

Equality Impact Assessment

1. Describe and explain the impact of the proposal on people with protected characteristics as described in the Equality Act 2010.

Background

This Equality Impact Assessment considers the range of impacts in relation to the delivery of the Programme for Government (PfG) commitment to: 'Designate a new National Park to cover the Clwydian Range and Dee Valley.' This is a two stage process which includes the establishment of a new NPA (NPA) following the legal designation and creation of a new National Park.

National Parks in Wales are designated by NRW (NRW) subject to confirmation by WMs. National Parks are created for two statutory purposes:

- conserving and enhancing the natural beauty, wildlife, and cultural heritage of the areas within National Parks;
- promoting opportunities for the understanding and enjoyment of the special qualities of those areas by the public.

Designating a new National Park and establishing a new NPA to govern and manage the new National Park occurs in two phases:

- Phase 1 - The assessment of certain criteria, including an area's natural beauty and open-air recreation opportunities, is undertaken by NRW (NRW) which results in an area being identified that meets the statutory tests under the National Parks and Access to the Countryside Act 1949 (the 1949 Act) to be designated as a National Park. Following the statutory consultation process and NRW Board decision, it is likely that a Designation Order and map will be submitted to the WMs. The WMs will then consider the designation order submitted by NRW alongside the criteria set out in the 1949 Act, together with any objections and representations. It may be necessary to hold a public local inquiry as part of this process. If a decision is taken to confirm the designation order, a new National Park will come into existence.
- Phase 2 - If confirmed by WMs the identified area will become a National Park. The intention is that an establishment order be made in connection with the designation of the new National Park, establishing an NPA. As a special purpose local authority, the new NPA will have functions relating to the purposes of conserving and enhancing the natural beauty, wildlife and cultural heritage of the National Park and of promoting opportunities for the understanding and enjoyment of the special qualities of those Parks by the public. It will be responsible for certain local authority functions including

development management and policy, production of a National Park management plan, governance arrangements, and delivery of policy through various direct and indirect land management mechanisms.

The impact assessments at Phase 1 of the project build on extensive work undertaken by NRW as the designating authority, including technical assessments, public engagement and consultation. Having received this evidence, Welsh Government has used this as a starting point for further impact assessments, including this Equalities Impact Assessment. The NRW evidence has been considered with other relevant information including Welsh Government strategies and priorities, as well as relevant legislation and research.

The first phase by NRW of assessing the evidence base for a new National Park will have limited practical impacts, positive or negative, for people with protected characteristics. The making of a designation order by NRW reflects NRW's assessment that, for reasons such as natural beauty, wildlife and cultural heritage, it is especially desirable to designate an area as a National Park. The second phase, with the mobilisation of the new NPA, has the potential to have more significant impacts at a practical level, for example there will be requirements for the consideration of the needs for people with protected characteristics to be integrated into the new Authority's decision making processes. Consequently, this Impact Assessment will be further developed during phase 2 of this work including further consultation and evidence gathering relevant to developing a new Authority and delivering its objectives.

The three existing NPAs in Wales provide a template of how we would expect a new NPA in Wales to lead, plan, manage and deliver national priorities in a local context including equalities considerations. Existing NPA examples are therefore used throughout to illustrate how the new NPA is likely to operate.

Promoting Equality

NPAs (NPAs) in Wales are subject to the public sector equality duty (PSED) under the Equality Act 2010, and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. Under the PSED NPAs must have due regard to three aims when carrying out their functions, namely:

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Fostering good relations between people who share a relevant protected characteristic and those who do not. Relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

In addition, NPAs in Wales must comply with additional requirements under the 2011 Regulations, namely:

Publish Equality Objectives	At least every four years, with clear steps and timescales.
Prepare and publish a Strategic Equality Plan	Explaining the NPA's equality objectives, how they will be met and timescales.
Engage with people who have protected characteristics	Involve or consult with persons the NPA considers represent the interests of persons who share one or more protected characteristic and have an interest in how the NPA carries out its functions.
Carry out Equality Impact Assessments (EIAs)	For policies and practices to assess the likely impact of the proposal on its ability to comply with section 8 PSED.
Collect and publish equality information	Including workforce data and pay differences.
Publish an action plan on gender pay gaps (only applies where an authority has identified a gender pay gap)	This only applies where an authority has identified a gender pay gap: publish any gender pay equality objective that relates to the need to address the causes of any pay difference or explain why there is no current objective and provide an action plan.
Report progress annually	On (e.g.) meeting objectives and compliance.

