



Loch Lomond & The Trossachs National Park

**Equalities Mainstreaming
Report & Equality Outcomes 2017-2021**

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Alternative languages and formats

This document is available in large print, alternative languages and formats on request.

To arrange this, please contact us by calling 01389 722 600 or by email:

ParkforAll@lochlomond-trossachs.org



BSL users can contact us via contactSCOTLAND-BSL, the on-line British Sign Language interpreting service.

Find out more on the [contactSCOTLAND](http://contactSCOTLAND.org) website.

Contacts

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Highlights

This report sets out the manner in which we are addressing our responsibilities under the Equality Act 2010.

Our highlights include:

- great progress in lowering our age profile, through the recruitment of school age modern apprentices, 18-24 years Ranger modern apprentices and graduate interns below the age of 28.
- the successful delivery of our Junior Ranger programmes which supports young people from McLaren and Balfron High Schools in practical skills development.
- our well-established Best Companies staff survey which helps us to understand how our people feel about working here and what our culture is like. We are proud to be a 1* Best Company. This has helped us focus on the staff engagement priorities that are important to staff.
- a range of significant consultation processes that have aimed to engage with our stakeholders, communities and interested parties in the strategic direction of the National Park; LIVE Park (local development plan), Balloch Charette, Your Park (camping management plan). We have used innovative approaches to engage with schools, working adults and community groups using different medias; traditional meetings throughout a day/evening at locations throughout the park, roadshows, blogs, Facebook and twitter.
- supporting the continuing significant investment and development with our partners of all abilities path networks, mobility scooters, "Walk in the Park" (health walks)

While we have made some excellent progress, we recognise that there remains much to do. We look to continuously improve the way in which we work and engage with our communities and visitors to the National Park. This means getting better at making equality a component of everything we do, including:

- making progress on recruiting a more diverse workforce
- making sure our all our literature visually supports our commitment to embracing diversity
- producing Access statements for our premises and our outdoor environments
- influencing diversity on our Board and targeting support to achieve 50/50 by 2020

Introduction

Our role

The National Park Authority was established to achieve four key aims laid out in the National Parks (Scotland) Act 2000;

- To conserve and enhance the natural and cultural heritage of the area
- To promote the sustainable use of the natural resources of the area
- To promote understanding and enjoyment (including enjoyment in the form of recreation) of the special qualities of the area by the public
- To promote sustainable social and economic development of the communities of the area

Our mission...

Is to be the vital force in protecting and enhancing this iconic National Park.

Our organisation

The Park Authority employs 136 staff as well as approximately 40 seasonal Rangers during Spring/Summer.

We have one main office in Balloch and four other, mainly Ranger-based premises, within the National Park.

Our #ParkForAll working group oversees the development and implementation of our strategy on matters relating to diversity and equality (Appendix 2). The purpose of #ParkForAll is to inspire the organisation to deliver against our equality duties, constructively challenge prejudices, raise awareness of the economic and social benefits of inclusion and identify and facilitate actions that support equality and diversity.

Our vision and priorities

Our new National Park Partnership Plan (2018-2023), which is being consulted upon in 2017 and our Corporate Plan sets out our vision, values and priorities for the period.

Our values are our moral compass; they help guide how we make decisions. The ideals and ethics that we hold dear as an organisation are:

Passion

we love what we do

Leadership

we show the way

Inspiring

we spark ideas for action

Caring

we respect the past and shape the future

Accessible

we are approachable, open and friendly

Green

we do the right thing for the Park and the planet

Our long term vision...

The National Park will be an internationally-renowned landscape where...

Conservation

Nature, heritage, land and water are valued, managed and enhanced to provide multiple benefits for people and nature

Visitor Experience

There is a high quality, authentic experience for visitors from all backgrounds. There are many opportunities to enjoy recreation activities and appreciate the area's outstanding natural and cultural heritage

Rural Development

Businesses and communities thrive and people live and work sustainably in a high quality environment

Promoting, encouraging and embedding equalities and valuing diversity are intrinsic parts of the work we do with and the services we deliver to our communities, residents and visitors.

Our equality outcomes

Since 2013 we have been working towards delivering against 5 Equality Outcomes:

Outcome 1

A greater diversity of people including young people and those who have a real or perceived barrier to accessing the Park will learn about and help to conserve and enhance the Park.

Outcome 2

All people will be able to access more barrier-free paths in the Park.

Outcome 3

A greater diversity of people including young people and those who have a real or perceived barrier to accessing the Park, will be aware of and able to access information about the Park, including its recreation opportunities.

Outcome 4

A greater diversity of people are able to access more opportunities within the National Park and are able to actively participate in decision making.

Outcome 5

We will be better informed of equality and diversity characteristics of staff (so that we can address barriers / improve working conditions for all).

About this report

This report identifies the progress we have made to Mainstream Equality and achieve the Equalities Outcomes we targeted. In 2015 we published an update on our progress towards achieving our Equalities Outcomes for 2013-2015, that report can be accessed from our website: <http://www.lochlomond-trossachs.org/park-authority/publications/mainstreaming-equalities-outcomes-report-2015/>

This report now summarises the progress we have made in mainstreaming equalities and in achieving our equalities outcomes for the period 2015 - 2017.

We also set new Equalities Outcomes to shape our work between 2017-2021.

Mainstreaming Equality

Mainstreaming simply means integrating equality into our day to-day work, taking equality into account in the way we exercise our functions. In other words equality should be an integral part of everything we do.

Mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of our structures, behaviours and culture
- We know and can demonstrate how, in carrying out our functions, we are advancing equality
- Mainstreaming equality contributes to continuous improvement and better performance.

We identified 6 key areas targeting our mainstreaming approach:

Mainstreaming 1: Our staff

Mainstreaming 2: Start-up for projects and strategies

Mainstreaming 3: Access to statutory functions – consultations, Board and Committee meetings

Mainstreaming 4: Information and communication

Mainstreaming 5: Events & Engagement opportunities

Mainstreaming 6: Procurement

Our Staff

Our annual Equalities survey as well our Employee Engagement survey has provided us with our direction of travel in terms of our staff. We still have a way to go and this will be addressed in our new equality outcomes. During the reporting period we have successfully carried out a number of initiatives to help us mainstream equalities. Some examples of this are:

- delivered stress awareness training to all staff as well as and mental health training for managers
- delivered focused training for key staff in particular around Equality Impact Assessments (EQIAs) and unconscious bias
- identified 'Equalities Champions' for each of the protected characteristics from volunteers from across the organisation
- extended and improved our generous range of family friendly policies such as Work Life Balance, Flexitime and our Leave policy
- successfully achieved accreditation as a Scottish Living Wage employer
- fully embraced the Health and Wellbeing agenda as can be seen from the case study below
- annual pay negotiations have been focused on family friendly benefits including most recently enhanced maternity pay and paternity leave
- established the "My Performance Review" annual appraisal process which reinforces not

- just what we do but how we do it through a focus on our values and behaviours
- we were one of the first public sector bodies to commit to the social impact pledge and we were accredited as a Scottish living wage employer



Case Study - Well-being Awareness month

In 2015 we developed a series of 'themed' months which included Well-being Awareness month. This highlighted the importance of healthy working lives through a number of activities such as cycling, swimming in beautiful Loch Lomond, fruit baskets for staff and health screening. In order to maximise participation in the activities we scheduled some of these activities around the wide ranging working patterns that we have in place and we ensured that all levels of physical ability could participate as much as possible. The feedback from staff was fantastic and was our stepping stone to achieving our Healthy Working Lives Bronze Award in 2016.

