensure that transition to Net Zero does not harm but enhances the natural environment .
A healthier Wales	Take into account the health of people and communities as part of planning for measures and actions to achieve Net Zero.
A more equal Wales	Actively promote equality , children's and human rights and prevent new inequalities from arising while furthering wider equality and human rights across all protected characteristics.
A globally responsible Wales	Take into account the global impact of the transition and prevent offshoring emissions and avoid deforestation.
A Wales of vibrant culture and thriving Welsh language	Where decarbonisation support and contributes positively to the culture of Wales and the Welsh language, enabling positive health outcomes, personal wellbeing, community cohesion and economic growth especially in rural communities.
A Wales of cohesive communities	At the earliest possible stage identify, involve and prioritise all those affected by transition.

What is the role of landscapes in a Just Transition?

Think about the risks and opportunities arising from a Just Transition – now and in the future

Eryri – carbon footprint challenges

1/3 transport

1/3 tourism

1/3 communities – living and working landscapes

To lead, inform and drive change

What does a Just Transition plan look like?

An integrated approach which is all about listening to people's experiences:

- important to map groups and communities
- collectively mobilise and engage people – look to understand the views and needs of those most impacted by the transition
- integrated assessments that take account of evidence and potential impact
- identify actions and outcomes
- bring people with us

Useful links:

<https://www.gov.wales/sites/default/files/consultations/2023-12/consultation-just-transition-framework.pdf>

<https://www.gov.wales/anti-racist-wales-action-plan>

https://www.futuregenerations.wales/wp-content/uploads/2024/03/Beyond-the-present_long-term-thinking-to-reduce-health-inequalities-1.pdf

<https://www.ynnillyn.cymru/> - community climate action plan

The UK's first Just Transition Plan:

<https://www.newham.gov.uk/downloads/file/6800/newham-just-transition-plan-december-2023>

Get in touch!

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