NPAs also need to align their equality work with other relevant Welsh legislation including: the Well-being of Future Generations (Wales) Act 2015; Welsh Government action plans (e.g., Anti-Racist Wales Action Plan, LGBTQ+ Action Plan); and the Socio-economic Duty.

Benefits and barriers - background

There is extensive literature of relevance to a consideration of the impacts of National Parks to people with protected characteristics. Some of it considers National Parks directly, while other relevant research considers topics such as access to nature and/or green spaces more generally.

In addition, NRW has carried out extensive public and stakeholder engagement/consultation in its work to prepare a Designation Order including specific exercises in 2023¹, 2024² and 2025.

Each of these different sources have been considered in preparing this assessment, with a consideration of both benefits, and barriers/disbenefits.

Benefits

National Parks deliver a wide range of potential positive benefits for individuals (including those with protected characteristics), communities, and society. These encompass environmental; health and well-being; social and cultural; tourism & local economic benefits. Some examples of the main potential benefits and how they are being implemented in National Parks include:

- **Biodiversity & habitat protection, climate resilience:** NPAs work actively to safeguard rare species and ecosystems, help to reverse habitat loss and species decline. They also work to store carbon in peatlands and woodlands and to manage water resources and flood mitigation through sustainable land practices. As an example of this environmental work, each of Wales' NPAs coordinates a Local Nature Partnership³ (n.b there is more information on NPA in the Biodiversity Impact Assessment).

A range of evidence shows that people connecting with nature and participating in environmental activities offers a range of physical and mental health benefits that are relevant to people across a range of protected characteristics. *Improving access to greenspace: A new review for 2020*⁴, for example, outlines that greener environments can promote and protect good health (physical and mental), and aid recovery from illness and help with managing poor health. It also points to greenspaces helping to bind communities together, reduce loneliness, and mitigate the negative effects of air pollution, excessive noise, heat and flooding, while noting that disadvantaged groups appear to gain a larger health benefit and have reduced socioeconomic-related inequalities in health when living in greener communities.

- **Connection to culture, heritage and community engagement:** National Parks can inspire pride and cultural identity by creating inclusive connections between diverse communities, including those with protected characteristics, and cultural heritage. They help promote and preserve cultural assets, such as ancient woodlands and historic sites, making them more accessible to all, fostering pride,

¹ [Wales's New National Park Proposal - Public Engagement Period 2023](#)

² [Wales's New National Park Proposal - Public Consultation 2024](#)

³ [Local Nature Partnerships - Wales Biodiversity Partnership](#)

⁴ [Improving access to greenspace: 2020 review](#)

belonging, and well-being. Welsh NPAs embed social inclusion in their policies and programmes, actively engaging ethnic minorities, older adults, people with disabilities, and economically disadvantaged groups. These programmes reduce barriers—such as transport, confidence, costs—and build cultural ownership across society.

For example, Eryri NPA has a strong Welsh-speaking community and preserves historic landscapes and traditions⁵. NPAs also offer education and learning opportunities⁶ through activities such as programmes for schools, while also coordinating thousands of volunteer⁷ hours annually.

- **Tourism and local economy:** National Parks play an important role in the economy of their local communities, particularly in relation to tourism. The *Valuing Wales' National Parks Report* (September 2013)⁸ found that the existing Welsh National Parks attract around 12 million visitors annually, generating over £500 million for Wales' economy and supporting nearly 30,000 jobs, many linked to tourism, farming, and conservation.

Welsh NPAs actively embed equality and inclusion via Strategic Equality Plans, which helps ensure employment, volunteering, and business support reaches individuals with protected characteristics. This inclusive focus helps drive equitable growth and strengthens community resilience.

Barriers / Disbenefits

People with protected characteristics can face barriers in accessing the potential benefits of National Parks. Research in this area has identified the following key areas in this regard: physical accessibility; transport and cost; cultural & social; and information & communication.

Addressing a number of these barriers, such as physical accessibility, and information & communication, is important for NPAs to help advance equality of opportunity between people who share a protected characteristic and those who do not.

Similarly, addressing other barriers, such as cultural & social issues, can be a means of fostering good relations between people who share a protected characteristic and those who do not.

In addition to barriers to accessing benefits, concerns have been raised about the potential disbenefits of National Parks, particularly with regards to housing and planning, and local infrastructure.