"I became a new parent 14 months ago, to a wee boy named Glen. I am absolutely delighted with how the Park Authority has supported me with the transition to parenthood. The Executive, Board and my colleagues have been incredibly supportive throughout my pregnancy, maternity leave and return to work.

As a busy solicitor and manager within the organisation, I was delighted when my request for part-time work was accommodated creatively as a job share. I was consulted in the development of the job share arrangements, to ensure that it would be workable in practice. I now work Wednesday to Friday, which gives me the perfect balance of continuing to do a job that I love, and spending time with Glen. My job share partner and I are responsible for all aspects of the role of Governance and Legal Manager – but we have allocated responsibilities based on our skills, specialisms and strengths. This means that we both have jobs we enjoy and the organisation gains from a far wider skill set.

The organisation's flexible working policies mean that I am able to change my working hours from week to week, as there are no core hours. This is great for dealing with the unexpected, such as grandparents running late or last minute nappy changes on the way out the door! The flexible approach means that I can change my working days with ease, or work from home – which makes it a lot easier to fit work around my other commitments – whether it be taking Glen to the GP or tackling the laundry! I can also fit in a run or an outdoor swim in Loch Lomond around my meetings. Even during the working day, I have the opportunity to exercise and get some fresh air as we often hold meetings whilst walking in the park or even up hills. The Park Authority is a great place to work and the supportive, trusting and flexible approach to staff and work/life balance far exceeds anywhere else I have worked." Sandra Dalziel - Governance and Legal Manager

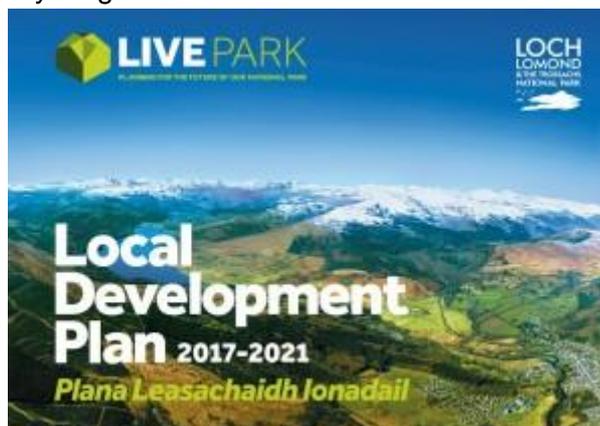
Start-up for projects and strategies

We continue to embed our Equality Impact Assessment (EqIA) process as part of the start-up activities for significant projects and strategies. The EqIA template is well embedded in the Project Initiation Documentation. In addition to this we have included an Equalities check box in all our reports and business cases that are submitted to our Executive for consideration. This has taken the mainstreaming of equality to a different level as it is now being considered in all aspects of the business and not only in planning projects.

Access to statutory functions

Case Study - LIVE Park

LIVE Park is the name for our Local Development Plan. It has a 20-year vision and sets out the development that is needed to make Loch Lomond & The Trossachs a great place to Live, Invest, Visit and Experience. We review and refresh our Plan every five years so there is a critical window where the public and interested organisations have an opportunity to really help understand and shape the future potential of towns and villages in the National Park. It was crucial that we engaged a broad range of people and organisations at the early preparatory stages of preparing the Plan, where we set out what we thought the main issues, ideas and opportunities were for the National Park, its communities, businesses and its visitors. In addition to the usual tried and tested means of encouraging people to get involved, and with a clear focus on better engaging with harder-to-reach audiences like young people and working age families, the LIVE Park consultation included a distinctly digital approach to reach a broader audience – allowing us to use digital and social media to target groups of people who might not normally get involved in planning through the more conventional methods such as public meetings or drop in sessions. We needed to hear what everyone thought about the places where they live and work, as well as key issues such as housing and jobs – and everything in between.



In November 2015 we won the Overall Award at the Scottish Awards for Quality in Planning for our community engagement on LIVE Park. The award recognised our innovative and people-centred campaign approach to our consultation and the judges were impressed with how we applied a range of new and innovative techniques tailored to the Park's circumstances and local development issues.

Information and communication

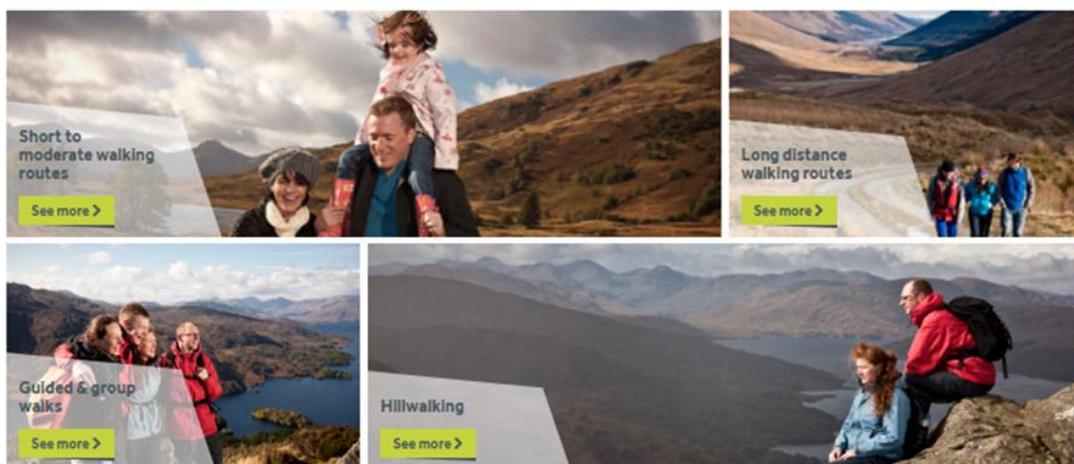
Over the past few years there has been a significant focus on the quality of information and means of communication to enable effective engagement with our full range of stakeholders; visitors, residents, communities of interest, partners, Ministers, staff and Board members.

Case Study - New website

When we started our new website development in 2015 we wanted to make sure we put our users' needs at the heart of our approach. We undertook research with a broad range of users to develop 'personas' which allowed us to identify their information needs, what motivates them to interact with us and how. We used this to drive our navigation, content strategy and the way we talk to our audiences. We ensured that the audience was considered with each and every page on our website, to ensure we were solving their needs and communicating with them appropriately.



Breathtaking landscapes for everyone
Gentle stroll or energetic work out? Loch, coastline, riverside, forest, glen, hill or mountain? Whatever you choose, a walk immersed in stunning surroundings will be good for the head, heart, body and soul.



We broke down complex subjects, ensuring that we cut out jargon and tailored our communications to ensure complex matters are explained and understood. Going forward, we continue to take this approach in developing new content to meet the needs of and engage with our wide range of user groups.



Home > Things to do > Walking & hiking > Short to moderate walking routes > Park Mobility: Balloch Castle Country Park scooter routes

Park Mobility: Balloch Castle Country Park scooter routes

Loch Lomond & The Trossachs National Park has been working in partnership with West Dunbartonshire Council and Clyde Shopmobility to enable people with mobility impairments to enjoy the outdoors.

