

# Equality Impact Assessment

Carrying out an Equality Impact Assessment (EqIA) helps us in meeting our legal duties under the Equality Act 2010, Socio-Economic Duty which lies within the Equality Act, Welsh Language (Wales) Measure 2011 and Children's Rights under United Nations Convention on the Rights of the Child.

In Wales, the Public Sector Equality Duty (PSED) goes further and contains express provisions about engagement (Regulation 5) and equality impact assessments (Regulation 8).

This EqIA also enables us to deliver our commitment to the Well-being of Future Generations (Wales) Act and Our Well-being Objectives to lead the way to a better future for Wales.

The protected characteristics that you should consider in completing this screening in addition to the Welsh Language are:

- Age
- Disability
- Gender re-assignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (male or female)
- Sexual Orientation

# Purpose of Equality Impact Assessment (EqIA)

Carrying out an Equality Impact Assessment (EqIA) helps us in meeting our legal duties by:

- Making sure our decisions impact in a fair way and when there is any evidence where groups will be impacted negatively by the decision, ensuring that action is taken to address this.
- Ensuring decisions made are based on evidence, with the EqIA providing a structured way to collect and make note of the evidence collated and how.
- Making decision-making processes clear and consistent, by involving those affected by the policy or proposed work ensuring decisions made are based on open and transparent evidence. This helps build trust in decisions made.
- Providing opportunities for us to work in partnership and considering impact on members of shared communities and how best to collaborate and co-ordinate decisions.

**To Note:** The assessment should be used as a working document from the start of any work in relation to the proposal. It should be updated and amended throughout the course of the decision-making process which will help in highlighting any issues and make it easier to put measures in place to mitigate/limit any disadvantage found.

Please use this form along with the Equality Impact Assessment guidance which includes information and a practice hub to help you complete the form accurately.

## Equality Impact Assessment Form

Title of Policy/Procedure/Strategy or Project	Wales's New National Park Proposal
Name of the Team who completed the document	Designated Landscapes Programmes Team
Date assessment started	August 2023
Version number	Version 1

Date assessment finalised	
Date of assessment review if applicable	Assessment will continue to be reviewed throughout the lifetime of the project

## Give a description of the proposal its aims, objectives and impact

**This is an Equalities Impact Assessment for (Natural Resources Wales's (NRW's) assessment for decision making and does not set out to evaluate the equalities impact of a new National Park. This Equalities Impact Assessment is designed to ensure NRW's assessment process is in line with legislation.**

**The 'proposal' referred to in this document refers purely to NRW's assessment for decision making – evaluate the case for a new National Park.**

The proposal's (NRW's assessment for decision making) main measure of success will be the ability of NRW's board to make an appropriate decision based on a fully evidenced and compliant assessment procedure. If appropriate, also the delivery of a legally compliant Designation Order to Welsh Government. The aim is also that all stakeholders have reasonable and appropriate opportunity to make their voices heard and that they have had the opportunity to influence the assessment procedure and therefore the final proposal and decision.

The long-term implications of a National Park would be significantly more than the limited scope of this assessment. Any new National Park would need to consider the relevant legislation they would need to comply with, and take account of aspects such as inclusivity.

Information on how this proposal fits into the wider project proposal, the overarching aim and objectives, is detailed below.

In its Programme for Government (2021-2026), Welsh Government set out its commitment to designate a new National Park for Wales. Natural Resources Wales (NRW) is Welsh Government's statutory adviser on landscape and natural beauty and the designating authority for any new National Parks or Areas of Outstanding Natural Beauty (AONBs), and have therefore been commissioned by Welsh Government to undertake the assessment.

The aim of the overall project proposal is to evaluate the case for a new National Park based on the existing Clwydian Range and Dee Valley National Landscape (formerly AONB). The intended beneficiaries of the proposal are the people of Wales, both current and future generations.

The overall project proposal's objectives are to:

- undertake a thorough assessment of the area around the existing Clwydian Range and Dee Valley National Landscape on natural beauty, opportunities for recreation, and a more holistic consideration of other factors influencing the overall desirability to designate the area.
- deliver a comprehensive engagement and consultation throughout which effectively captures the voices of all key stakeholders including those from protected characteristics groups.
- For NRW to make a decision on designation and if appropriate, provide Welsh Government with a Designation Order and associated supporting evidence.

The overall project proposal aim and objectives will be achieved through technical assessments, evidence gathering, multiple engagement and consultation periods, and ongoing stakeholder engagement throughout the evaluation process. This will all take place within the existing Senedd term (2021-2026).

## Provide information of who will be directly affected by the proposal?

The proposal (NRW's assessment for decision making – evaluate the case for a new NP) directly affects everyone who lives and/or has interests in the area under consideration for a proposed new National Park.

This includes all different types of people; the general public, landowners, those in the agricultural sector, local authorities, councillors, MP's/MS's, the Clwydian Range and Dee Valley National Landscape (formerly Area of Outstanding Natural Beauty) team, environmental groups, heritage groups, utility groups, renewable energy developers, local businesses, those in the tourism sector, recreational groups, local residents, Welsh speakers, tourists and those who fall under the protected characteristics groups in the Equality Act 2010. It also includes those from all different ages, be that children and young people, through to adults and the elderly.

The potential consequences of a designating a National Park (or not) also extend beyond its borders, particularly in relation to health and the environment. A National Park is a long term commitment and its influence will accumulate over time so consideration must also be given to future generations who will perhaps be more impacted than the current generation.

Note, the Equality Act 2010 defines nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

NRW will do its utmost to ensure everyone mentioned above who may be impacted by and/or interested in the evaluation process is informed and has an opportunity to have their say on the proposed new National Park.