⁵ [Snowdonia National Park Recreation Strategy](#)

⁶ [Landscape linked educational resources for Wales - Landscapes Wales](#)

⁷ [Volunteering Opportunities | Bannau Brycheiniog NPA](#)

⁸ *Valuing Wales' National Parks* report, National Park Wales, September 2013.

Addressing any such disbenefits helps National Parks eliminate unlawful discrimination, harassment, and victimisation.

The main areas of concern are:

Physical and Accessibility Barriers: Many trails, visitor centres, and facilities in National Parks are not fully accessible with common issues including uneven or steep paths unsuitable for wheelchairs or mobility aids, limited provision of accessible toilets and parking, and poor signage and lack of tactile or audio guides for visually impaired visitors. See (for example): *How accessible are the UK's National Parks?*⁹

Transport and Cost Barriers: National Parks are primarily in rural locations which generally means less availability of public transport, which disproportionately affects young people, older adults, and people on low incomes. Entry to National Parks is usually free, but associated costs (travel, accommodation, equipment) can be prohibitive for lower socio-economic groups, which often intersect with protected characteristics. Campaign for National Parks (CNP) helpfully summarises the issues and opportunities in their Position Statement on Transport¹⁰.

Cultural and Social Barriers: Studies (for example¹¹) have found that people from Black, Asian, and minority ethnic backgrounds are significantly less likely to visit National Parks in the UK than people from a white British background. Reasons include feeling unwelcome or fear of discrimination; lack of representation in promotional materials; a perception that National Parks are “for others” rather than inclusive spaces; and a lack of appropriate facilities (e.g., prayer spaces, culturally appropriate food options) can deter some visitors.

Information and Communication Barriers: Some studies¹² have found that accessibility information for National Parks is often fragmented or unclear. For example, websites may not provide detailed accessibility guides; and there may be limited use of inclusive language or imagery, which can discourage engagement from diverse groups.

Housing & Planning Disbenefits: Concerns have been raised about the affordability of housing in National Parks and the amount of housing stock that is either second homes or holiday lets, as well as additional planning restrictions within National Parks¹³ (n.b. studies in this area generally indicate a correlation between

⁹ [How accessible are National Parks in the UK | Age Co Mobility](#)

¹⁰ [Campaign for National Parks Policy Position Statement on transport](#)

¹¹ [‘It’s not for people like \(them\)’: structural and cultural barriers to children and young people](#)

¹² [Included outside: Evidence synthesis for engaging under-represented groups in nature](#)

¹³ [Houses in National Parks in England and Wales sell for 25% more, research shows](#)

higher house prices and National Park designation, rather than establishing a causation). This has been raised particularly for young people looking to enter the housing market.

Local infrastructure Disbenefits: Concerns have also been raised that National Parks bring additional pressures on local infrastructure such as roads, parking, water supply and waste systems. See, for example Audit Wales Sustainable Tourism in Wales' National Parks (2022) which considers some of the challenges faced by NPAs in delivering their statutory purposes and duties¹⁴.

The established National Parks in Wales already face these disbenefits / barriers, so a range of strategies and initiatives to address and mitigate them have already been developed. These are set out in more detail in the next section.

Responding to barriers/disbenefits and monitoring

As outlined above, NPAs^{15, 16, 17} are required to undertake a range of activities that are designed to address the barriers that people with protected characteristics experience in living, working and/or visiting National Parks and using their facilities and services. These include publishing equality objectives and a Strategic Equality Plan, collecting and publishing equality information and reporting progress annually. A new NPA would be required to follow all relevant legislation.

In addition, Welsh Government sets out its requirements and expectation of NPAs as part of its funding agreement that also outline activities to address the barriers identified for people with protected characteristics - the current Term of Government Remit Letter for the NPAs¹⁸ has several such requirements including:

- Support a shift away from private car use to more sustainable transport modes for the majority of journeys amongst staff, visitors and service users in order to meet the target of 45% of journeys being undertaken by sustainable modes by 2040;
- Increase engagement in opportunities for people in vulnerable or disadvantaged groups and under-represented communities to benefit from the landscapes you manage.