As part of the Parkmobility project, the "Scooter Station" in Balloch offers different types of scooters suitable for exploring Balloch Country Park, shopping at Lomond Shores or meandering around the town. Manual wheelchairs and rollators are also available.

Balloch Country Park is an ideal place to explore by scooter with three different routes taking in the castle, walled garden and shore path with stunning views of the loch.

To book your scooter at the Scooter Station, Balloch Bus Stance, Drymen Road, call 07804 895 536.

Clyde Shopmobility is a registered charity who aims to enable people to access shops, cafes, services and just generally get out of the house and be part of the community. This is vital in maintaining people's independence and helping them to stay in their own homes, living a good standard of life, for longer. To find out more visit www.clydeshopmobility.co.uk

[Download routes](#)

Share this page



It is important that the National Park is recognised as a #ParkForAll so we have been developing and increasing our bank of imagery to ensure that our publications and all our digital media represents broad age, disability and racial diversity.

We conducted a visitor survey in 2015. This survey was focussed on visitors' experience of the destination, how they researched and planned their visit, their travel arrangements, accommodation choices and what activities they engaged in. The methodology included a number of approaches across a number of locations across the Park to ensure we reached as many different audiences as possible, with a mixture of face to face interviews, self-completion cards and online surveys.

We collected visitor profile information including; gender, age, ethnicity, socio-economic status, family/group make up, long term health/disability information and country or region of origin. This information allows us a greater insight to the expectations, experiences and suggested improvements that different types of visitors have. Interesting results showed that more women than men visit the National Park (in 2011 more men than women visited) and an increase in young people visiting the Park. More analysis will be carried out on this data to help inform visitor strategy and projects as and when they develop.

Events & Engagement opportunities

An important element of the Park Authority strategy is to develop, expand and deliver well planned, strategically aligned and transformational volunteering opportunities, education and outreach. There are a range of activities that encourage communities, young people and less able-bodied individuals who traditionally do not experience the wonders of National Parks to visit.

Annually we operate travel grants that enable schools, groups and intermediaries who support and work with people experiencing some form of disadvantage to overcome the barrier that expensive travel can be. Priority for funding is given to those from areas of multiple deprivation and those who have not visited the National Park or worked with our fabulous Ranger Service previously.

Case Study - DeafBlind Scotland – Conic Hill Challenge

DeafBlind Scotland is a charity whose aims are to help deafblind people in Scotland live as rightful members of their own communities and to encourage and support contact between deafblind people and sighted hearing people. They work with partners to improve the quality of life of deafblind people and raise awareness of both the needs and potential of deafblind people. Deafblind Scotland works with adults who are dual sensory impaired, many of them having become dual sensory impaired later in life.

The Challenge

Since 2013, each summer a group from Deafblind Scotland set themselves a massive challenge to conquer Conic Hill in the National Park. What makes the achievement even more special is that all of the members have dual sensory loss affecting communication, mobility and intake of information making the simplest of steps challenging. The group are joined by specialist communicators, guide and hearing dogs and National Park Rangers who help them up the hill to the summit, step by step.



The support

All of the information in the National Park Visitor Centre in Balmaha is available in Braille, moon, audio, British Sign Language and large print making it accessible. The interpretive panels have also been translated into a number of other languages, enabling more visitors to engage with the National Park.

Deafblind people are normally socially isolated and lack opportunities to experience the National Park. They learned about the wildlife, the geography and the history of the Park and it brought people from various age groups, genders, religions and cultures together for a social and educational experience



The impact

Deafblind people can spend many hours isolated in their own homes as a result of their sensory impairments. It is hoped that the challenge will inspire other deafblind people to get out and about and enjoy the National Park.

The resources provided by the National Park enable DeafBlind Scotland to continue to offer this challenge to its members.

It also helps the National Park achieve our Equality Outcome - a greater diversity of people, including young people and those who have a real or perceived barrier to accessing the Park, will learn about and help to conserve and enhance the Park.

"This was not an easy task for our members given their sensory impairment. It is hoped that the challenge will inspire other deafblind people to get out and about and enjoy Loch Lomond and The Trossachs National Park." - Suzanne Abbate, Operations Manager with Deafblind Scotland

"I really enjoyed it. I had 1 or 2 slips but that is part of it. I think it's a great experience for the members. I think it is important to have a positive attitude and realise what you can achieve." - Michael Anderson, 72, from Stenhousemuir is blind and hears with the help of aids

Case Study - Backbone – 3 year Community Leadership Programme

celebrating diversity through adventure

Backbone is a global training and consultancy organisation, established in 1995 to provide opportunities for marginalised groups to become environmental role models and leaders, with particular reference to black and minority ethnic (BME). The aim is to “Entice & Excite” people from marginalised communities to engage with nature.

The Project

Backbone is being part funded by the Park Authority, as well as other partners, for a 3-year collaborative journey of learning and engagement. They are providing training and support for 10 multi-cultural leaders from across Scotland, to help them gain competence and confidence to develop and deliver local environmental/outdoor activity projects. Participants will work with a wide range of Scotland’s marginalised & isolated communities.

Why Backbone?

The Backbone Community Leadership model provides tailored environmental activities for those who cannot access mainstream opportunities due to religious/cultural reasons and for those who lack confidence.

Leaders from a variety of backgrounds across Scotland were recruited to commit to the 3 year training programme. Through this they will engage at least 500 people per year from isolated and marginalised community groups, with the natural environment.

The training takes place in a variety of natural environments in Scotland, including in our National Park, Cairngorms National Park, National Nature Reserves, woodland and forests and Regional Parks.

Benefits

- Increased engagement for marginalised, isolated and “hard to reach” communities and groups, supporting locally led environmental projects.
- The multiplier benefits of pooled partnership resources and model for training.
- Increased awareness of National Park education and volunteer programmes from BME communities.



“At first I did not think that hiking and camping in the woods was for me at all but now I know that I can even take a group of women out – my confidence is getting much higher” - Backbone Participant

We consider equality in our procurement and tendering procedures

When acquiring goods, services or works, where appropriate and proportionate, we include specific evaluation criteria that requires contractors and sub-contractors to provide evidence of policies, statements and procedures to demonstrate that they meet the requirements of the Equalities Act and Scottish Government Fair Working Practices.

Equalities Outcomes 2013-17 Progress

Outcome 1

A greater diversity of people including young people and those who have a real or perceived barrier to accessing the Park will learn about and help to conserve and enhance the Park.

