

Project Management

Equality Impact Assessment



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

The Park for All group review all EqlAs – please click [here](#) for the process.

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.

1. Name of project/policy: Rural Tourism Infrastructure Fund Bid – East Loch Lomond

Lead officer	Alistair Norris
Others involved in the assessment	Andrea Veszelszki
Date(s) of assessment	02/07/2019

2. Description of project/ policy:

Background	This project is to upgrade toilet & litter bin facilities at our Balmaha Visitor Centre (VC) and litter bin facilities at our Milarrochy site on East Loch Lomond within the financial year 19/20 as a result of a successful Rural Tourism Infrastructure Fund bid.
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Purpose and outcomes	The project aims to provide upgraded toilet facilities and improve customer experience at key visitor sites on the East side of Loch Lomond at Balmaha Visitor Centre (VC) and at Milarrochy. This will be achieved through the upgrading and improving of existing public toilets within the Visitor Centre and installing improved litter bin facilities at both Balmaha VC and Milarrochy.
How it links to NPPP/Corporate Plan/Operational Plan	National Park Partnership Plan: VM 8.1 Our 5-Year Plan: Priority 1: Litter Priority 2: Visitor Infrastructure Priority 3: Sustainable Organisation
How we intend to implement the project/policy	We will work with various internal teams; including planning, communications, legal, finance, project management, estates & facilities, as well as managing external design & construction contractors to deliver this 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, it will have positive impacts on age, 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. Current relevant information relating to the census is included below, when assessing the potential impact, actions should be relative to the census information.

Protected characteristic	What do we know about this group in the context of this project/ policy? Evidence and EglA & 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	From the 2011 Census data the Scottish population was: <ul style="list-style-type: none"> • 0 – 15: 17% • 16 – 21: 8% • 22 – 65: 59% • Over 65: 16% 	This project will have a positive impact as it will deliver an upgraded accessible toilet. Additionally the building will include a parent and child toilet to facilitate young users.	An access statement will be produced & published on the NPA website which will promote the new facilities to hopefully encourage visitors of all ages to visit and use the site.
Disability	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:	This project will have a positive impact as it will deliver an upgraded accessible toilet at Balmaha. The existing accessible toilet is proposed to be replaced with a	An access statement will be produced & published on the NPA website which will promote the new facilities to hopefully encourage more visitors with accessibility requirements to visit and use the

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	<ul style="list-style-type: none"> • 7% deafness/hearing loss • 2% blindness/sight loss • 7% physical disability • 4% mental health condition • 19% other 	larger toilet that adheres to the most current accessibility standards.	<p>site.</p> <p>We all ask to be linked to Euan's guide, a website which is used by thousands of disabled people to review, share and discover accessible places to go.</p>
Gender reassignment	There is limited evidence on the experiences of transgender people in Scotland.	This project will neither positively nor negatively affect this characteristic.	
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. 	This project will neither positively nor negatively affect this characteristic.	
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 	This project will neither positively nor negatively affect this characteristic.	
Sex	From the 2011 Census data, 52% of the Scottish population were female & 48% were male.	This project will have a positive impact as it will provide upgraded	

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		toilet facilities for both male & female users.	
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	This project will neither positively nor negatively affect this characteristic.	
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 include updated baby changing facilities.	An access statement will be produced & published on the NPA website to promote the new facilities.
Marriage/civil partnerships		This project will neither positively nor negatively affect this characteristic.	

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

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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	During project and complete by end of Feb 2020
Ensure access statements are produced & promoted.	The site is attractive & accessible for as many people as possible.	Estates & Communications Teams	During project and complete by end of Feb 2020

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Ensure promotional materials are developed & marketed.	The site is attractive & accessible for as many people as possible.	Estates & Communications Teams	During project and ongoing.
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7. Sign off:

Assessment signed off by:	Alistair Norris
Sign off date:	04.10.19