## **We have a legal duty to engage with people with one or more protected characteristics in developing your Equality Impact Assessment e.g. stakeholders, general public, specific groups**

The Socio-Economic Duty is within the Equality Act 2010, it requires public bodies to enact the Duty and to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. The overall aim of the Duty is to deliver better outcomes for those who experience socio-economic disadvantage. NRW have voluntarily taken on the Duty. Evidence needs to be provided on how you engaged with people from one or more protected characteristics and different socio-economic groups.

NRW will follow the Welsh Government Socio-Economic Duty guidance (<https://gov.wales/socio-economic-duty>) and policies within it. For example, NRW will comply with Section 149 of the Equality Act (2010) introduced a single Public Sector Equality Duty (PSED), or “general duty”, requiring public authorities and other bodies carrying out public functions, to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- foster good relations between persons who share a protected characteristic and persons who do not share it

NRW will also comply with the Well-being of Future Generations (Wales) Act 2015 which gives a legally-binding common purpose, the 7 well-being goals, for national government, local government, local health boards and other specified public bodies.

The steps taken to engage and consult with relevant stakeholders internally have included regular programme board meetings and meetings with heads of place, circulating emails to staff at NRW, holding internal webinars for all staff (Webinar Wednesdays) and updating the intranet noting them about the engagement and consultation periods and opportunities to engage and share feedback.

To date, the main steps to engage and consult with relevant stakeholders externally have included establishing a Technical and a Senior advisory group made up of representatives from all five of the directly affected Local Authorities, and these groups have met regularly throughout most of 2024 and 2025. There has been significant but less routine engagement with a wide range of other stakeholders such as farming unions, councilors and environmental groups. These have included many in-person and online meetings, presentations and emails.

We held a 7-week early public engagement period in 2023 and a 10-week public consultation period in 2024 on the developing proposals. Both periods consisted of online and in-person events, and a questionnaire offered to the public and key stakeholders. These were strategically planned to maximise the involvement from all different types of people including those with protected characteristics and from different socio-economic groups.

NRW have engaged and consulted with a variety of different groups and individuals and have managed to do this through many means. For example, NRW have managed to reach those with disabilities as the in-person events were selected on the basis that they all had disabled access, enough space for people with mobility issues to move around the room (e.g., in a wheelchair or on crutches, those with a push chair or pregnant etc) and plenty of places to sit and talk to staff in quiet corners around the room. Event times and venues were also selected in locations that would help encourage groups such as young people and college students to attend. For example, we held an event at Llysfas College between 3pm and 7pm on a Wednesday which was recommended as a good day and time to engage with students as they had the afternoon free of lessons.

In addition to this, events for both the 2023 public engagement period and 2024 public consultation were held online and in-person (all over the proposed NP area), across a variety of days, from Monday to Saturday, and times, varying from 12 – 7pm and 3pm – 7pm, 6pm – 7.30pm. This was carefully planned to allow as many opportunities as possible for people with all different needs and lifestyles to come along and get involved. The different needs considered included people who may bear caring responsibilities, are in employment, retired, or students, to name a few. All materials on display at all of the in-person and online events were also bilingual, made accessible and could be requested in different formats.

Due to careful and considerate communication, engagement and consultation planning, 714 people attended the 2023 events and 688 attended the 2024 events. 966 submitted questionnaire responses to the 2023 early public engagement period and 1,968 submitted questionnaire responses to the 2024 public consultation period.

At the end of the 2024 public consultation questionnaire there was an 'about you' section aimed at capturing important personal information about individuals for NRW monitoring purposes, and to ensure the continued development of our diversity, equality and inclusion practices, and ensure all parts of society are represented. 1,911 people voluntarily completed this section out of 1,968 people who responded to the consultation questionnaire. The data gathered demonstrates that NRW managed to reach a wide range of ages from under 18, 18-25, 27 – 34, 35 – 44, 45 – 54, 55 – 64, and 65+. The most dominating age group was the 45 – 54 and 65+. A balanced mix of men and women was consulted with, alongside some who identified as Trans. The most dominating ethnicity was Welsh, English, Scottish, Northern Irish or British, with other groups identified including Irish, and Gypsie or Traveller. People with all different disabilities got involved including those with hearing Impairment, physical Impairment, visual Impairment, learning disability, cognitive disability, sensory disability, mental health, with health condition (lasting 12 months or more), and others such as with autism, heart conditions, diabetes, anxiety, adhd, dyslexia. Many currently with caring responsibilities also got involved with the process.

If the decision is made by the NRW board in July 2025 to continue to hold a statutory consultation then the Designated Landscapes Programme Team will continue to make careful effort to target and appropriately tailor the communications, engagement, and consultation (e.g., correspondence, materials, and events) to the needs of different groups which include those from protected characteristics groups. A great effort will be made to reach and increase involvement from those who had less involvement in the 2023 public engagement and 2024 public consultation period. For example, a further push to strategically target and directly contact, engage and consult with more young people's groups (e.g., through Young Farmers, the Urdd), disability and carers groups, religious communities and race groups (e.g., Muslim Hikers), and women's maternity groups.

Once NRW have made a final decision on whether to recommend the designation of a new National Park and put forward a recommendation to the Welsh Government, this will be communicated with key stakeholders and the public. Welsh Government will then make the final decision on whether to approve, amend or reject NRW's recommendation.

# Evidence used/considered

NRW will provide detailed evidence of how we engaged with people from protected characteristics and different socio-economic groups through the provision of public engagement and consultation questionnaire feedback findings reports, engagement and consultation materials, and records of feedback demographic.

There is evidence gathered by NRW from previous public engagement and consultation periods. This evidence includes views and issues raised during both engagement and consultation periods. For more information please read the [2023 Public Engagement Report](#) and the [2024 Public Consultation Report](#).