Indicators/Targets	Progress	
Number of outreach groups and schools supported through the education travel grant.	In the last 2 years 34 schools and 7 outreach groups were supported through the educational travel grant	Achieved
Volunteering – Undertake equal opportunities monitoring for current volunteers to establish baseline data.	A Volunteering survey was completed in 2015 to produce a baseline of Equalities data for registered National Park Authority Volunteers (refer to Appendix 7) The results from 86 completed surveys were: <ul style="list-style-type: none"> • 40% are over 60 years old • 6% are under 30 year old • 100% are white Scottish/ British • 2% consider themselves to be disabled • 4% chose to not disclose this information Our focus is to increase diversity, particularly in respect of age, race, ethnicity and disability.	Achieved
Increase the number of schools engaged by 50% (Target 86).	In the last few years the average number of schools engaged in outdoor learning visits with the National Park was 61	Not achieved
Increase the number of outreach partners engaged by 50% (Target 33)	In the last few years the average number of outreach partners engaged in outdoor learning visits with the National Park was 12	Not achieved
Increase by 1- 2 the number of employment internships/apprenticeships within the Park Authority	The Park Authority now employs 5 Modern Apprentices and 2 interns	Achieved

Outcome 2

All people will be able to access more barrier-free paths in the Park

Indicators/Targets	Progress	
Increase the number of 'fully accessible' paths across the Park	Over the 2015-2017 period, the National Park Outdoor Recreation Plan continues to deliver new barrier free, all abilities paths, links and supportive infrastructure in the Park area; <ul style="list-style-type: none"> • Core path signage • Cobleland – Buchlyvie upgrade • Crianlarich (Tyndrum – Dalrigh) shared 	Achieved

	<p>use link</p> <ul style="list-style-type: none"> Lochearnhead - St Fillans old railway project (Phase 2) Drymen to Balmaha footway upgrade NCN7 Croftamie surface upgrade and maintenance improvements through a local Community Payback initiative. <table border="1"> <thead> <tr> <th>Number</th> <th>14/15</th> <th>15/16</th> <th>16/17</th> </tr> </thead> <tbody> <tr> <td>New all abilities Path Installations</td> <td>4</td> <td>3</td> <td>4</td> </tr> <tr> <td>New pieces all-abilities infrastructure</td> <td>3</td> <td>4</td> <td>10</td> </tr> </tbody> </table>	Number	14/15	15/16	16/17	New all abilities Path Installations	4	3	4	New pieces all-abilities infrastructure	3	4	10	
Number	14/15	15/16	16/17											
New all abilities Path Installations	4	3	4											
New pieces all-abilities infrastructure	3	4	10											
10% increase in number of participants in Health Walks across the Park	<p>Since 2013, the number of active participants (walking regularly) who take part in the “Walk in the Park” initiative led by the National Park Countryside Trust has increased by an impressive 149% (this includes people attending both our walks and strength and balance sessions) from 68 participants in 2013 to 169 participants in 2017.</p> <table border="1"> <thead> <tr> <th>Baseline</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>68</td> <td>115</td> <td>152</td> <td>156</td> <td>169</td> </tr> </tbody> </table>	Baseline	2014	2015	2016	2017	68	115	152	156	169	Achieved		
Baseline	2014	2015	2016	2017										
68	115	152	156	169										

Outcome 3

A greater diversity of people including young people and those who have a real or perceived barrier to accessing the Park, will be aware of and able to access information about the Park, including its recreation opportunities.

Indicators/Targets	Progress	
Continue to improve provision, promotion and accessibility of Park information.	The development of the Park Authority's new website and other digital channels, as referenced above has significantly enhanced the accessibility of content	Achieved
Extend promotion of use of Plain English Collate equality data from: <ul style="list-style-type: none"> Visitor surveys Requests for alternative formats of publications Requests for specific information on accessibility Translate the interpretive content available at National Park Centre, Balmaha into Braille, 	<p>A range of initiatives have been delivered including:</p> <ul style="list-style-type: none"> equalities information sought as part of the Visitor Survey undertaken in 2015 creation of new cycle route maps for easy and moderate routes to raise awareness of the cycling offer to meet a wide range of users (e.g. targeting mothers and young children and people with limited mobility) improved physical access to the Loch Lomond Waterbus Service from the 	Partly Achieved

Gaelic and 5 minority ethnic languages.	Balloch Pontoon <ul style="list-style-type: none"> redevelopment of National Park Visitor Centre in Balmaha , with Interpretive information panels translated into Braille, Gaelic and 5 minority ethnic languages 	
Park Authority's brand imagery represents all protected characteristics	Brand images now incorporate visitors representing Disability, Race and Age Protected Characteristics.	Achieved

Outcome 4

A greater diversity of people are able to access more opportunities within the National Park and are able to actively participate in decision making.

Indicators/Targets	Progress	
Park-wide approach to assessing housing needs and demands.	A target of 75 new homes per year is included in the Local Development Plan. This includes a revised housing strategy for the National Park which requires a mix of affordable and open market housing in order to support more households access housing opportunities.	Achieved
Ongoing programme of inclusive engagement and other consultation events in Park communities to inform policy development. Continued access opportunities to National Park consultations, activities and meetings (e.g. Planning Committees).	Engagement on LIVEPark – our Local Development Plan is complete. See case study above. Engagement has continued to build on the success of the LIVEPark approach and include specific stakeholder groups, for example the Balloch Charrette 2016 where : <ul style="list-style-type: none"> 103 people attended final charrette exhibition Over 5,500 people 'engaged' by commenting, sharing or liking information on Facebook 72% increase on followers on our Facebook page for this project. 	Achieved

Outcome 5

We will be better informed of equality and diversity characteristics of staff (so that we can address barriers / improve working conditions for all).

Indicators/Targets	Progress	
Carry out a staff survey seeking information on protected characteristics	Staff monitoring was undertaken in early 2017. The survey itself was based on good practice shared as part of the NDPB Equalities forum (refer to Appendix 5)	Achieved
Establish a system for collecting and monitoring equalities data for staff over a number of activities including external recruitment data.	The recruitment process has equalities monitoring data embedded (refer to Appendix 3)	Achieved
Carry out an annual review of the Gender Pay Gap	(refer to Appendix 3)	Achieved
EQIAs carried out on all people policies and procedures.	Recent examples are: <ul style="list-style-type: none"> • Protection of Vulnerable Group Policy • Unacceptable Behaviours Policy • Sickness Absence Procedure 	Achieved

Equality and Mainstreaming 2017-2021

Outcomes are the changes that result for individuals, communities, organisations as a consequence of the action we have taken. Outcomes can include short-term benefits such as changes in awareness, knowledge, skills and attitudes, and longer-term benefits such as changes in behaviours, decision making, or social and environmental conditions.

Mainstreaming Equality

We will continue to mainstream equalities through:

- increasing awareness and inspiring our staff to maximise the benefits of inclusivity
- considering equality and diversity in the development and consideration of our policies, strategies, activities and approaches to our work
- maximising access to our statutory functions
- enhancing the accessibility of our information and communication
- supporting events and engagement opportunities for the socially deprived or traditionally hard to reach groups and communities
- our procurement policy and practices

Equality outcomes

Suggested Equality outcome	Activities and Measurements of Success	General duty
<p>Outcome 1</p> <p>Our performance is enhanced by having a workforce whose diversity more closely reflects that of our community/Scotland.</p>	<ul style="list-style-type: none"> • Annually and consistently collect, collate and monitor equality data on our staff, Board, job applicants and volunteers and compare to the relevant National statistics (Timescale 2018) • Actively promote recruitment of staff, Board members and volunteering opportunities to under-represented groups (Timescale 2018) • Support Scottish Government to achieve Board member gender equality (Timescale 50/50 by 2020) 	<p>Advancing equality of opportunity</p> <p>Eliminate Discrimination</p>
<p>Outcome 2</p> <p>Increasing and positive experiences within the National Park and with the Park Authority is enhanced through improved information and quality of communication and inclusive engagement.</p>	<ul style="list-style-type: none"> • Produce access statements for all our properties (Timescale 2018) • Produce and publish Equality Impact Assessments that are fit for purpose, produced consistently which clearly evidence equality decision-making (Timescale 2018) • Further enhance our brand imagery to clearly articulate our commitment to equality and diversity and a #ParkForAll (Timescale 2017) • Incorporate accessibility information in our visitor information literature and digital media channels, as it is updated and refreshed (Timescale 2019) 	<p>Advancing equality of opportunity</p> <p>Eliminate Discrimination</p>

Legal Responsibilities

The Equality Act 2010 and the Equality Act 2010(Specific Duties) (Scotland) Regulations 2012 and subsequent amendments are the key pieces of legislation driving equality, diversity and inclusion in Scotland.

