

Consultation EQIA



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

1. Name of project: ORP consultation EQIA

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|-----------------------------------|-------------|
| Lead officer | Guy Keating |
| Others involved in the assessment | Kenny Auld |
| Date(s) of assessment | 02/08/19 |

2. Description of project:

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| Background | The NPA's strategic document to guide the access, recreation & health work of the National Park – a non-statutory consultation |
| Purpose and outcomes | <p>The National Park Authority (NPA) is committed to achieving the highest possible standards during public consultations. In 2019, the NPA will develop the second iteration of the Outdoor Recreation Plan – a non-statutory document identifying themes and broad developmental opportunities.</p> <p>To ensure the NPA satisfies its statutory responsibilities towards equalities and inclusion, the consultation is available to a broad spectrum of individuals and groups. The impact assessment seeks to identify and address any barriers to participation.</p> |
| How it links to NPPP/Corporate Plan/ Operational Plan | <p>To enable the delivery of National Park Partnership Plan 2018 – 2023 outcomes</p> <p>Outcome 4 Land Partnerships – Priority 4.1 Integrated land management</p> <p>Outcome 5 Recreation Opportunities – Priorities 5.1-5.3 Path provision, path maintenance and active travel</p> |



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| | <p>Outcome 6 Water Recreation – Priorities 6.1 & 6.3 Facilities and Recreation</p> <p>Outcome 9 Health and learning – Priority 9.1 Health improvement</p> <p>Outcome 10 Placemaking – Priority 10.1 Improving Towns & Villages</p> |
| <p>How we intend to implement the project</p> | <p>A consultation process has been coordinated with inputs from the access & rec. sector. In addition to contacting landowners, stakeholders and specialist user groups e.g. Mountaineering Scotland, the NPA anticipate publicising the consultation to the following groups in / bordering the national park area; schools, Youth Committee, walking groups of all ages, disability groups, maternity groups, and ethnic communities.</p> |

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

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| <p>Does the project/ policy have the potential to impact on the equality groups? Please provide a brief description including any evidence.</p> | <p>The project has the potential to impact on groups with protected characteristics, primarily through non-inclusion or non-representation during the consultation stage.</p> <p>There is a wealth of recreational opportunities available in the National Park, and the NPA ensure these are well-promoted and managed so they can be enjoyed by a wide range of people.</p> |
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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.

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| Protected characteristic | What do we know about this group in the context of this consultation? 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 | 2011 Census data on the Scottish population: <table border="1" data-bbox="315 719 640 1409"> <thead> <tr> <th>Age Range</th> <th>%</th> </tr> </thead> <tbody> <tr><td>0 to 4</td><td>6</td></tr> <tr><td>5 to 7</td><td>3</td></tr> <tr><td>8 to 9</td><td>2</td></tr> <tr><td>10 to 14</td><td>6</td></tr> <tr><td>15</td><td>1</td></tr> <tr><td>16 to 17</td><td>2</td></tr> <tr><td>18 to 19</td><td>3</td></tr> <tr><td>20 to 24</td><td>7</td></tr> <tr><td>25 to 29</td><td>7</td></tr> <tr><td>30 to 44</td><td>20</td></tr> <tr><td>45 to 59</td><td>21</td></tr> <tr><td>60 to 64</td><td>6</td></tr> <tr><td>65 to 74</td><td>9</td></tr> <tr><td>75 to 84</td><td>6</td></tr> <tr><td>85 to 89</td><td>1</td></tr> <tr><td>90 and over</td><td>1</td></tr> </tbody> </table> | Age Range | % | 0 to 4 | 6 | 5 to 7 | 3 | 8 to 9 | 2 | 10 to 14 | 6 | 15 | 1 | 16 to 17 | 2 | 18 to 19 | 3 | 20 to 24 | 7 | 25 to 29 | 7 | 30 to 44 | 20 | 45 to 59 | 21 | 60 to 64 | 6 | 65 to 74 | 9 | 75 to 84 | 6 | 85 to 89 | 1 | 90 and over | 1 | Potential negative impact due to lack of representation on the consultation. Young and elderly people are traditionally underrepresented during formal consultations | Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in community news sheets. Promotional material and images used to support the consultation feature people with a wide range of ages. |
| Age Range | % | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 to 4 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 to 7 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 to 9 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 to 14 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 to 17 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 to 19 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 to 24 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 to 29 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30 to 44 | 20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 45 to 59 | 21 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 60 to 64 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 65 to 74 | 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 75 to 84 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 85 to 89 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 90 and over | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Disability | From the 2011 Census data: | Potential negative impact due to | Consultation is available for | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | <p>70% of the Scottish population did not regard themselves as having any disability.</p> <p>Of the 30% who had one or more disability:</p> <ul style="list-style-type: none"> • 7% deafness/hearing loss • 2% blindness/sight loss • 7% physical disability • 4% mental health condition • 19% other | <p>lack of representation on the consultation.</p> <p>Project proposals and themes fail to accommodate the requirements of disability groups</p> <p>Several paths in the Park are ‘all abilities’ – i.e. the style and infrastructure support use by less able-bodied people.</p> <p>Comments and feedback from disabled groups would be welcomed by the NPA</p> | <p>comments on-line. Notice of consultation is placed on social media platforms and community news sheets.</p> <p>Ensure imagery used to publicise the consultation features disabled groups.</p> <p>Ensure that information is accessible to people with a visual impairment by providing a contact telephone number whereby information can be provided in a larger font and work in partnership with DeafBlind Scotland to support translations in Braille if required.</p> <p>Promote the Contact Scotland BSL interpretive service for those who use British Sign Language.</p> |
| <p>Gender Reassignment</p> | <p>There is limited evidence on the experiences of transgender people in Scotland.</p> | <p>Neutral impact.</p> | <p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of</p> |