The engagement and consultation materials is evidence of how we attempted to engage with people from all different groups and backgrounds. This includes the [2023 Engagement Questionnaire](#) and the [2023 Engagement Leaflet](#), and the [2024 Public Consultation Questionnaire](#) and the [2024 Public Consultation Leaflet](#).

Records of demographic feedback from the 2024 public consultation is evidence of who we have successfully managed to engage with. 1,911 people out of 1,968 respondents to the questionnaire voluntarily shared some information with NRW for internal monitoring purposes. Please note, not all 1,911 answered each section.

Age	Number of mentions
Under 18	68
18 - 24	42
25 - 34	134
35 - 44	180
45 - 54	261
55 - 64	409
65+	585
Prefer not to say	118

As seen from the table above, the majority of those who voluntarily shared their age group were between 55 - 64 and 65+. This aligns with the expected 2021 Census data on age groups within each county (see main stats below) however, given that future generations will be impacted most over the long term by a new National Park, we recognise a priority to improve participation from younger age categories.

The 2021 Census shows that there has been an increase in aging populations in Powys, Gwynedd, Flintshire, Denbighshire, and Wrexham. In Powys, The number of people aged 65 to 74 years rose by just over 3,600 (an increase of 22.5%), while the number of residents between 35 and 49 years fell by around 5,300 (20.5% decrease). Find out more at [2021 Census Powys](#). Gwynedd, referred to as 'an older Gwynedd'. The number of people aged 65 to 74 years in Gwynedd rose by just under 1,300 (an increase of 9.6%), while the number of residents between 35 and 49 years fell by just over 4,100 (18.2% decrease). Find out more at [2021 Census Gwynedd](#). The number of people in Flintshire aged 65 to 74 years rose by just under 3,000 (an increase of 19.5%), while the number of residents between 35 and 49 years fell by around 4,500 (13.8% decrease). Find out more at [2021 Census Flintshire](#). In Denbighshire The number of people aged 65 to 74 years rose by just over 2,100 (an increase of 19.9%), while the number of residents between 35 and 49 years fell by just over 3,100 (16.7% decrease). Find out more at [2021 Census Denbighshire](#). The number of people aged 65 to 74 years in Wrexham rose by around 2,500 (an increase of 20.3%), while the number of residents between 35 and 49 years fell by around 2,900 (10.2% decrease). Find out more at [2021 Census Wrexham](#). This data shows that therefore across all five local authorities, all age groups between 65 and 74 years increased and all age groups between 35 and 49 years decreased.

Gender	Number of mentions
Male	910
Female	783
Prefer not to say	104
Not Answered	95
Other	19

From those who voluntarily shared their gender, there was an overall balance between male and female respondents, with only slightly more males. Trans respondents also identified themselves in the other category.

Overall, there has been a good representation from males and females, with some good participation from those such as Trans who identified in 'other', however, there is certainly scope to do more to engage with those 'other groups' in the future.

<b>Ethnicity</b>	<b>Number of mentions</b>
Welsh, English, Scottish, Northern Irish or British	1707
Any other White background	26
Irish	11
Gypsy or Irish Traveller	3
White and Black Caribbean	12
White and Asian	9
Any other Mixed or Multiple background	5
White and Black African	3
Pakistani	4
Indian	5
Chinese	2
Any other Asian background	3
Any other Black, Black British or Caribbean background	2
Caribbean	4
African background	4
Arab	7
Any other ethnic group	2

From those who voluntarily shared their ethnicity, the majority (in fact almost all) were Welsh, English, Scottish, Northern Irish or British with a few others also identifying as Irish, Gypsy or Irish Traveller, White and Black Caribbean, White and Asian, other Mixed or Multiple background, White and Black African, Pakistani, Indian, Chinese, Any other Asian background, other Black, Black British or Caribbean backgrounds, Caribbean, African backgrounds, and Arab. This aligns closely with the 2021 Census data on ethnic groups within each county (see main stats below), however again, there is scope to do more to try to engage with those ethnic minorities and Gypsy and Irish Traveller groups in the future.

The 2021 Census shows the most dominant ethnicities in Powys, Gwynedd, Flintshire, Denbigshire and Wrexham are Welsh, English, Scottish, Northern Irish or British, and that Flintshire and Wrexham have experienced a growth in those identifying within the "Mixed or Multiple" category.

In 2021, 47.0% of Powys residents reported their country of birth as Wales whilst 46.9% reported it as England. Of Powys residents, 42.0% identified as "Welsh" (and no other national identity) in 2021, down from 43.3% in 2011. The percentage of residents in Powys that identified as "British only" increased from 21.0% to 24.4%. Find out more at [2021 Census Powys](#).

In 2021, 66.6% of Gwynedd residents reported their country of birth as Wales. Also in 2021, just under 6 in 10 people (59.3%) in Gwynedd identified as "Welsh" (and no other national identity), compared with 59.0% in 2011. The percentage of residents in Gwynedd that identified as "British only" increased from 14.2% to 15.3%. Find out more at [2021 Census Gwynedd](#).

In 2021, 47.9% of Flintshire residents reported their country of birth as Wales. Of Flintshire residents, 34.7% identified as "Welsh" (and no other national identity) in 2021, down from 35.9% in 2011. The percentage of residents in Flintshire that identified as "British only" increased from 23.2% to 25.8%. Find out more at [2021 Census Flintshire](#). In 2021, 97.6% of people in Flintshire identified their ethnic group within the "White" category (compared with 98.5% in 2011), while 0.9% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 0.8% the previous decade). The 0.9% of Flintshire residents identifying within the "Mixed or Multiple" category, was up from 0.6% in 2011. The 0.4 percentage-point change was the largest increase among high-level ethnic groups in this area. Find out more at [2021 Census Flintshire](#).

