

Project Management

Equality Impact Assessment



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

1. Name of project/policy: Callander’s Landscape – Falls of Leny

Lead officer	Alistair Norris
Others involved in the assessment	NPA Park for All group
Date(s) of assessment	February 2019

2. Description of project/ policy:

Background	The Falls of Leny Visitor Destination is the centerpiece of the Callander Landscape Partnership Scheme (CLP) and represents the local community’s aspiration to reinstate this historically important visitor destination.
Purpose and outcomes	The purpose of the project is to open up access to this beautiful, natural, historically important area which has become long overgrown. The site will be redeveloped to relevant accessibility standards wherever it is possible given the topography of the site, making it possible for a wider range of people to enjoy the destination. The works will include the installation of a new bridge just upstream of the falls, restoration of the Victorian Walkway, upgrade of an existing car, provision of lower and upper viewing areas to view the falls and associated signage and interpretation. A wide range of local community groups, including those with mobility and sight disabilities, were consulted during the development phase of the CLP.
How it links to NPPP/Corporate Plan/ Operational Plan	National Park Partnership Plan: Outcome 1: Natural Capital, Outcome 2: Landscape Qualities, Outcome 3: Climate Change, Outcome 4: Land Partnerships, Outcome 5: Recreation Opportunities,

	<p>Outcome 7: Visitor Economy, Outcome 8: Visitor Management, Outcome 9: Health & Learning, Outcome 10: Placemaking, Outcome 11: Sustainable Growth, Outcome 12: Sustainable Population, Outcome 13: Community Empowerment</p> <p>Our 5-Year Plan: Priority 2: Visitor Infrastructure Priority 4: Attractive, Accessible and Healthy Destinations Priority 5: Placemaking and Sustainable Communities Priority 6: Fundraising Priority 8: Communication and Engagement.</p>
How we intend to implement the project/policy	We will work with various internal teams; including project management, visitor management, visitor experience, development management, communications, legal, finance, procurement, estates & facilities to scope and deliver the project as well as managing external design & construction contractors to deliver the project.

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 – age, disability, pregnancy and 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? Evidence and EqIA & http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid	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>From the 2011 Census data the Scottish population was:</p> <ul style="list-style-type: none"> • 0 – 15: 17% • 16 – 21: 8% • 22 – 65: 59% • Over 65: 16% 	<p>Positive – by opening up access to a long overgrown area & ensuring access to the site considers mobility/sight issues associated with the elderly and young people.</p> <p>Positive – by ensuring promotional materials feature people of all ages.</p> <p>Positive – by ensuring Access Statements feature relevant information for elderly people and parents with young children.</p> <p>Negative – gradients of paths & access to the bridge could make access difficult for the elderly and young people & poorly designed signage could be difficult to read.</p>	<p>Ensure path & bridge works are designed & built to the relevant accessibility standards wherever possible. Ensure signage is designed to relevant accessibility standards.</p> <p>Include seating for resting.</p> <p>Produce Access Statements which detail relevant information for elderly people and parents with young children.</p> <p>Produce promotional materials featuring people of all ages.</p>
Disability	<p>From the 2011 Census data: 70% of the Scottish population did 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>Positive – by opening up access to a long overgrown area & ensuring access to the site considers relevant accessibility standards.</p> <p>Positive – by ensuring promotional materials feature people with disabilities.</p> <p>Positive – by ensuring Access Statements feature relevant information for people with disabilities.</p> <p>Negative – gradients of paths & access to the bridge could make access difficult for the elderly, people with mobility issues & wheelchair users. Poorly designed signage could be difficult to read.</p>	<p>Ensure path & bridge works are designed & built to the relevant accessibility standards wherever possible.</p> <p>Ensure signage is designed to relevant accessibility standards.</p> <p>Include seating for resting.</p> <p>Produce Access Statements which detail relevant information for people with disabilities.</p> <p>Produce promotional materials featuring people with disabilities.</p>

Gender reassignment	There is limited evidence on the experiences of transgender people in Scotland.	N/A for this project.	N/A for this project.
Race	From the 2011 Census data; <ul style="list-style-type: none"> • 96% of the Scottish population were white. • 3% were Mixed or Multiple Ethnic groups. • 1% were African. 	Positive – by ensuring promotional materials feature people of different races.	Produce promotional materials featuring people of different races.
Religion or belief	From the 2011 Census data, the following indicates the faiths of the Scottish population: <ul style="list-style-type: none"> • 54% Christian • 1% Muslim • 37% none • 7% not stated 	Positive – by ensuring promotional materials feature people of different religions.	Produce promotional materials featuring people of different religions.
Sex	From the 2011 Census data, 52% of the Scottish population were female & 48% were male.	Positive – by ensuring promotional materials feature people of different sexes.	Produce promotional materials featuring people of different sexes.
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.	Positive – by ensuring promotional materials feature people of different sexual orientations	Produce promotional materials featuring people of different sexual orientations.
Pregnancy and maternity	Pregnant and nursing woman will use these facilities.	Positive - the design of the facilities will take into consideration the need to have paths & bridge access which are pushchair friendly & provide seating for resting. Positive – by ensuring promotional materials feature pregnant women, parents & children.	Ensure path & bridge works are designed & built to take into consideration pushchairs. Include seating for resting. Produce Access Statements which detail relevant information for parents with young children.

		Negative – gradients of paths & access to the bridge could make pushing buggies/pushchairs up challenging.	Produce promotional materials featuring pregnant women & people with children.
Marriage/civil partnerships		N/A for this project.	

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

The NPA Park for All group review all EqIAs 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.	Alistair Norris	On project completion.
Ensure signage meets the required standards.	People with age or disability related issues are able to use and enjoy the site.	Alistair Norris	On project completion.
Ensure access statements are produced & promoted.	The site is attractive & accessible for as many people as possible.	Estates & Communications Teams	On project completion.
Ensure promotional materials are developed & marketed.	The site is attractive & accessible for as many people as possible.	Estates & Communications Teams	Ongoing from project completion.

7. Sign off:

Assessment signed off by:	
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Sign off date:

03/07/19