The General Duty (UK wide)

As a public body, when we go about our business, we have to take into account the need to;

- eliminate unlawful discrimination, victimisation and harassment of people with a relevant protected characteristic
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not and
- foster good relations between people who share a protected characteristic and those who do not

Statutory specific duties (Scotland only)

In Scotland we demonstrate what we have been doing to take account of the General Duty by the following;

- reporting on mainstreaming the equality duty and publishing progress every two years
- publishing equality outcomes every four years and reporting progress every two years
- assessing and reviewing our policies and practices
- gathering and using employee information
- publishing our gender, race and disability pay gap information
- publishing statements on equal pay
- consider award criteria and conditions in relation to public procurement
- publishing reports in a manner that is accessible

The protected Characteristics under the Equality Act 2010 are;

- race
- sex
- age
- disability
- sexual orientation
- religion and belief
- gender re-assignment
- marriage and civil partnership
- pregnancy and maternity

The Equality Act (Specific Duties) (Scotland) Amendment Regulations 2016 require us as an organisation to set out how we will improve the diversity of our Board through effective succession planning. Our Board is appointed through three routes; Ministerially appointed (6), locally elected (5) and nominated by our 4 partner Local Authorities (6; Argyle and Bute (2), Stirling (2), West Dunbartonshire (1), Perth and Kinross (1)). We will work with Scottish Government, our partner Local Authorities and our local communities to help broaden the diversity of candidates. We have

a duty to report the gender make-up of the Board and this will extend over time to include some of the other protected characteristics.

#ParkForAll Remit

1. Vision

To embed a culture of equality and diversity so that staff, communities, visitors and Board members regardless of ethnicity, beliefs, disability, social background, sex, marital status, age or sexual orientation have the opportunity to access the full range of services provided by the Park Authority and the opportunity to access the benefits of living, working or visiting our National Park.

2. Purpose

To inspire the organisation to deliver against our equality duties, constructively challenge prejudices, raise awareness of the economic and social benefits of inclusion and identify and facilitate actions that support equality and diversity.

3. Membership

Jaki Carnegie	Executive Sponsor & Sex Equality Champion
Kirsty Callaghan	Sex Equality Champion
Ali Cush	Age Equality Champion
Laura Baird	Age Equality Champion
Rebecca Hughes	Age Equality Champion
Elaine Wade	Ethnicity Equality Champion
Guy Keating	Ethnicity Equality Champion
Beverley Clarke	Disability Equality Champion
John McQueen	Disability Equality Champion
Jane Filshill	Sexual Orientation Equality Champion
Neil Black	Belief Equality Champion

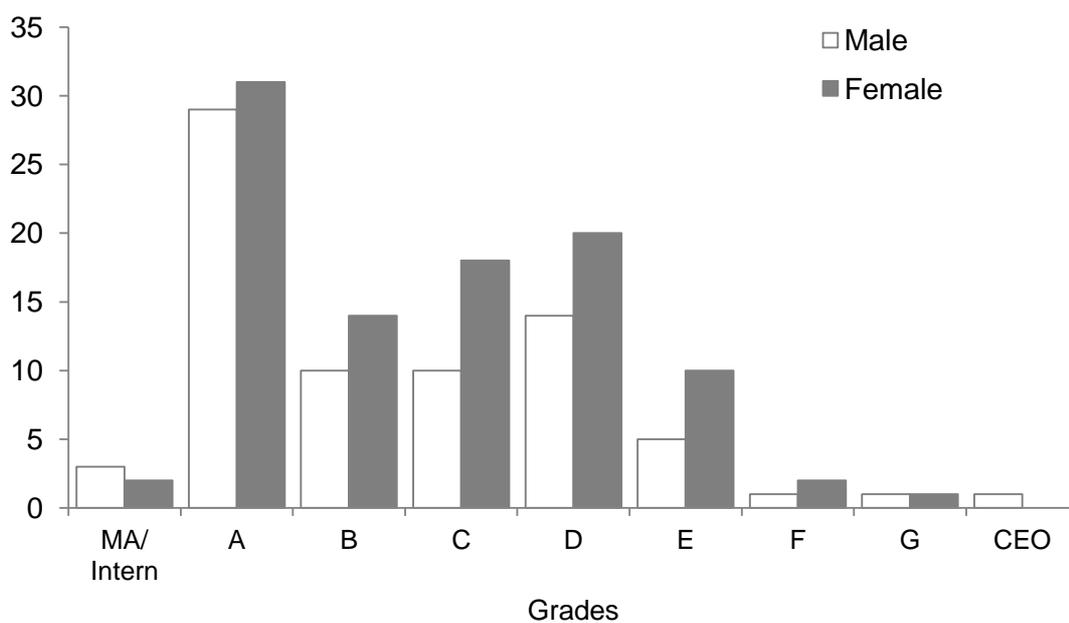
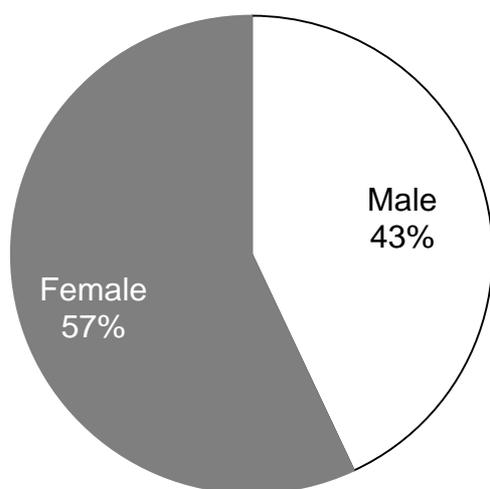
4. Objectives

- 4.1. To act as champions for equality, diversity and inclusion; driving, sharing and embedding good practice throughout the organisation.
- 4.2. Increase awareness of our equalities responsibilities and the benefits and opportunities that embedding equalities brings to the Park Authority and the National Park.
- 4.3. To drive the development and delivery of good practice equality and diversity policies and practices, reflecting, as a minimum, our statutory duties.
- 4.4. To propose inspiring quality outcomes and targets that eliminate discrimination, advance equality of opportunity and/or foster good relations.
- 4.5. To engage with our partners to share opportunities and deliver projects.

Employee Information/Workforce Composition

The information provided has been collected as at March 2017.

Staff Headcount	Female	Male	Total
Team members	85	66	151
Managers	13	8	21
Total	98	74	172



The above table provides the breakdown by gender and grade. Overall we have a fairly even split of females across the grades in comparison to males. Looking at the above graph you can see that the highest number of females work within the A grade, however this is due to our recent seasonal recruitment. If we extract the seasonal recruitment the majority of females are employed at band D grade.

Exactly the same applies for our male staff, the majority of males are within the A grade, which as with female staff this is again due to our recent seasonal recruitment. If we extract the seasonal recruitment, the majority of our males are also employed at band D grade.