In the latest census, around 56,400 Denbighshire residents said they were born in Wales. This represented 58.8% of the local population. The figure has risen from just under 54,500 in 2011, which at the time represented 58.1% of Denbighshire's population. England was the next most represented, with just over 33,700 Denbighshire residents reporting this country of birth (35.2%). This figure was down from just over 34,000 in 2011, which at the time represented 36.3% of the population of Denbighshire. In 2021, Denbighshire saw Wales' second-largest percentage-point rise in the proportion of people who identified as "Welsh only" (from 44.1% in 2011 to 44.7% in 2021). 21.9% identified as "British only". In 2021, 96.5% of people in Denbighshire identified their ethnic group within the "White" category (compared with 97.4% in 2011), while 1.7% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 1.5% the previous decade). Find out more at [2021 Census Denbighshire](#).

In the latest census, around 91,800 Wrexham residents said they were born in Wales. This represented 67.9% of the local population. The figure has decreased from just under 93,400 in 2011, which at the time represented 69.2% of Wrexham's population. England was the next most represented, with just under 31,400 Wrexham residents reporting this country of birth (23.2%). This figure was down from around 31,500 in 2011, which at the time represented 23.4% of the population of Wrexham. The number of Wrexham residents born in Poland rose from just under 2,700 in 2011 (2.0% of the local population) to just over 3,500 in 2021 (2.6%). Of Wrexham residents, 50.2% identified as "Welsh" (and no other national identity) in 2021, down from 52.0% in 2011. The percentage of residents in Wrexham that identified as "British only" increased from 17.5% to 18.8%. In 2021, 1.2% of Wrexham residents identified their ethnic group within the "Mixed or Multiple" category, up from 0.7% in 2011. The 0.4

percentage-point change was the largest increase among high-level ethnic groups in this area. In 2021, 96.0% of people in Wrexham identified their ethnic group within the "White" category (compared with 96.9% in 2011), while 1.7% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (also 1.7% the previous decade). The percentage of people who identified their ethnic group within the "Other" category ("Arab" or "Any other ethnic group") increased from 0.2% in 2011 to 0.6% in 2021. Find out more at [2021 Census Wrexham](#).

Disability or health condition	Number of mentions
Hearing Impairment	169
Physical Impairment	85
Visual Impairment	45
Learning Disability	29
Cognitive Disability	12
Sensory Disability	11
Mental Health	57
Health Condition (lasting 12 months or more)	171
Health Condition (which extends over 12 months or more)	1
Other	40

NRW managed to engage with many people with all sorts of disabilities and health conditions including those with a hearing impairment, physical Impairment, visual impairment, learning disability, cognitive disability, sensory disability and various health conditions. Continuing to put effort towards maximising engagement with these individuals in the future is important.

Drawing from stats from the 2021 Census, it shows that the percentage of people identifying as disabled and limited a lot overall decreased in Powys, Gwynedd, Flintshire, and Wrexham, whilst it increased ever so slightly in Denbigshire.

The percentage of people who were identified as being disabled and limited a lot in Powys decreased by 1.5 percentage points between 2011 and 2021. In 2021, just over 1 in 10 people (10.5%) were identified as being disabled and limited a little, compared with 10.2% in 2011. The proportion of Powys residents who were not disabled increased from 80.7% to 81.9%. Find out more at [2021 Census Powys](#).

The percentage of people who were identified as being disabled and limited a lot in Gwynedd decreased by 1.7 percentage points. In 2021, just over 1 in 10 people (10.3%) were identified as being disabled and limited a little, compared with 10.6% in 2011. The proportion of Gwynedd residents who were not disabled increased from 80.0% to 81.9%. This area had the country's

third lowest proportion of residents who were identified as being disabled and limited a lot and the lowest proportion of residents who were identified as disabled and limited a little. Find out more at [2021 Census Gwynedd](#).

The percentage of people who were identified as being disabled and limited a lot in Flintshire decreased by 1.8 percentage points. The proportion who were identified as being disabled and limited a little remained at 10.3%, while the proportion of Flintshire residents who were not disabled increased from 79.6% to 81.4%. The decrease in the proportion of residents who were identified as being disabled and limited a lot was greater in Flintshire (1.8 percentage points) than in nearby Denbighshire (1.3 percentage points). Find out more at [2021 Census Flintshire](#).

The percentage of people who were identified as being disabled and limited a little in Denbighshire increased by 0.8 percentage points. Denbighshire saw Wales' largest percentage-point rise in the proportion of residents who were identified as disabled and limited a little (from 10.9% in 2011 to 11.7% in 2021). Find out more at [2021 Census Denbighshire](#).

The percentage of people who were identified as being disabled and limited a lot in Wrexham decreased by 2.0 percentage points. In 2021, 9.3% of Wrexham residents were identified as being disabled and limited a lot. This figure decreased from 11.3% in 2011. In 2021, just under one in nine people (11.0%) were identified as being disabled and limited a little, compared with 10.8% in 2011. The proportion of Wrexham residents who were not disabled increased from 77.9% to 79.6%. Find out more at [2021 Census Wrexham](#).

It is important to note the data provided above are age-standardised proportions, and that the Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond. Caution should be taken when making comparisons between 2011 and 2021 because of changes in question wording and response options.

Currently responsible for caring for an adult relative/partner, disabled child or other?	Number of mentions
Yes	161
No	1410

A few respondents shared that they were currently responsible for caring for an adult relative/partner, disabled child or other, but the majority said they were not. Continuing to put effort towards ensuring future engagement opportunities are accessible for individuals who may have caring responsibilities remains important.

