

Project Management

Equality Impact Assessment



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

1. Name of project/policy: West Loch Lomond Infrastructure Upgrades

Lead officer	Andrew Jump
Others involved in the assessment	Park for All group
Date(s) of assessment	04.02.19

2. Description of project/ policy:

Background	This project is to upgrade toilet & car park facilities at 3 of our sites on West Loch Lomond within the financial year 19/20 as a result of a successful Rural Tourism Infrastructure Fund bid.
Purpose and outcomes	This project aims to relieve visitor pressure and improve customer experience at three key visitor sites on West Loch Lomond; Inveruglas, Tarbet and Luss, through the upgrading and improving of existing public toilet, car parking and litter bin facilities. Signage will be developed to direct visitors between sites as well as on site orientation & information signage.
How it links to NPPP/Corporate Plan/ Operational Plan	<p>National Park Partnership Plan: VM 8.1</p> <p>Our 5-Year Plan: Priority 1: Litter Priority 2: Visitor Infrastructure Priority 3: Sustainable Organisation</p>
How we intend to implement the	We will work with various internal teams; including planning, communications, legal, finance, project

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project/policy	management, estates & facilities, as well as managing external design & construction contractors to deliver this project.
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3. Who is the project/ policy likely to impact on and how? If there is no significant impact proceed to Q.7

Does the project/ policy have the potential to impact on the equality groups? Please provide a brief description including any evidence.	Yes – disability and pregnancy & maternity.
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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. Refer to Scottish census data here <https://www.scotlandscensus.gov.uk/ods-web/home.html> while completing this section.

Protected characteristic	What do we know about this group in the context of this project/ policy?	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	From the 2011 Census data the Scottish population was: <table border="1" data-bbox="555 1230 1048 1374"> <tr> <td>0 - 15</td> <td>17%</td> </tr> <tr> <td>16 – 21</td> <td>8%</td> </tr> <tr> <td>22 - 65</td> <td>59%</td> </tr> <tr> <td>Over 65</td> <td>16%</td> </tr> </table>	0 - 15	17%	16 – 21	8%	22 - 65	59%	Over 65	16%		
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Disability	From the 2011 Census data: 70% of the Scottish population did	This project will have a positive impact as it will deliver an upgraded	Access statements will be produced which will summarise these new								

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Protected characteristic	What do we know about this group in the context of this project/ policy?	What is the potential impact (positive, neutral and negative)	What could we do to reduce any negative impacts, maximise positive impacts?
	<p>not regard themselves as having any disability. Of the 30% who had one or more disability:</p> <ul style="list-style-type: none"> • 7% deafness/hearing loss • 2% blindness/sight loss • 7% physical disability • 4% mental health condition • 19% other 	<p>accessible toilet & accessible car parking facilities which will be compliant with the Disability Compliance Act (DDA).</p>	<p>facilities as well as the wider site features which will encourage more visitors with accessibility requirements to visit and use the facilities and site.</p>
Gender reassignment	<p>There is limited evidence on the experiences of transgender people in Scotland.</p>		<p>This project will have a positive impact as the upgraded accessible toilet will be gender neutral</p>
Race	<p>From the 2011 Census data;</p> <ul style="list-style-type: none"> • 96% of the Scottish population were white. • 3% were Mixed or Multiple Ethnic groups. • 1% were African. 		
Religion or belief	<p>From the 2011 Census data, the following indicates the faiths of the Scottish population:</p> <ul style="list-style-type: none"> • 54% Christian • 1% Muslim • 37% none • 7% not stated 		
Sex	<p>From the 2011 Census data, 52% of the Scottish population were female & 48% were male.</p>	<p>This project will have a positive impact as the design of the upgraded facilities will take into</p>	<p>Access statements will be produced which will summarise these new facilities as well as the wider site</p>

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Protected characteristic	What do we know about this group in the context of this project/ policy?	What is the potential impact (positive, neutral and negative)	What could we do to reduce any negative impacts, maximise positive impacts?
		consideration the needs of parents who have young children of the opposite sex by installing a cubicle that has two toilets in it – one for adults and one for children.	features which will encourage more visitors with accessibility requirements to visit and use the facilities and site.
Sexual orientation	1.3% of adults in Scotland identify themselves as lesbian, gay or bisexual. The Scottish Household Survey 2012/13 data (aggregated) indicate that 47% of lesbian/gay/bisexual people visit the outdoors at least once a week compared to 44% of heterosexual people		
Pregnancy and maternity	Pregnant and nursing woman will use these facilities.	This project will have a positive impact as the design of the upgraded facilities will take into consideration the needs of parents who have young children of the opposite sex by installing a cubicle that has two toilets in it – one for adults and one for children, updated baby changing facilities will also be provided.	Access statements will be produced which will summarise these new upgraded facilities as well as the wider site features which will encourage more visitors with accessibility requirements to visit and use the facilities and site.
Marriage/civil partnerships			

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Protected characteristic	What do we know about this group in the context of this project/ policy?	What is the potential impact (positive, neutral and negative)	What could we do to reduce any negative impacts, maximise positive impacts?

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

The NPA Park for All group review all EqlAs produced by our staff; we are a group of representatives from across the organisation who aim 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 is 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.

We have also engaged design consultants/architects who will ensure designs meet the required standards, our planning team will ensure these designs are compliant & our projects will ensure the construction contractor builds to the approved standards.

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

Action	Outcome	Responsibility	Timeline
Ensure design & build of the new facilities meet as far as is practical the required standards.	People with age or disability related issues, pregnant woman & people with children are able to use and enjoy the site.	Procurement & Projects Teams	By end Oct/early Nov 2019.
Ensure access statements are produced & promoted.	The site is attractive & accessible for as many people as possible.	Estates & Communications Teams	By end Oct/early Nov 2019.
Ensure promotional materials are developed & marketed.	The site is attractive & accessible for as many people as possible.	Estates & Communications Teams	By end Oct/early Nov 2019 and ongoing thereafter.

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7. Sign off:

Assessment signed off by:	Andrew Jump
Sign off date:	15.02.19