Age

We have made exciting positive steps this year in developing our 'young workforce' and have employed three modern apprentices and two interns. This together with our seasonal ranger recruitment means that for the first time we can see a real change in our age profile in the 16-24 age range. We are also excited to welcome 2 seasonal ranger apprentices in April 2017 which will further enhance this.

Age	Female	Male	Total
16-24	4	4	8
25-34	15	14	29
35-44	38	19	57
45-54	28	29	57
55-64	11	7	18
65 and over	2	1	3
Total	98	74	172

Board Members

Age	Female	Male	Total
35-44	-	2	2
45-54	-	2	2
55-64	-	5	7
65 and over	-	5	5
Total	2*	14	16

For the first time we have included our board diversity information which provides the age range and gender. We are committed to the Scottish Government 50:50 campaign to improve the gender balance on boards.

*As we have only 2 female board members we are unable to indicate their age range.

Part Time

All staff benefit from extensive flexibility within our practices and policies, any team member can apply for flexible working, the information below shows those that currently work part time against those who work full time, in addition to this the majority of our staff are also part of the flexitime or TOIL scheme designed to provide flexibility within the working day to help achieve a good work life balance.

Full time versus part time by gender split					
Gender	Full time	Part time	% Full time	% Part time	Total
Male	48	26	65%	35%	74
Female	50	48	51%	49%	98

Leavers

The following table reflects leavers from 1st April 2016 – 31st March 2017 (including fixed term contracts, retirements, voluntary severance but excludes seasonal staff). We had 17 leavers last year, which equates to a turnover figure of 11.5% higher than in previous year however still well below the UK average of 15%¹. Analysis of our exit questionnaires shows no trends in the reasons for leaving.

2015/16			
Age	Female	Male	Total
25-34	1	-	1
35-44	3	2	5
45-54	2	-	2
55-64	-	1	1
Total	6	3	9

2016/17			
Age	Female	Male	Total
25-34	2	1	3
35-44	3	4	7
45-54	2	2	4
55-64	1	2	3
Total	8	9	17

Staff Development

In the last year we have had six internal promotions; all female. As a result of these promotions 2 female employees have entered the Operational Management Team, the gender split on this group is now 13 females and 7 men.

Staff promotions by grade and Gender		
Grade	Male	Female
B	-	1
C	-	3
E	-	2
Total	-	6

Learning and Development

In 2016 we upgraded our HR system to allow us to record training. This has improved our management information, however, we are still developing the system to provide more detailed information while also exploring further innovative ways to ensure that all employees receive good learning and development opportunities. In line with this we are currently working with the other National Parks on an ELearning system that will provide an affordable and flexible catalogue of courses.

Between January and March 2016 we ran 'Managing with Impact' sessions. This people managers' programme was delivered in 3 sessions and covered People Management Basics, People Management Skills and the Successful Manager's Toolkit. All of our people managers attended this course (35).

In addition to the above there have been 321 other training events a mixture of Health and Safety courses along with personal development courses

The breakdown of attendance between male and female is below:

¹ Figure from Monster.co.uk/ what is the ideal employee turnover rate

Male	Female	Total
139	182	321

We hope that with the further development of the HR system and the implementation of our new ELearning system we will have better management information to provide for the next report.

Gender pay gap

The table below shows the difference between the average female and male salaries for the last two years. The gap in 2015/16 is more significant as a result of the number of long serving female leavers in the year alongside the number of males recruited into more senior posts in the same year.

Gender	2015/16	2016/17
Female	£28,725	£26,258
Male	£30,813	£26,274

The table below provides the “mean” gender pay gap which is calculated by adding up the standard hourly rates of males and females separately then dividing this figure by the total number of employees in each gender.

Gender	2015/16	2016/17 (with seasonal staff)	2016/17 (without seasonal staff)
Female	£14.93	£13.65	£14.84
Male	£16.02	£13.65	£15.49

The table below provides the “median” pay gap; this is calculated using the mid hourly rate for each gender.

Gender	2015/16	2016/17
Female	£14.51	£17.55
Male	£14.51	£17.30

There is an overall gender pay gap of 1.99% within the average hourly rates; as can be seen in the above, males are on average paid £0.35 higher than female staff.

Grade	Female			Male			Gender pay gap	Pay gap as %
	No of staff members	% of total staff	Average basic hourly rate	No of staff members	% of total staff	Average basic hourly rate	Hourly male rate versus female rate	Male average basic hourly rate for grade
MA	2	1%	£4.67	1	1%	£4.67		
A	11	6%	£10.16	4	2%	£9.35	£-0.81	-9%
A1	20	12%	£8.83	27	16%	£9.46	£0.63	7%
B	10	6%	£13.92	1	1%	£11.65	£-2.27	-19%
B1	4	2%	£13.66	9	5%	£13.56	£-0.10	-1%
C	14	8%	£16.88	8	5%	£14.13	£-2.75	-19%
C1	4	2%	£14.83	2	1%	£16.09	£1.26	8%
D	20	12%	£16.95	14	8%	£16.92	£-0.03	0%
E	10	6%	£20.23	5	3%	£20.54	£0.31	2%
F	2	1%	£23.45	1	1%	£22.62	£-0.83	-4%
G	1	1%	£29.99	1	1%	£30.37	£0.38	1%
CEO	-	-	£42.06	1	1%	£42.06		

There are some key notable differences which are:

- There is a difference of £0.63 per hour between the male and the female average hourly rate within band A1. This is due to the majority of our female band A1 employees being new seasonal staff; however in the male average there are 7 long serving employees who are increasing the average.
- There is a difference of £1.26 per hour between the male and female average hourly rate within band C1, this is because there are two female new entrants to this grade that lower the average against the longer serving male average.

On a very positive note, overall we are significantly below the Scottish average of women earning 15% below their male colleagues and it is our intention to ensure that this continues.

Occupational Segregation

We have undertaken the occupational segregation as you can see from the table below, this shows that we have a fairly even split across each team of female and male employees apart from in our planning teams where we see a high number of females, this could be due to our family friendly working practices.

Grade	Capital Projects		Communications		Conservation		Development Management		Development Planning & Communities		Execu Support, Strategy & Policy		Estates Management		Executive Team		Finance & Performance		Governance & Legal		HR		IT/GIS		Land Use		Ranger Service		Recreation, Access & Health		Visitor Experience		Visitor Operations		Volunteer, Education & Engagement	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
MA				1																	1	1														
A			2							1			2	4				1								1		1						1		2
A1																											27	20								
B				1				4				2	1					1		1											1					
B1																										9	4									
C		1	1	2		1	1	2	1		3	2								2	1	4		1												
C1																										2	4									
D	1	1		2		2	1	4	2		3	1		3				1	1	1	2		1	1	1			2		1		1		1	1	
E					1		1	1		1				1			1	1		2	1	1				1			1				1		1	1
F				1																																
G															1	1																				
CEO															1																					

We are unable to repeat the above exercise for both race and disability as our equality monitoring is conducted anonymously; however as we have alluded to before this is something that we are looking to change going forward.

Pregnancy and Maternity

In 2016/17 all staff who returned from maternity leave (3) returned to their substantive post.

Flexible Working Requests

In 2016/17 we had 7 requests for flexible working (3 male and 4 female) and one was unsuccessful (female).