## Protected Characteristics

Everyone in Britain is protected. This is because the Equality Act 2010 protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics, using the information gathered from engaging with others consider the effects that the proposal could have on the protected characteristics listed below

Children and young people have specific human rights guaranteed by [United Nations Convention on the Rights of the Child \(UNCRC\)](#). They have **42 rights under the UNCRC designed to give them what they need to grow up happily, healthily and safely.** [United Nations Convention on the Rights of the Child](#). NRW is a Children's Rights organisation with a [Children's Rights Charter](#). For further support contact [education@naturalresourceswales.gov.uk](mailto:education@naturalresourceswales.gov.uk)

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Age <ul style="list-style-type: none"> <li>• under 16</li> <li>• 16-24</li> <li>• 25-34</li> <li>• 35-44</li> <li>• 45-54</li> <li>• 55-59</li> <li>• 60-64</li> <li>• 65-74</li> <li>• 75+</li> </ul>	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on people of all ages.	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure no age group is under-represented.</p> <p>The focus is on inclusivity, ensuring appropriately tailored, accessible and plentiful opportunities to engage and consult, and that the voices of all these different age groups are heard and fed into the proposal.</p> <p>No feedback provided from the consultation stated that the</p>	<p>Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on those of all ages include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are:</p> <ol style="list-style-type: none"> <li>1. Engagement is effective and designed to make a difference</li> </ol>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		<p>assessment would have a negative impact on any particular age groups.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on people with disabilities as it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact. Find out more about the <a href="#">Equality Act 2010</a>.</p>	<ol style="list-style-type: none"> <li>2. Encourage and enable everyone affected to be involved, if they so choose</li> <li>3. Engagement is planned and delivered in a timely and appropriate way</li> <li>4. Work with relevant partner organisations</li> <li>5. The information provided will be jargon free, appropriate and understandable</li> <li>6. Make it easier for people to take part</li> <li>7. Enable people to take part effectively</li> <li>8. Engagement is given the right resources and support to be effective</li> </ol>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
			<p>9. People are told the impact of their contribution</p> <p>10. Learn and share lessons to improve the process of engagement</p> <p>Young people under 16, and 16-24 have been the hardest groups to reach and so more direct contact and engagement with particular groups and organisations would help increase involvement. As mentioned above in the evidence section, these groups are the ones who would be impacted most by a new National Park and so their participation is crucial.</p>
Disability <ul style="list-style-type: none"> <li>Hearing Impairment</li> <li>Physical Impairment</li> <li>Visual Impairment</li> </ul>	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral	It will have a neutral impact as in the assessment NRW are seeking to ensure people with disabilities are not under-represented.	Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<ul style="list-style-type: none"> <li>• Learning Disability</li> <li>• Cognitive Disability</li> <li>• Sensory Disability</li> <li>• Mental Health</li> <li>• Health Condition (lasting 12 months or more)</li> <li>• Other</li> </ul>	<p>impact on people with disabilities.</p>	<p>The focus is on inclusivity throughout the evaluation process, at events and throughout the materials, ensuring appropriately tailored, accessible and plentiful opportunities to consult, and that the voices of these groups are heard.</p> <p>No feedback provided from the consultation stated that the assessment would have a negative impact on any particular disability group.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on people with disabilities as it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact. Find out more about the <a href="#">Equality Act 2010</a>.</p>	<p>on those who have a disability include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are listed above.</p> <p>In addition to this, actions NRW can take include directly contacting specific organisations and local groups who could raise awareness of future opportunities and help maximise participation from these individuals.</p>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Gender Reassignment	<p>The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a positive impact on people who have gone through gender reassignment.</p>	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure people who have gone through gender reassignment are not under-represented.</p> <p>The focus is and has been on inclusivity throughout, at the engagement and consultation events, ensuring safe inclusive venues (toilets, sign posts), inclusive language, inclusive questionnaires, ensuring appropriately tailored, accessible and plentiful opportunities to consult, and that the voices of these groups are heard.</p> <p>No feedback provided from the consultation stated that the assessment would have a negative impact on those who have had gender reassignment.</p>	<p>Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on those who have had gender reassignment include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. 10 principles are listed above.</p> <p>In addition to this, actions NRW can take include directly contacting specific organisations such as Welsh Gender Service, Umbrella Cymru and Trans Aid Cymru about the proposal and encourage them to tell their contacts about future consultation events to help maximise participation.</p>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		Overtime, the creation of a National Park is likely to have a positive impact on those who people who have gone through gender reassignment as it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact. Find out more about the <a href="#">Equality Act 2010</a> .	
Marriage or Civil Partnership	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on people who are married or in a civil partnership.	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure people who are married or in a civil partnership are not under-represented.</p> <p>The focus is on inclusivity, and ensuring appropriately tailored, accessible and plentiful opportunities to consult, and that the voices of these groups are heard.</p>	Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on those who are married or in a civil partnership include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are listed above.

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		<p>All relationships have and will be considered (single, in a relationship, widowed, divorced or any other relationship).</p> <p>No feedback provided from the 2024 public consultation stated that the assessment would have a negative impact on those married or in a civil partnership.</p>	
Pregnancy and maternity	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on people who are pregnant.	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure people who are pregnant are not under-represented.</p> <p>The focus is on inclusivity, ensuring appropriately tailored, accessible and plentiful opportunities to consult, and that the voices of these groups are heard.</p> <p>No feedback provided from the 2024 public consultation</p>	Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on people who are pregnant include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are listed above.

