

# **Lake District National Park Partnership Plan 2026-2031**

## **Equalities Impact Assessment**

**October 2025**

## Background

The Partnership Plan sets out how all those with a responsibility for the Lake District will collectively work together to tackle the most important challenges and opportunities in the area over the five-year life of the Plan (2026-2031).

The Plan:

- Sets out the Vision and overarching strategy for managing the Lake District to 2051;
- Guides the work of all public bodies and other partners to deliver the purposes of the National Park;
- Delivers the requirements of the World Heritage Committee in protecting the Outstanding Universal Value of the World Heritage Site;
- Supports the delivery of other strategies, policies and plans including, but not limited, to the Government's Growth Agenda, Environmental Improvement Plan and 30 by 30 targets for nature recovery set out in the Lake District National Park Nature Recovery Plan, and, at a county level, the Cumbria Local Nature Recovery Strategy, the Climate Change Adaptation Report Action Plan, Going for Growth Economic Strategy and Destination Management Plan;
- Provides the strategic context for the Local Development Plan (planning policies); and
- Monitors delivery of the Government's Protected Landscapes Targets and Outcomes Framework.

## How the Partnership Plan has been developed

The Lake District National Park Partnership (LDNPP) has created the Partnership's Plan as a collaborative effort across the 25 Partners. The Plan is based on engagement with a wide range of stakeholders and a review of evidence from the State of the Park Report and the Periodic Reporting and State of Conservation reports.

Public consultation on the draft document will be between November 2025 and January 2026. There will be press releases circulated to local press along with a formal notification on our website along with all the documents for consultation. The Partnership will meet again to review all the comments and agree amendments to strengthen the plan as applicable. The amended plan will be presented to the Lake District National Park Partnership for adoption. The Lake District National Park Authority will then adopt the plan (according to statutory regulations) and individual partner organisations will be asked to publicly endorse it.

## Scope of Assessment

This equality impact assessment focuses on the potential impact of the Partnership Plan in relation to the National Park's communities, residents, visitors, stakeholders, and the business community. Specifically, it focuses on groups with protected characteristics under the Equality Act 2010.

## Legislative Responsibilities

The Equality Act 2010 legally protects people from discrimination both in the workplace and in wider society. It replaces previous anti-discrimination laws which include the Sex Discrimination Act 1975, Race Relations Act 1976 and the Disability Discrimination Act 1995. The Act ensures that individuals with certain 'protected characteristics' are not indirectly or directly discriminated against. The protected characteristics include:

- **Age:** this refers to persons defined by either a particular age or a range of ages;
- **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities;
- **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
- **Marriage and civil partnership:** marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples;
- **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race:** the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- **Gender:** this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys' and girls' lives;
- **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.
- **Socio-economic status:** a person's socio-economic status referring to combined economic and sociological measure of a person's work experience and economic and social position in relation to others, based on income, education, and occupation.

As a public sector organisation, Lake District National Park Authority has a duty under the Equality Act 2010 and the associated Public Sector Equality Duty (PSED) to ensure that the objectives and policy options within the National Park eliminate unlawful discrimination (direct and indirect), as well as advancing equality of opportunity and fostering good relations between those with a protected characteristics and all others. An Equality Impact Assessment (EqIA) is often used by public sector organisations to demonstrate how this duty has been met.

## **Impact**

The Partnership Plan sets out ambitions, objectives, policies and actions, identifying the things that will make the biggest contribution to the National Park over the Plan period. The Partnership Plan is a strategic document and many of its objectives, policies and actions will lead to future projects, many of which will require equality impact assessments to ensure projects follow best practice in their relevant fields.

Delivery of the Partnership Plan will be monitored throughout its life, with specific indicators and targets. Its subsidiary action plans and projects will be subject to their own more specific equalities impact assessments.

## **Conclusion**

This equality impact assessment has evaluated any potential impacts arising from the Partnership Plan on the protected characteristics. This assessment has not identified any potential adverse impacts and instead will promote and encourage equality, diversity and inclusion across the Lake District.

| Protected characteristic | Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Mitigation                                                                                                                                                                                                                                                                                                                                                                                         | Further action                                                                                                                                                                      |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Age                      | <p>The Partnership Plan will seek to increase accessibility to the Park and the ability of people of all ages, including under-represented groups such as young people, to experience and enjoy its special qualities. This impact is likely to be positive.</p> <p>While the Partnership Plan does not itself identify development land and proposals for the provision of facilities and services, it will provide direction for the next Development Plan. This impact is likely to be positive as the aim is to improve the social, economic and social sustainability of the area.</p> | <p>Detailed action plans and projects will be subject to their own EqlA and other specific assessments/audits.</p> <p>Consultation materials will be made as accessible as possible, including using plain English, social media and physical copies.</p> <p>Significant engagement has been conducted with school aged children to ensure their visions for the Lake District are considered.</p> | <p>Consider engaging with more young people through the Young Farmers network and other existing youth panels.</p> <p>Using EqlA of individual projects to develop their detail</p> |
| Disability               | <p>The National Park Partnership Plan will seek to increase accessibility to the Park and the ability of all people to experience and enjoy its special qualities. This impact is likely to be positive.</p>                                                                                                                                                                                                                                                                                                                                                                                | <p>Detailed action plans and projects will be subject to their own EqlA and other specific assessments/audits.</p> <p>Consultation materials will be made as accessible as possible, including using plain English, social media and physical copies.</p>                                                                                                                                          | <p>Using EqlA of individual projects to develop their detail.</p>                                                                                                                   |

|                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                     |                                                                          |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Gender reassignment            | Neutral impact on this group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                 | Using EqlA of individual projects to develop their detail.               |
| Marriage and Civil Partnership | Neutral impact on this group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                 |                                                                          |
| Pregnancy and maternity        | Neutral impact on this group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                 |                                                                          |
| Race                           | <p>The Partnership Plan will seek to increase accessibility to the Park and the ability of people of all ages, including under-represented groups such as young people, to experience and enjoy its special qualities. This impact is likely to be positive.</p> <p>Potential negative impacts may arise if documentation and consultation material may not be easily accessible and/or understood by non-English speakers. Furthermore, the National Park has a very low population of ethnic minorities who may be hard to reach.</p> | Many of the policies and objectives are too general to enable meaningful assessment to identify specific long term mitigation measures. Detailed action plans and projects will be subject to their own EqlA and other specific assessments/audits. | Using EqlA of individual projects to develop their detail.               |
| Religion or belief             | Neutral impact on this group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                 |                                                                          |
| Gender                         | Neutral impact on this group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                 |                                                                          |
| Sexual orientation             | Neutral impact on this group.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                 |                                                                          |
| Socio-economic status          | The Partnership Plan will seek to increase accessibility to the Park and the ability of people of all ages, including under-represented groups, to experience and enjoy its special qualities. Additionally, rurality can result in exclusion in communities                                                                                                                                                                                                                                                                            | Consultation materials will be made as accessible as possible, including using plain English, social media and physical copies. Rurality can exclude communities from accessing resources and                                                       | Ensure consultation materials are promoted to all socio-economic groups. |

|  |                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                               |  |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|  | <p>accessing resources, opportunities and services. The Plan's vision promotes all to enjoy the Park regardless of socio-economic status and aims to improve the sustainability of rural communities. This impact is likely to be positive.</p> | <p>consequently responding to consultations. The promotion of the Partnership Plan consultation will use in-person, online and paper promotional materials to engage with rural communities. Additionally, the promotion of consultation materials will target all socio-economic groups.</p> |  |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|