

# Equality Impact Assessment



Please read and refer to the staff [Equality Impact Assessment Guidance](#) document whilst completing this template.

## 1. Name of project: 2018 Core Path Plan Review

Lead officer	Guy Keating
Others involved in the assessment	Kenny Auld
Date(s) of assessment	29/10/18

## 2. Description of project:

Background	2018 Core Path Plan Review – a statutory consultation
Purpose and outcomes	The National Park Authority (NPA) is committed to achieving the highest possible standards during public consultations. In 2018, the NPA will review the 2010 Core Path Plan – a statutory document identifying the core path network in the national park area. To ensure the NPA satisfies its statutory responsibilities towards equalities and inclusion, and the consultation is available to as many individuals and groups as possible, this impact assessment seeks to identify and address any barriers to participation.
How it links to NPPP/Corporate Plan/ Operational Plan	To enable the delivery of the National Park Partnership Plan 2018 – 2023  Outcome 5: Recreation Opportunities, Visitor Experience Priorities  5.1 Path provision – Improving and extending the National Park’s recreational path network by ensuring the National Park Core Paths are reviewed and fit for purpose.
How we intend to implement the project	A formal 12-week consultation will commence on 12/11/18. In addition to contacting landowners, stakeholders and specialist user groups e.g. Mountaineering Scotland, the NPA anticipate publicising consultation to the following groups in / bordering the national park area; schools, pensioner groups, disability groups, maternity groups, and ethnic communities,

### 3. Who is the project likely to impact on and how

<p>Does the project/ policy have the potential to impact on the equality groups? Please provide a brief description including any evidence.</p>	<p>The project has the potential to impact on groups with protected characteristics, primarily through non-inclusion or non-representation at the consultation stage.</p> <p>There is a wealth of recreation opportunities available within the National Park, and the NPA ensure these are well-promoted and managed so they can be enjoyed a wide range of people. The Core Paths in the National Park are a resource available to all;</p> <ul style="list-style-type: none"> <li>- Residents within the National Park</li> <li>- Visitors to the National Park</li> <li>- Community Groups within the National Park</li> <li>- Partner organisations</li> <li>- Business and landowners</li> </ul>
---	--

### 4. Think about the impact the project/ policy will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Also consider whether there is potential for discrimination.

Protected characteristic	What do we know about this group in the context of this consultation?  <a href="http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid">Evidence and EqIA &amp; http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid</a>	What is the potential impact (positive, neutral and negative) on people who share the characteristic?	What could we do to reduce any negative impacts, maximise positive impacts?  What further evidence should we collect?						
Age	<p>2011 Census data on the Scottish population:</p> <table border="1" data-bbox="315 1342 640 1463"> <thead> <tr> <th>Age Range</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0 to 4</td> <td>6</td> </tr> <tr> <td>5 to 7</td> <td>3</td> </tr> </tbody> </table>	Age Range	%	0 to 4	6	5 to 7	3	Potential negative impact due to lack of representation on the consultation.	Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers
Age Range	%								
0 to 4	6								
5 to 7	3								

# Equality Impact Assessment



	<table border="1"> <tr><td>8 to 9</td><td>2</td></tr> <tr><td>10 to 14</td><td>6</td></tr> <tr><td>15</td><td>1</td></tr> <tr><td>16 to 17</td><td>2</td></tr> <tr><td>18 to 19</td><td>3</td></tr> <tr><td>20 to 24</td><td>7</td></tr> <tr><td>25 to 29</td><td>7</td></tr> <tr><td>30 to 44</td><td>20</td></tr> <tr><td>45 to 59</td><td>21</td></tr> <tr><td>60 to 64</td><td>6</td></tr> <tr><td>65 to 74</td><td>9</td></tr> <tr><td>75 to 84</td><td>6</td></tr> <tr><td>85 to 89</td><td>1</td></tr> <tr><td>90 and over</td><td>1</td></tr> </table> <p>Young and elderly people are traditionally underrepresented during formal consultations</p>	8 to 9	2	10 to 14	6	15	1	16 to 17	2	18 to 19	3	20 to 24	7	25 to 29	7	30 to 44	20	45 to 59	21	60 to 64	6	65 to 74	9	75 to 84	6	85 to 89	1	90 and over	1			<p>/ community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls.</p>
8 to 9	2																															
10 to 14	6																															
15	1																															
16 to 17	2																															
18 to 19	3																															
20 to 24	7																															
25 to 29	7																															
30 to 44	20																															
45 to 59	21																															
60 to 64	6																															
65 to 74	9																															
75 to 84	6																															
85 to 89	1																															
90 and over	1																															
Disability	<p>From the 2011 Census data:</p> <p>70% of the Scottish population did not regard themselves as having any disability.</p> <p>Of the 30% who had one or more disability:</p> <ul style="list-style-type: none"> <li>• 7% deafness/hearing loss</li> <li>• 2% blindness/sight loss</li> </ul>	<p>Potential negative impact due to lack of representation on the consultation.</p> <p>The addition, removal or amendment of core paths could have a potential negative impact on disabled access in the Park.</p>	<p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls.</p> <p>Ensure imagery used to publicize</p>																													