As special purpose local authorities, NPAs are also able to adopt strategies and policies aimed at addressing issues linked to disbenefits, such as through planning. For example, Eryri NPA has introduced an Article 4 Direction¹⁹ aimed at managing

¹⁴ [Sustainable Tourism in Wales' National Parks](#)

¹⁵ [Strategic Equality Plan | Bannau Brycheiniog NPA](#)

¹⁶ <https://eryri.gov.wales/wp-content/uploads/2024/03/Strategic-Equality-Plan-2024-28.pdf>

¹⁷ [Strategic Equality Plan and Objectives 2025-2029 - Pembrokeshire Coast National Park](#)

¹⁸ [Term of Government Remit Letter for the NPAs](#)

¹⁹ [Article 4 Direction in Eryri - Planning and Development](#).

the use of houses as second homes and holiday accommodation in the National Park to address concerns around housing pressures.

NPAs in Wales have several statutory and governance-related reporting requirements that form part of the monitoring framework. These are set out in legislation and supported by Welsh Government guidance and Audit Wales recommendations.

These include preparing an annual report, holding annual meetings and reporting progress on Welsh Government priorities (e.g. reporting on progress towards Well-being of Future Generations (Wales) Act 2015 goals), as well as being subject to Audit Wales reviews under the Public Audit (Wales) Act 2004.

Record of Impacts by protected characteristic:

Age

Studies have found that National Parks can offer a wide range of benefits for young people, spanning education, health, skills development, and social inclusion.

Spending time in nature improves mental health, reduces stress, and combats anxiety and depression—issues that have grown among young people post-pandemic. Physical activities like hiking, cycling, and conservation work also help tackle inactivity and obesity. See, for example²⁰.

National Parks act as outdoor classrooms, making subjects like ecology, geography, and history more engaging. They can also promote environmental awareness and help young people develop new skills. Activities include water quality testing, wildlife surveys, and cultural heritage projects. See for example²¹. Programmes such as Junior Ranger schemes, apprenticeships, and volunteering build confidence, teamwork, and leadership skills, while Initiatives like Green Leaders and Youth Committees give young people a voice in decision-making and policy, fostering environmental stewardship and advocacy²².

National Parks can also help tackle issues such as inequalities in access to green spaces through offering programmes such as Generation Green²³, although National Parks can feel exclusive or unwelcoming to young people from urban or minority backgrounds²⁴.

²⁰ [National Parks help improve young people's health and life chances](#)

²¹ [Pembrokeshire Coast National Park - Schools Programme](#)

²² [Green Leaders youth stories - National Parks](#)

²³ [Generation Green 2 - National Parks](#)

²⁴ [‘It’s not for people like \(them\)’: structural and cultural barriers to children and young people](#)

Young people, who often experience higher unemployment rates, can benefit from the additional jobs generated by a National Park²⁵. This was identified as one of the potential benefits in NRW's public engagement/consultation exercises 2023²⁶ and 2024²⁷, although other respondents felt it would have limited impact and/or the jobs would be low paid and seasonal.

In terms of additional barriers and disbenefits (to those already mentioned) the limited public transport in National Parks can have a more significant impact on young people, as can housing affordability, with both of these issues raised in NRW's public engagement/consultation on the proposed new National Park.

For older people, National Parks again provide the potential for health benefits, cultural enrichment, and accessible recreation, but similarly challenges can include housing affordability and transport limitations.

Spending time in nature can bring specific health benefits to older people such as improved cardiovascular health and reducing the risk of cognitive decline and dementia²⁸.

National Parks often offer group walks²⁹, volunteering³⁰, and nature-based activities that can help older people build social connections and reduce isolation.

Older people face similar barriers to access and potential disbenefits to young people with regards to National Parks with limited public transport and housing affordability among the issues identified, including in NRW's public engagement/consultation on the proposed new National Park.

Disability

National Parks in Wales offer significant health and recreational benefits for disabled people, supported by initiatives like *Miles Without Stiles*³¹ and accessible facilities³². However, challenges (as described above) remain around public transport, uneven terrain, incomplete information, and social barriers, which can limit independence and inclusion.

This was reflected in NRW's public engagement³³/consultation,³⁴ with respondents noting restrictions in existing access to facilities such as public rights of way, with

²⁵ *Valuing Wales' National Parks* report, National Park Wales, September 2013.

²⁶ [Wales's New National Park Proposal - Public Engagement Period 2023](#)

²⁷ [Wales's New National Park Proposal - Public Consultation 2024](#)

²⁸ [Nature's Embrace: The Profound Benefits of Outdoor Experiences for the Elderly](#)

²⁹ For example, [Well-being Walks - Pembrokeshire Coast National Park](#)

³⁰ For example, [Volunteering Opportunities | Bannau Brycheiniog NPA](#)

³¹ [Miles without Stiles – Partnership working success! | Bannau Brycheiniog NPA](#)

³² [How accessible are National Parks in the UK | Age Co Mobility](#)

³³ [Wales's New National Park Proposal - Public Engagement Period 2023](#)

³⁴ [Wales's New National Park Proposal - Public Consultation 2024](#)

several also noting a National Park was an opportunity for the area to make improvements in this area.