| | | | consultation is placed on social media platforms and community news sheets. | | | | | | | | | | |
|--|--|--------------|---|-----------|----|--|----|--------------|---|-----------------|---|---|--|
| Race | <p>2011 Census data on the Scottish population:</p> <table border="1"> <thead> <tr> <th>Ethnic Group</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>96</td> </tr> <tr> <td>Asian, Asian Scottish or Asian British</td> <td>3</td> </tr> <tr> <td>African</td> <td>1</td> </tr> </tbody> </table> <p>Ethnic minority groups are traditionally underrepresented during formal consultations.</p> | Ethnic Group | % | White | 96 | Asian, Asian Scottish or Asian British | 3 | African | 1 | Neutral impact. | <p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in community news sheets.</p> <p>Publicity material will feature imagery of this group.</p> | | |
| Ethnic Group | % | | | | | | | | | | | | |
| White | 96 | | | | | | | | | | | | |
| Asian, Asian Scottish or Asian British | 3 | | | | | | | | | | | | |
| African | 1 | | | | | | | | | | | | |
| Religion/Belief | <p>2011 Census data on the Scottish population:</p> <table border="1"> <thead> <tr> <th>Religion</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>54</td> </tr> <tr> <td>None</td> <td>37</td> </tr> <tr> <td>Not provided</td> <td>7</td> </tr> <tr> <td>Muslim</td> <td>1</td> </tr> </tbody> </table> | Religion | % | Christian | 54 | None | 37 | Not provided | 7 | Muslim | 1 | <p>Neutral impact</p> <p>Religious groupings are unlikely to be affected by this consultation. We have referred to the online calendar which listed the holidays noted below to ensure we were aware of religious celebrations & holidays during the consultation</p> | <p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in community news sheets.</p> <p>The consultation runs for 6 weeks</p> |
| Religion | % | | | | | | | | | | | | |
| Christian | 54 | | | | | | | | | | | | |
| None | 37 | | | | | | | | | | | | |
| Not provided | 7 | | | | | | | | | | | | |
| Muslim | 1 | | | | | | | | | | | | |



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| | | <p>period.</p> <p>https://www.calendarlabs.com/holidays/religious</p> <p>2019 holidays</p> <p>Bodhi Day (Buddist Holiday) – Sun Dec 8th</p> <p>Jewish – numerous</p> <p>https://www.calendarlabs.com/holidays/jewish/2019</p> <p>Hindu – numerous</p> <p>https://www.calendarlabs.com/holidays/hindu/2019</p> <p>Christmas day and Boxing Day (Christian) – 25th and 26th Dec</p> <p>Watch Night (Christian)– 31st Dec</p> <p>The main holidays to consider are Christian given the Scottish population is just over 50% Christian.</p> | <p>so there will be sufficient time and the opportunity for all religious groups to respond.</p> |
| Sex | 2011 Census data on the Scottish population: | Neutral impact | Ensure there are no barriers to inclusion. |

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| | <table border="1"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>52</td> </tr> <tr> <td>Male</td> <td>48</td> </tr> </tbody> </table> | Gender | % | Female | 52 | Male | 48 | | <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in community news sheets.</p> <p>Publicity material will feature men and women.</p> |
|-------------------------|---|---|--|--------|----|------|----|--|---|
| Gender | % | | | | | | | | |
| Female | 52 | | | | | | | | |
| Male | 48 | | | | | | | | |
| Sexual Orientation | There is currently limited data and evidence collected on the experiences of gay, lesbian and bisexual people in Scotland. | Neutral impact | <p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in community news sheets.</p> | | | | | | |
| Pregnancy and Maternity | Pregnant women and parents on maternity leave are known to use the recreational network and infrastructure for walking and other forms of recreation. | <p>Potential negative impact due to lack of representation on the consultation.</p> <p>Projects and themes fail to accommodate the requirements of this active group in the Park.</p> | <p>Ensure there are no barriers to inclusion.</p> <p>Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local community news sheets.</p> <p>Publicity material will include</p> | | | | | | |

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

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

Park for All – the NPA internal Equalities and Inclusion group.
Access, Rec., & Health Manager.

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

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| Action | Outcome | Responsibility | Timeline |
|---|--|----------------|---------------|
| Consultation publicity to features images of protected groups | Removal of barriers / perceived barriers | GK / EK | Next 6 weeks |
| Consultation is available for comments on-line. Notice of consultation is placed on social media platforms and in local papers / community news sheets. | Widespread awareness of consultation process and opportunity to comment. | BR | Next 6 weeks |
| Wherever possible, ensure ORP projects and themes can accommodate groups with protected characteristics | Transparent, inclusive | GK/KA/DR | Next 3 months |

7. Sign off:

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|---------------------------|-------------------------------------|
| Assessment signed off by: | Guy Keating, NPA Park for All Group |
| Sign off date: | 19 th Nov 2019. |