Recruitment

In line with employment legislation and best practice we are committed to equality of opportunity in employment, both in principle and in practice. It is our policy to ensure that no job applicant or employee receives less favourable treatment, either directly or indirectly on the grounds of age, race, disability, sex, marital status, pregnancy/maternity, gender reassignment, religion or belief or sexual orientation, therefore equality information is not shared with recruiting managers and is separated from the application form at the time of application form collation.

In order to encourage applications from all protected characteristics we are members of the two tick scheme which means that applications from any candidate who indicates that they have a disability will be automatically short-listed if they demonstrate that they meet the short listed criteria. We also support the "Happy to Talk Flexible Working" campaign, which is a strap line developed to open up the application process to more people with the skills required however are not able to work a traditional 9-5 job.

The following data represents applications for the year to March 2017.

Number of Applicants	Number monitoring forms returned
296	253

Gender		
Male	Female	Option Not Marked
130	114	9
51%	46%	3%

Age							
16-24	25-34	35-44	45-54	55-64	65+	Choose not to disclose	Option Not Marked
47	90	47	35	26	1	6	1
18%	36%	18%	14%	11%	0.5%	2%	0.5%

Consider yourself to have a disability			
Yes	No	Choose not to disclose	Option Not Marked
8	242	2	1

Currently/Previously consider yourself transgender			
Yes	No	Choose not to disclose	Option Not Marked
1	238	7	7

Religion or belief									
None	Church of Scotland	Roman Catholic	Other Christian	Muslim	Buddhist	Sikh	Any other Religion or Belief	Choose not to disclose	Option Not Marked
139	44	26	13	1	1	1	1	13	14

Sexual Orientation					
Bisexual	Gay/ Lesbian	Hetero-sexual	Other	Choose not to disclose	Option Not Marked
8	6	192	2	10	35

Marital Status				
Married	Not Married	Civil Partnership	Choose not to disclose	Option Not Marked
68	155	2	5	23

What is your ethnic group														
(A) White							or (B)	or (C) Asian, Asian Scottish, Asian British			or (F) Other Ethnic Group	or (G)		
Scottish	English	Northern Irish	Other British	Irish	Polish	Other White Ethnic Group	Other Mixed or Multiple Ethnic Group	Pakistani/ Pakistani	Indian/ Indian	Scottish/ Indian	Arab/ Arab Scottish/ Arab British	Other	Choose not to disclose	Option Not Marked
159	32	6	12	1	1	18	5	1	1	1	1	1	2	13

Overall the majority of our applicants are male. Interestingly the highest percentage of applicants is within the 25-34 age range which is the one of the lowest age ranges in terms of our staff profile. A very low number of applicants have a disability and only a small number are choosing not to disclose their sexual orientation or transgender. Once again the majority of applicants are white/Scottish/English with only a small number of applications coming from ethnic groups. We will aim to make a difference in the race/ethnic groups we employ over the coming years as we have seen the real benefits of having a diverse workforce through the recruitment of our 'young workforce'.

Equal Pay Policy Statement

Loch Lomond and The Trossachs National Park Authority is committed to the principles of equal pay for all of our employees, regardless of sex, race, religion or belief, age, marriage and civil partnership, pregnancy and maternity, sexual orientation, gender reassignment, or disability.

The Authority recognises that all staff in the workforce should receive equal pay for work of equal value, or the same or similar work and we operate a single job evaluation scheme to measure the relative value of all jobs in our pay and grading structures within an overall framework that is consistent, transparent and fair. We aim to eliminate any gender, disability or racial bias in our pay systems and understand that equal pay as regards women and men; people who are disabled and those who are not; and people who fall into a minority racial group and those who do not is a legal right in accordance with both domestic and European law.

Our Job Evaluation and Pay Progression policies aim to reflect equal pay with respect to remuneration for all staff in ensuring that the level of reward is appropriate to the relative size and content of the job.

The Authority has worked towards ensuring that employees have confidence in the Authority's process of eliminating bias and we have therefore been committed to working in partnership with the Joint Negotiation and Partnership Forum. The Authority will continue working with the various stakeholders in taking action to ensure that it provides equal pay.

Our equal pay objectives are to:

- Regularly monitor and review the application of our policies and procedures to ensure there are no unfair, unjust or unlawful practices that impact on pay
- Agree and apply solutions to remedy any problems
- Consult with staff and keep them informed of any changes
- Provide training and guidance for staff involved in determining pay issues
- Carry out annual monitoring of pay statistics, and two -yearly audits of pay and benefits for existing staff, including those on maternity leave, sick leave and career breaks.
- Informing workers how their pay has been determined in each salary review
- Respond to any grievances in equal pay as a priority

Following each two-yearly equal pay audit, the Corporate Services Director will review the findings and feed back to the Joint Negotiation and Partnership Forum. If an employee considers that they are not being paid equally to another employee for the same or similar work, or for work of equal value, they are advised to raise their concerns informally with their line manager/the HR manager. If informal discussions do not resolve the matter to the employee's satisfaction, they should write to the Corporate Services Director setting out their concerns in accordance with the organisation's grievance procedure. Details of any complaints regarding equal pay will be retained confidentially for monitoring purposes.

If an employee considers that they are not being paid equally to another employee for the same or similar work, or for work of equal value, they are advised to raise their concerns informally with their line manager/the HR manager. If informal discussions do not resolve the matter to the employee's satisfaction, they should write to the Corporate Services Director setting out their

concerns in accordance with the organisation's grievance procedure. Details of any complaints regarding equal pay will be retained confidentially for monitoring purposes.

The Corporate Services Director is responsible for equal pay within the organisation and will review and ensure compliance with this policy at regular intervals.

Staff Monitoring Data

In February 2017 we asked all staff to complete an anonymous employee monitoring survey to allow us to further understand the protected characteristics of our workforce. The survey questions along with the responses are below.

What is your age?		
Answer Options	Response Count	Response %
16 to 24	4	5%
25 to 34	5	6%
35 to 44	30	38%
45 to 54	25	32%
55 to 64	9	12%
65 +	-	-
Prefer not to say	6	7%

What is your Religion or belief?		
Answer Options	Response Count	Response %
Buddhist	-	-
Church of Scotland	21	27%
Hindu	-	-
Jewish	-	-
Muslim	-	-
Roman Catholic	9	12%
Other Christian	9	11%
Other Religion or Belief	3	4%
Sikh	-	-
Pagan	1	1%
None	31	39%
Prefer not to say	5	6%

Are you open about your religion or belief?				
Answer Options	Yes	No	Prefer not to say	Response Count
At home	39	3	1	43
With colleagues	27	13	3	43
With line manager	26	13	4	43

Do you consider yourself to have a disability?		
Answer Options	Response Count	Response Percent
Yes	4	5%
No	72	91%
Prefer not to say	3	4%

Of the 4 members of staff who considered themselves to have a disability the boxes that applied were selected.