Gender Reassignment (Trans and Non binary)

Evidence points to safety concerns, discrimination and policy confusion around changing/toilet facilities as factors that can impact on trans and non-binary people accessing green spaces, including National Parks ³⁵. The statutory purpose of National Parks to promote opportunities for the understanding and enjoyment of their areas, as well as their Equalities duties, means NPAs are well placed to make outdoor experiences more welcoming to trans and non-binary visitors such as through inclusive policies and staff training, with community led outdoor groups having been shown to reduce barriers and foster belonging^{36,37}.

Sex and Gender

Evidence³⁸ shows that while nature engagement is beneficial for all sexes/genders, women face distinct barriers in public green spaces, including safety concerns, poor lighting, limited facilities (e.g., toilets/changing), and caregiving constraints. As outlined for other protected characteristics, the activities and purposes of National Parks can be used to promote activities specifically designed to promote participation by women, both by the Authority itself and other groups³⁹ including commercial providers⁴⁰.

NRW did not record any findings on Sex and Gender from its public engagement/consultation exercises.

Pregnancy & Maternity

Access to green spaces can support prenatal and postnatal well-being (e.g. gentle physical activity providing stress reduction and/or social connection)⁴¹. In Wales, recent maternity standards⁴² emphasise listening to women's needs and removing access barriers.

³⁵ [Queering adventure: building communities outdoors to combat social and environmental injustice](#)

³⁶ [Queering adventure: building communities outdoors to combat social and environmental injustice](#)

³⁷ [Walking with Pride: Inclusive Outdoor Adventures in Wales - Landscapes Wales](#)

³⁸ For example, [Do sex and gender modify the association between green space and physical health? A systematic review.](#)

³⁹ For example, [Brecon Womens Festival 2025 - Brecon Beacons Tourism](#)

⁴⁰ For example, [Snowdonia - SUP & Summit Weekend - all female](#)

⁴¹ For example, [The role of green and blue spaces in perinatal maternal mental health outcomes during the transition to parenthood - ScienceDirect](#)

⁴² [New standards to improve maternity and neonatal care in Wales | GOV.WALES](#)

Consequently, barriers to realise these benefits may include insufficient toilets, baby-changing and rest spaces, challenging terrain for prams, limited seating and transport constraints to reach suitable routes. In NRW's public engagement/consultation exercises, respondents frequently reported a lack of public toilets and limited resting opportunities; although not framed as pregnancy-specific, these infrastructure gaps may disproportionately affect pregnant and postnatal visitors and caregivers with infants.

The statutory purpose of National Parks to promote opportunities for the understanding and enjoyment of their areas, as well as the Equalities duties that NPAs are subject to, means NPAs are well placed to make outdoor experiences welcoming to women who are pregnant or new mothers. This can include working with local health boards and community groups to provide gentle, accessible walks for well-being, and facilitating provision of rest areas, toilets, baby-changing, pram-friendly paths and information.

Race

Evidence shows that access to green spaces is inequitable among different races in the UK, with people from Black and ethnic minority communities less likely to visit them, including National Parks⁴³. Reasons include structural barriers (e.g. transport, cost, information), cultural/perceptual barriers (e.g. feeling the countryside is “not for us”), and experiences or fears of discrimination, which can deter visits⁴⁴.

These barriers can be addressed by NPAs, by ensuring their strategies, policies and activities incorporate elements such as pro-active community engagement; the provision of inclusive infrastructure and services; inclusive representation and visibility of National Parks and their services; and staff training and anti-racism policies⁴⁵.

NRW did not record any findings on race from its public engagement/consultation exercises.

Religion or Belief

National Parks can promote awareness of sites of religious and cultural value, as well broader connections between landscape, culture and identity, with these often forming the basis of walking trails⁴⁶. Respondents to NRW's public engagement

⁴³ For example, [Access to nature in the English countryside](#)

⁴⁴ For example, [Exploring barriers to engagement with the environment for ethnic minority communities | National Centre for Social Research](#)

⁴⁵ For example, [Pembrokeshire Coast National Park - Final report on the Mosaic Cymru Project](#)

⁴⁶ For example, [North Wales Pilgrims Way | National Churches Trust](#)

identified the potential for heritage and pilgrimage sites in the proposed new National Park to benefit in this way.