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		<p>stated that the assessment would have a negative impact on those who are pregnant.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on those who are pregnant as it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact. Find out more about the <a href="#">Equality Act 2010</a>.</p> <p>Also, the purposes of a National Park is to increase the special qualities of the area, and so, this group along with all others are likely to have improved access to nature and the outdoors and consequently improved health too.</p>	<p>In addition to this, actions NRW can take include directly contacting specific maternity groups in the area proposed as a new National Park to help maximise participation.</p>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<p>Race</p> <ul style="list-style-type: none"> <li>• Arab</li> <li>• Asian or Asian British: Indian</li> <li>• Asian or Asian British: Pakistan</li> <li>• Asian or Asian British: Bangladeshi</li> <li>• Asian or Asian British: Chinese</li> <li>• Asian or Asian British: Other</li> <li>• Black or Black British: African</li> <li>• Black or Black British: Caribbean</li> <li>• Black or Black British: Other</li> <li>• Mixed: White and Asian</li> <li>• Mixed: White and Black African</li> <li>• Mixed: White and Black Caribbean</li> <li>• Mixed: Other</li> <li>• White: British</li> </ul>	<p>The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on people of all races if effectively communicated and consulted with.</p>	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure no particular race is under-represented.</p> <p>The focus is and has been on ensuring appropriately tailored, accessible and plentiful opportunities to consult, and that the voices of these groups are heard.</p> <p>No feedback provided from the consultation stated that the assessment would have a negative impact on any particular race group.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on people of all races as it has a legal duty will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative</p>	<p>Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on people of all races include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are listed above.</p> <p>In addition to this, actions NRW can take include directly contacting specific ethnic community groups, migrant and refugee related organisations (e.g., Welsh Refugee Council, City of Sanctuary, British Red Cross), Gypsies and Travellers Wales (GT Wales), within the area considered as a proposed new National Park about the proposal and encourage them</p>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<ul style="list-style-type: none"> <li>• White: Irish</li> <li>• White: Gypsy or Irish Traveller</li> <li>• White: Other</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• Other Ethnic Groups</li> <li>• Gypsies, Travellers, Roma</li> <li>• Refugees and asylum seekers</li> <li>• Migrant workers</li> </ul>		<p>impact. Find out more about the <a href="#">Equality Act 2010</a>.</p>	<p>to tell their contacts about the consultation events.</p>
<p>Religion or Belief</p> <ul style="list-style-type: none"> <li>• Buddhist</li> <li>• Christian</li> <li>• Hindu</li> <li>• Humanist</li> <li>• Jewish</li> <li>• Muslim</li> <li>• Sikh</li> <li>• Non-Belief</li> <li>• Other</li> </ul>	<p>The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on people of all different religions and beliefs.</p>	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure no person from any particular religion or belief is under-represented.</p> <p>The focus is on ensuring appropriately tailored, accessible and plentiful opportunities to consult, and that the voices of these groups are heard.</p> <p>No feedback provided from the 2024 public consultation</p>	<p>Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on people of all different religions and beliefs include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are listed above.</p>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		<p>stated that the assessment would have a negative impact on any particular religious group.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on people of all different religions and beliefs as it has a legal duty will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact. Find out more about the <a href="#">Equality Act 2010</a>.</p>	In addition to this, actions NRW can take include directly contacting religious community groups and places of worship within the area considered as a proposed new National Park about the proposal and encourage them to tell their contacts about the consultation events.
<p>Sex</p> <ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> </ul>	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on both males and females.	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure neither males or females are under-represented.</p> <p>The focus is on inclusivity and accessibility, taking into account potential responsibility</p>	Actions taken by NRW to mitigate negative impacts or better contribute to positive impacts on both males and females include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		<p>issues such as caring and dependent responsibilities that might get in the way of some people from both sexes being able to easily attend events. A range of different event dates, days of the week and times were offered at both the 2023 public engagement and 2024 public consultation resulting in a relatively balanced outcome of both male and female attendees.</p> <p>No feedback provided from the 2024 public consultation stated that the assessment would have a negative impact on males and/or females.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on both males and females as it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a</p>	Cymru. The 10 principles are listed above.

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		negative impact. Find out more about the <a href="#">Equality Act 2010</a> .	
<p>Sexual Orientation</p> <ul style="list-style-type: none"> <li>• Bisexual</li> <li>• Gay Men</li> <li>• Gay Women/Lesbian</li> <li>• Heterosexual/Straight</li> </ul>	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on people of all sexual orientations.	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure no person from any particular sexual orientation is under-represented.</p> <p>NRW's focus is on inclusivity throughout the evaluation process. This includes inclusivity at engagement and consultation events, in the spaces and venues used, and language used in the materials. Ensuring accessible and plentiful opportunities to consult, share feedback and ensure the voices of these groups are heard has and continues to be a priority.</p> <p>No feedback provided from the 2024 public consultation</p>	<p>Actions taken by NRW and will be taken in future consultations to mitigate negative impacts or better contribute to positive impacts on people of all sexual orientations include closely following the <a href="#">National Principles for Public Engagement in Wales</a> produced by Participation Cymru. The 10 principles are listed above.</p> <p>In addition to this, actions NRW can take include directly contacting LGBTQ+ groups (such as LBGT Cymru, Pride Cymru) about the proposal and encourage them to tell their contacts about the consultation events.</p>

Protected characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		<p>stated that the assessment would have a negative impact on those of any particular sexual orientation.</p> <p>Overtime, the creation of a National Park is likely to have a positive impact on people of all sexual orientations as it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact. Find out more about the <a href="#">Equality Act 2010</a>.</p>	

## Welsh Language

Welsh Language (Wales) Measure 2011 gave Welsh an official status in Wales equal to the English language, as part of their duties public sector organisations are required to identify impacts on Welsh Language. There should be no negative impacts on opportunities for people to use Welsh and the language should be treated no less favourably than the English language in our work

[NRW Welsh Language Standards Policy](#)

[Welsh Language Commissioner's advice document](#) on considerations to be given to Welsh language in policy making decisions