Answer Options	Response Count	Response Percent
Blind or sight loss	2	50%
Deaf or hearing loss	1	25%
Mobility - e.g. difficulty in walking short distances or climbing stairs	2	50%
Manual dexterity	1	25%
Learning disability, where a person learns in a different way - e.g. dyslexia	-	-
Mental illness - e.g. depression, schizophrenia, bipolar disorder	1	25%
Speech impairment	2	50%
Cognitive disability - e.g. brain injury, autism, attention deficit, hyperactivity disorder or Asperger's syndrome	1	25%
Other impairment - e.g. epilepsy, cardiovascular conditions, asthma, cancer, facial disfigurement, sickle cell anaemia, or progressive condition such as motor neurone disease	2	50%
Prefer not to say	-	-
Other (please specify)	1	25%

Are you open about your disability?				
Answer Options	Yes	No	Prefer not to say	Response Count
At home	4	-	-	4
With colleagues	4	-	-	4
With line manager	4	-	-	4

How do you identify yourself?		
Answer Options	Response Count	Response Percent
Female	49	62%
Male	25	32%
Prefer not to say	5	6%

Have you ever been identified as transgender?		
Answer Options	Response Count	Response Percent
Yes	-	-
No	75	95%
Prefer not to say	4	5%

How would you describe your sexual orientation?		
Answer Options	Response Count	Response Percent
Bisexual	1	1%
Gay Man	2	3%
Gay woman / Lesbian	-	-
Heterosexual / Straight	69	93%
Not sure	-	-
Other	-	-
Prefer not to say	2	3%

If you are lesbian, gay or bisexual, are you open about your sexual orientation?				
Answer Options	Yes	No	Prefer not to say	Response Count
At home	3	-	-	3
With colleagues	2	1	-	3
With line manager	2	1	-	3

Which of the following best describe your current marital status?		
Answer Options	Response Count	Response Percent
Married	41	52%
Civil Partnership	1	1%
Separated	2	3%
Divorced	6	8%
Single	13	16%
Living with partner	11	14%
Widowed	-	-
Prefer not to say	5	6%

Do you have caring responsibilities		
Answer Options	Response Count	Response Percent
None	34	43%
Primary carer of a disabled adult (18 and over)	1	1%
Primary carer of a child/children (under 18)	24	30%
Primary carer of an older person (65 and over)	2	2%
Primary carer of a disabled child/children (under18)	2	2%
Secondary/shared carer	10	13%
Prefer not to say	6	8%

Are you open about your caring responsibilities?				
Answer Options	Yes	No	Prefer not to say	Response Count
At home	38	-	-	38
With colleagues	35	3	-	38
With line manager	35	3	-	38

What do you feel is your national identity?		
Answer Options	Response Count	Response Percent
Scottish	49	63%
English	4	5%
Welsh	-	-
Northern Irish	-	-
British	20	26%
Other (please specify)	5	6%

Which ethnic group do you most identify with?		
Answer Options	Response Count	Response Percent
Arab, Arab Scottish, Arab British	-	-
African, African Scottish, African British	-	-
Asian, Asian Scottish, Asian British	-	-
Black, Black Scottish, Black British	-	-
Mixed Background	5	6%
White	73	94%

Please indicate which team you work in.		
Answer Options	Response Count	Response Percent
Communications	5	6%
Conservation	2	3%
Development Management	6	8%
Development Planning & Communities	5	6%
Executive Support Strategy & Policy	3	4%
Estates Management	4	5%
Executive Team	4	5%
Finance & Performance	5	6%
Governance & Legal	3	4%
Human Resources	5	6%
IT/GIS	1	1%
Land Use	3	4%
Projects	2	3%
Ranger Service	10	13%
Recreation, Access & Health	1	1%
Visitor Experience	1	1%
Visitor Operations	2	3%
Volunteer, Education & Engagement	5	6%
Prefer not to say	11	14%
Skipped question	-	1%

Our analysis of the data from the survey confirms the following key findings:-

- our 'young workforce' in the 16-24 age range has increased significantly and our 55+ workforce has decreased since our previous survey.
- the majority of respondents consider themselves to have no religion or belief however the good news is that more staff are being open about their religion or belief compared to the previous survey.
- there is no increase in the respondents who consider themselves to have a disability and only a very slight increase in those who would prefer not to say what their disability is, however, they are happy to be open about this in the workplace which is encouraging.
- the majority of our respondents are female.
- there is a change from the previous survey in that some staff feel they cannot be open about their sexual orientation at work.
- a high percentage of staff have varying levels of caring responsibilities
- we have now included a question regarding the ethnicity of staff. In our previous survey data all respondents classed themselves as British or any other white background. The majority still identify themselves as white but for the first time a very small percentage have identified with a mixed background.

The actions from this analysis have shaped the new equality outcomes for the next reporting period.

Visitor Monitoring Data

In 2015 we used snap cards to gather visitor information that would help influence our Tourism Strategy. Here is the relevant equalities data we were able to capture.

Age	Response Percent
16-24	12%
25-34	20%
35-44	19%
45-54	20%
55-64	17%
65 and over	12%

Gender	Response Percent
Male	43%
Female	57%

Ethnicity	Response Percent
White	95%
Asian, Asian Scottish or British	2%
Mixed	1%
African	1%
Caribbean or Black	-
Ara, Arab Scottish or British	-
Prefer not to say	1%

Long Term Health condition	Response Percent
Yes	13%
No	83%
Prefer not to say	4%

Condition	Response Percent
Mobility Impairment	66%
Mental Illness	13%
Learning Disability	3%
Sensory Impairment	2%
Other	17%
Prefer not to say	7%

Volunteer Monitoring Data

In 2015 we asked volunteers to complete an anonymous monitoring survey to allow us to further understand the protected characteristics of our volunteers. The survey questions along with the responses are below.

How do you identify yourself	Response Count	Response Percent
Male	54	63%
Female	32	37%
Transgender	-	-
Prefer not to say	-	-

How old are you?	Response Count	Response Percent
Under 21	2	2%
21 - 30	3	4%
31 - 40	9	11%
41 - 50	19	22%
51 - 60	19	22%
over 60	33	39%

Which of the following describes your current marital status?	Response Count	Response Percent
Married/Civil Partnership	46	54%
Partnership	8	9%
Separated/Divorced	6	7%
Single	20	23%
Widowed	3	4%
Prefer not to say	3	4%

Do you have a religion or belief?	Response Count	Response Percent
Muslim	-	-
Buddhist	1	1%
Sikh	-	-
Hindu	-	-
Roman Catholic	5	6%
Church of Scotland	27	32%
Other Christian	6	7%
Sikh	-	-
None	41	49%
Other	4	5%

Which of the following describes you?	Response Count	Response Percent
Bisexual	-	-
Gay Man	2	2%
Gay Woman/lesbian	1	1%
Heterosexual/straight	73	87%
Prefer not to say	8	10%

If you are lesbian, gay or bisexual, are you open about your sexuality?	Response Count	Response Percent
At home	3	100%
With Colleagues	2	67%
With your line manager	1	33%
At work generally	1	33%

Do you consider yourself to be disabled?	Response Count	Response Percent
Yes	2	2%
No	80	93%
Prefer not to say	5	5%

What is the nature of your disability?	Response Count
Blindness or partial sight loss	-
Deafness or partial hearing loss	1
Development disorder	-
Learning Difficulty	-
Learning Disability	-
Long Term illness, disease or condition	-
Mental health condition	1
Physical disability	1
Prefer not say	-

How would you describe your ethnicity?	Response Count	Response Percent
White	85	100%
Mixed or multiple ethnic group	-	-
Asian, Asian Scottish or Asian British	-	-
African	-	-
Caribbean	-	-

How would you describe your ethnicity?	Response Count	Response Percent
Scottish	59	70%
Other British	22	26%
Irish	-	-
Gypsy/Traveller	-	-
Polish	-	-
Other	3	4%