National Parks can work to ensure equitable access for people of different religion or beliefs by considering their needs in areas such as planning activities and communications.

Sexual orientation (LGBQ+)

Safety concerns, discrimination and policy confusion around changing/toilet facilities have been highlighted as factors that can impact on LGBTQIA+ people accessing green spaces, including National Parks ⁴⁷.

NPAs are well placed to tackle these barriers to make outdoor experiences more welcoming through initiatives such as inclusive messaging, visible anti hate policies, and staff trained to respond to incidents. In particular, community led outdoor groups have been shown to reduce barriers and foster belonging^{48, 49}.

Human Rights and UN Conventions

Do you think that this policy will have a positive or negative impact on people's human rights?

Reflecting the benefits outlined above, a new National Park in Wales offers the potential to enhance human rights to health, culture, recreation, environmental quality, and social development. There is also the potential for disbenefits (again as outlined in above), through additional planning requirements and the potential pressures on housing.

These potential impacts are shown in the Table below, mapped against the key United Nations Instruments / articles.

Impact Area	Potential Effect	Key UN Instruments / Articles
		ICESCR: International Covenant on Economic, Social and Cultural Rights

⁴⁷ [Queering adventure: building communities outdoors to combat social and environmental injustice](#)

⁴⁸ [Queering adventure: building communities outdoors to combat social and environmental injustice](#)

⁴⁹ [Walking with Pride: Inclusive Outdoor Adventures in Wales - Landscapes Wales](#)

		HRC: Human Rights Council ICCPR: International Covenant on Civil and Political Rights CRC: Convention on the Rights of the Child
Health & Well-being	Improved mental/physical health through access to nature.	ICESCR Art.12; HRC Res.48/13
Education & Recreation	Increased opportunities for outdoor learning, nature literacy.	ICESCR Art.13; CRC Art.31
Culture & Language	Opportunities for protection of Welsh language, cultural heritage. Potential for demographic changes and tourism to negatively impact Welsh language.	ICCPR Art.27; ICESCR Art.15
Participation & Governance	Inclusive, representative decision-making through creation of an NPA	ICESCR Art.2
Livelihoods & Development	Potential for jobs in areas such as conservation and tourism. Risk of planning restrictions impacting developments.	ICESCR Art.6&7; Art.11
Housing & Gentrification	Risk of rising prices, increase in second home ownership.	ICESCR Art.11

Environmental Protection	Potential for stronger biodiversity/climate resilience.	HRC Res.48/13
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A well-designed NPA in Wales can integrate international rights standards by:

- Embedding universal participation (UDHR Art. 21; ICCPR Art. 25)
- Upholding cultural rights by protecting Welsh language and heritage (ICESCR Art. 15)
- Practicing due process in land regulation and housing (ICESCR Art. 11; ICCPR Art. 14)
- Ensuring fair compensation and consent in land-use changes (ICESCR Art. 1–3)

Other actions of a NPA can also help maximise the benefits and minimise the barriers / disbenefits including active co-design of conservation strategies with farmers and other land owners and managers; and sustainable tourism management to balance the protection of local rights and ecosystems while encouraging visitors.

EU/EEA and Swiss Citizens' Rights

4.1 Residency – the right to reside and other rights related to residence: rights of exit and entry, applications for residency, restrictions of rights of entry and residence;

At this stage, the proposal will have no effect, but this will be kept under review throughout implementation.

4.2 Mutual recognition of professional qualifications –the continued recognition of professional qualifications obtained by EU/EEA/Swiss citizens in their countries (and already recognised in the UK);

- At this stage, the proposal will have no effect, but this will be kept under review throughout implementation.

4.3 Access to social security systems – these include benefits, access to education, housing, and access to healthcare.

- At this stage, the proposal will have no effect, but this will be kept under review throughout implementation.

4.4 Equal treatment – this covers non-discrimination, equal treatment, and rights of workers;

- At this stage, the proposal will have no effect, but this will be kept under review throughout implementation.

4.5 Workers rights - Workers and self-employed persons who are covered under the Citizens Rights Agreements are guaranteed broadly the same rights as they enjoyed when the UK was a Member State. They have a right to not be discriminated against due to nationality, and the right to equal treatment with UK nationals.

- At this stage, the proposal will have no effect, but this will be kept under review throughout implementation.