# Equality Impact Assessment



	<ul style="list-style-type: none"> <li>• 7% physical disability</li> <li>• 4% mental health condition</li> <li>• 19% other</li> </ul> <p>Several paths in the Park are 'all abilities' – i.e. the style and infrastructure support use by less able-bodied people.</p> <p>Comments and feedback from disabled groups would be welcomed by the NPA</p>		<p>the consultation features disabled groups.</p> <p>A site visit to a new all abilities core path will be organised with Deaf Blind Scotland.</p> <p>Ensure that information is accessible to people with a visual impairment by providing a contact telephone number whereby information can be provided in a larger font and work in partnership with DeafBlind Scotland to support translations in Braille if required.</p> <p>Promote the Contact Scotland BSL interpretive service for those who use British Sign Language.</p>
<p>Gender Reassignment</p>	<p>There is limited evidence on the experiences of transgender people in Scotland.</p>	<p>Neutral impact.</p>	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted</p>

			in Park community centers / halls.										
Race	<p>2011 Census data on the Scottish population:</p> <table border="1"> <thead> <tr> <th>Ethnic Group</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>96</td> </tr> <tr> <td>Asian, Asian Scottish or Asian British</td> <td>3</td> </tr> <tr> <td>African</td> <td>1</td> </tr> </tbody> </table> <p>Ethnic minority groups are traditionally underrepresented during formal consultations.</p>	Ethnic Group	%	White	96	Asian, Asian Scottish or Asian British	3	African	1	Neutral impact.	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls..</p> <p>Publicity material will include imagery of this group.</p>		
Ethnic Group	%												
White	96												
Asian, Asian Scottish or Asian British	3												
African	1												
Religion/Belief	<p>2011 Census data on the Scottish population:</p> <table border="1"> <thead> <tr> <th>Religion</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>54</td> </tr> <tr> <td>None</td> <td>37</td> </tr> <tr> <td>Not provided</td> <td>7</td> </tr> <tr> <td>Muslim</td> <td>1</td> </tr> </tbody> </table> <p>Religious groupings are unlikely to be affected by this consultation. However we did refer to the online calendar which listed the holidays noted</p>	Religion	%	Christian	54	None	37	Not provided	7	Muslim	1	Neutral impact	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls.</p>
Religion	%												
Christian	54												
None	37												
Not provided	7												
Muslim	1												

	<p>below to ensure we were aware of religious celebrations &amp; holidays during the consultation period.</p> <p><a href="https://www.calendarlabs.com/holidays/religious/">https://www.calendarlabs.com/holidays/religious/</a></p> <p><b>2018 holidays</b></p> <p>Bodhi Day (Buddist Holiday) – Sat Dec 8<sup>th</sup>          Hanukkah End (Jewish) – Mon Dec 10<sup>th</sup>          Dhunu Sankranti (hindu)– Sun Dec 16<sup>th</sup>          Geeta Jayanti (Hindu) – Tues Dec 18<sup>th</sup>          Christmas day and Boxing Day (Christian) – 25<sup>th</sup> and 26<sup>th</sup> Dec          Watch Night (Christain)– 31<sup>st</sup> Dec</p> <p>The main holidays to consider are Christian given the Scottish population is just over 50% Christian. The consultation runs for 12 weeks so there is sufficient time to respond.</p>								
<p>Sex</p>	<p>2011 Census data on the Scottish population:</p> <table border="1" data-bbox="315 1174 945 1350"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>52</td> </tr> <tr> <td>Male</td> <td>48</td> </tr> </tbody> </table>	Gender	%	Female	52	Male	48	<p>Neutral impact</p>	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted</p>
Gender	%								
Female	52								
Male	48								

# Equality Impact Assessment



			<p>in Park community centers / halls.</p> <p>Publicity material will feature men and women.</p>
Sexual Orientation	There is currently limited data and evidence collected on the experiences of gay, lesbian and bisexual people in Scotland.	Neutral impact	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls.</p>
Pregnancy and Maternity	Pregnant women and parents on maternity leave are known to use the core path network for walking and other forms of recreation.	<p>Potential negative impact due to lack of representation on the consultation.</p> <p>The addition, removal or amendment of core paths could have the potential to impact on this group</p>	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls.</p> <p>Publicity material will include imagery of this group.</p>

Marriage/Civil Partnerships	<p>2011 Census data on the Scottish population:</p> <p>Over half of people aged 40 to 79 were married or in a registered same sex civil partnership, with this proportion being highest for those aged 60 to 64, at 68 per cent.</p>	Neutral impact	<p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. Officer supported drop-in sessions hosted in Park community centers / halls.</p> <p>Publicity material will include imagery of this group.</p>
-----------------------------	--	----------------	---

## 5. Who will be consulted internally or externally on this EQIA?

<p>Park for All – the NPA internal Equalities and Inclusion group.</p> <p>Deaf Blind Scotland</p> <p>Core Path Plan Review Manager.</p>
---

## 6. What recommended steps should we take to improve the project and monitor its equality impact?

Action	Outcome	Responsibility	Timeline
Consultation publicity to features images of protected groups	Removal of barriers / perceived barriers	GK / EK	Next 2 weeks



# Equality Impact Assessment



---

Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets.	Widespread awareness of consultation process and opportunity to comment.	BR	Next 2 weeks
Officer supported drop-in sessions hosted in Park community centers / halls	Transparent and accessible to all.	GK/KA/DR	Next 3 months

## 7. Sign off:

Assessment signed off by:	Guy Keating
Sign off date:	7 <sup>th</sup> December 2018.