<b>Welsh Language</b>	<b>Do you think this proposal will have a positive or a negative impact on people due to their use of Welsh language?</b>	<b>Describe why it will have a positive/negative or negligible impact</b>	<b>What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?</b>
<p>Will the proposal be delivered bilingually (Welsh &amp; English)?</p> <p>Will the proposal increase or decrease the opportunity for persons to access services through the medium of Welsh?</p> <p>Will the proposal treat the Welsh language no less favourably than the English language?</p> <p>Are there any opportunities to encourage and promote use of the Welsh language?</p> <p>Are there opportunities to preserve, promote and enhance local culture and heritage, or encourage people to learn the language?</p>	<p>Due to the need to consult on this proposal and the identification of the impacts on the Welsh language, a separate Welsh Impact Assessment in being drafted.</p>	<p>Due to the need to consult on this proposal and the identification of the impacts on the Welsh language, a separate Welsh Impact Assessment in being drafted.</p>	<p>Due to the need to consult on this proposal and the identification of the impacts on the Welsh language, a separate Welsh Impact Assessment in being drafted.</p>

## Socio-Economic duty

How does the proposal impact on opportunities to address disadvantage and promote and advance equality and improve good relations with people from different economic groups?

[Welsh Government Socio Economic duty overview guidance](#)

Socio-Economic duty	Do you think this proposal will have a positive or negative impact on the groups you have engaged with?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
	<p>NRW have engaged and consulted with a variety of different socio-economic groups including people in employment, self-employed, unemployed, retired, and in education.</p> <p>The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact.</p>	<p>It will have a neutral impact as in the assessment NRW are seeking to ensure people from certain socio-economic groups are not under represented.</p> <p>NRW are trying to promote and advances equality through giving equal opportunities to all respondents, no matter their socio-economic standing, to share their feedback on the proposal (via questionnaire submission). All voices have been carefully analysed and considered all in equal measures. This is demonstrated in the way the 2023 public engagement and 2024 public consultation</p>	<p>Actions NRW will take to mitigate any negative impacts or better contribute to positive impacts include holding events in areas identified as bearing deprived communities in the Health Impact Assessment map.</p>

		<p>questionnaires were analysed and the findings presented in the reports. Not one voice dominated the findings based on their socio-economic background.</p> <p>Overtime, the creation of a National Park is likely to overtime have a positive impact on socio-economic groups because it will have a legal duty to comply with the Equality Act 2010. The assessment process itself is seeking to mainly not have a negative impact.</p> <p>The Equality Act (2010) introduced a single Public Sector Equality Duty (PSED), or “general duty”. The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.</p> <p>In addition to this, a National Park would likely have a positive effect on employment and business opportunities</p>	
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		within the area as there would be an increase in opportunities.	
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## Human Rights

The [Human Rights Act 1998](#) sets out the fundamental rights and freedoms that everyone in the UK is entitled to. Is the proposal likely to restrict or represent a missed opportunity to support Human Rights Act?

Human Rights	Do you think this proposal will have a positive or negative impact Human Rights?	Describe why it will have a positive/negative or negligible impact	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?
	The proposal (NRW's assessment for decision making – evaluate the case for a new NP) will have a neutral impact on the Freedom of expression right from the Human Rights Act.	<p>It will have a neutral impact on the right to freedom of expression as in the assessment NRW are seeking to ensure everyone is given an opportunity to have their say, and freely express their views and feelings. This has been encouraged through submissions of an online and printed questionnaire, emailing the project inbox, sending letters to the project team, and/or freely expressing themselves at events.</p> <p>In essence, the assessment process itself is mainly</p>	Actions NRW will take to mitigate negative impacts and better contribute to positive impacts include carefully following and embedding the Human Rights Act throughout the evaluation process and beyond.

		seeking to not have a negative impact on the Freedom of expression right from the Human Rights Act.	
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## Strengthening the proposal

If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what changes/actions could help reduce or remove negative impacts identified?

All actions identified should be included here. Those that require action to mitigate or remove negative impacts on any particular group and the actions taken to promote equality and good relations.

<b>Actions identified</b>	<b>What are you going to do?</b>	<b>What will be the intended outcome/difference made?</b>	<b>Who is responsible?</b>	<b>Timescale and any resource implications and comments</b>
Attempt to increase involvement and engagement from younger people	Make more direct contact and effort to target key members from organisations such as Young Farmers' Club (YFC), and Welsh Youth Parliament to raise awareness amongst them, spread the word about the proposal and possible upcoming statutory	An increase in the participation of younger people at consultation events and feedback submitted via questionnaire at the statutory consultation.	Designated Landscapes Programme Team	July – December 2025

	<p>consultation, and either use an existing event in their calendar to tag along to as part of the statutory consultation Events or set up and invite them to a targeted event run by NRW.</p> <p>In addition to this, ensuring that the statutory consultation material is age appropriate would be crucial.</p>			
Attempt to increase involvement and engagement from more ethnicities	Contact organisations (including recreational groups such as Muslim Hikers) directly who would help raise awareness amongst these people, and encourage involvement at future consultation events and people from all sorts of backgrounds to submit their feedback via a questionnaire.	The desired outcome would be an increase in attendance at consultation events and feedback submitted via questionnaire at the statutory consultation.	Designated Landscapes Programme Team	July – December 2025
Attempt to increase involvement and engagement from	Contact religious community groups and places of worship within	The desired outcome would be an increase in attendance at	Designated Landscapes Programme Team	July – December 2025

religious communities and groups	the area considered as a proposed new National Park about the proposal and encourage them to tell their contacts about the consultation events.	consultation events and feedback submitted via questionnaire at the statutory consultation.		
Attempt to increase involvement and engagement from those who are disabled (visible and hidden) and their carers.	Ensure that the consultation venue's continued to be fully accessible (e.g., wheelchair access, ramp entrance, first floor, disabled toilet etc), and that the statutory consultation materials are all tailored and available to suit the requirements of those with different needs. Continue to offer online participation options for those unable to travel	The desired outcome would be an increase in participation at consultation events and feedback submitted via questionnaire at the statutory consultation.	Designated Landscapes Programme Team	July – December 2025
Attempt to increase involvement and engagement from those who are currently or have gone through gender reassignment	Ensure materials use inclusive language and contact organisations such as Welsh Gender Service, Umbrella Cymru and Trans Aid Cymru about the proposal and	The desired outcome would be an increase in participation at consultation events and feedback submitted via questionnaire at the statutory consultation.	Designated Landscapes Programme Team	July – December 2025

	encourage them to tell their contacts about future consultation events to help maximise participation.			
Attempt to increase involvement and engagement from those who are pregnant	Contact local new mums/parents, maternity groups in the area proposed as a new National Park to help maximise participation.	The desired outcome would be an increase in participation at consultation events and feedback submitted via questionnaire at the statutory consultation.	Designated Landscapes Programme Team	July – December 2025
Attempt to increase involvement and engagement bisexual, gay men, gay women/lesbian individuals	Contact LGBTQ+ groups (such as LBGT Cymru, Pride Cymru) about the proposal and encourage them to tell their contacts about the consultation events.	The desired outcome would be an increase in participation at consultation events and feedback submitted via questionnaire at the statutory consultation.	Designated Landscapes Programme Team	July – December 2025
Action to continue closely following the National Principles for Public Engagement in Wales produced by Participation Cymru. The 10 principles are:	Consider and use all these principles when strategically planning any future consultation.	Successful and effective communication with all different types of stakeholders and groups.  For them all to feel happy overall happy with the opportunities provided to share feedback and for the	Designated Landscapes Programme Team	July – December 2025

<p>1. Engagement is effective and designed to make a difference</p> <p>2. Encourage and enable everyone affected to be involved, if they so choose</p> <p>3. Engagement is planned and delivered in a timely and appropriate way</p> <p>4. Work with relevant partner organisations</p> <p>5. The information provided will be jargon free, appropriate and understandable</p> <p>6. Make it easier for people to take part</p> <p>7. Enable people to take part effectively</p> <p>8. Engagement is given the right resources and support to be effective</p>		<p>level of interest in the proposal, participation in future consultation events and questionnaire responses to as high or higher than in previous years.</p>		
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9. People are told the impact of their contribution				
10. Learn and share lessons to improve the process of engagement				

If no action is to be taken to reduce or remove negative impacts, please explain why. Any unlawful discrimination identified as a result of the proposal must be changed or revised.

N/A

## Monitoring evaluation and reviewing

How will you monitor the effectiveness of the proposal?

NRW will consistently monitor, evaluate and review the effectiveness of the proposal through the regular gathering of information and feedback from stakeholders, the public and those from protected characteristic groups. This has and will continue to be done through event sign in forms, the collection of event evaluation forms (shared post engagement and consultation events), and the gathering of questionnaire feedback. Similarly to the 2024 public consultation questionnaire, if the decision is made by the NRW board in July to go ahead with holding a statutory consultation, the questionnaire shared will once again include an 'about you' section at the end which we will ask questions which will allow us to monitor the demographics and backgrounds of those who are engaging with the consultation. As a project team, NRW have and will continue holding regular lessons learnt sessions throughout the engagement and consultation periods, to ensure the continued reviewing, monitoring and evaluation of the effectiveness of the proposal and reach.

## Assessment Review and Sign Off prior to NRW Board decision on the 16

**July** (ensure that assessment is reviewed following any update or change, and a final copy sent to [equalities@cyfoethnaturiolcymru.gov.uk](mailto:equalities@cyfoethnaturiolcymru.gov.uk))

Name	Position	Date
Lyn Willams	Welsh Language Policy Advisor	02.06.2025
Keith Davies	Principal Advisor Designated Landscapes	02.06.2025
Ash Pearce	Designated Landscapes Programme Manager / Team Leader	02.06.2025

## Summary of NRW Board decision on designation of new National Park

The candidate boundary for the National Park has been updated to a final proposed boundary for the National Park following the **public consultation period in 2024 and subsequent detailed evaluation of the detailed boundary following the boundary setting conventions set out in GN10.** The revisions improve the coherence and defensibility of the proposed boundary and enhance alignment with the statutory designation criteria, natural beauty and opportunities for outdoor recreation.

The proposed boundary includes Gronant and Talacre dunes and retains the distinctive landscape of the Clwydian Range and Berwyn uplands and closely associated areas of notable natural beauty, with tranquillity and wildness, habitats and species of high value and opportunities for open air recreation.

Retained areas provide opportunities for ecological enhancements, peatland restoration and for farming to benefit from nature focussed agri-subsidies and funding.

Areas of Powys which were included in the candidate boundary have been excluded from the final proposed boundary due to the less clear demonstration of the overall coherence of the designation criteria in these areas.

### **Name of National Park**

Parc Cenedlaethol - **Glyndŵr** – National Park remains the proposed name. which has strong historical, cultural and geographical connection to the proposed boundary area. The use of Glyndŵr will give the National Park a Welsh identity from the start.

NRW Board authorised to proceed to statutory consultation on a National Park at their meeting on 16.7.25.

## **Assessment Review and Sign Off following NRW Board decision on the 16 July**

<b>Name</b>	<b>Position</b>	<b>Date</b>
Keith Davies	Principal Advisor Designated Landscapes	11.8.2025
Ash Pearce	Designated Landscapes Programme Manager / Team Leader	11.8.2025

## **Assessment Review and Sign Off of final copy following statutory consultation**

To ensure that only one copy of the EqIA exists, it needs to be saved into the relevant folder (by year) in DMS - [Equality Impact Assessments - NRW View \(sharepoint.com\)](#)

Name	Position	Signature	Date