

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.

1. Name of project/policy:

Lead officer	Kirsty Sweeney
Others involved in the assessment	Parks for All Group and Susan Brooks
Date(s) of assessment	16 th March 2020

2. Description of project/ policy:

Background	The planning and land use team are developing a new planning guidance for Strathard – it is called the Strathard Land Use and Rural Development Framework – or Strathard Framework in short. This is being developed in a co-design approach with the council and the community.
Purpose and outcomes	The outcome of the project is to prepare a climate responsive spatial land use and rural development framework that provides clear guidance to those who live, visit and want to develop in the area as to what types of carbon considerate development and land use activity might be accommodated
How it links to NPPP/Corporate Plan/ Operational Plan	To enable delivery of the National Park Partnership Plan 2018-2023 in relation to all three main strands for Strathard – Conservation and Land Management, Visitor Experience and Rural



	Development and in particular:
	Outcome 4 – Land Partnerships – New landscape – scale partnerships deliver better integrated management of land and water environment providing multiple benefits for nature and people.
	Outcome 13 – Community Empowerment – The park's communities are supported to influence and deliver actions that improve their quality of life and place.
How we intend to implement the project/policy	A formal 6 week consultation will commence on 10 th May 2021. There have been two earlier engagement workshops in 2020 that have been subject to separate equality assessments. The consultation will involve sending to those involved in the workshops, other statutory planning consultees such as SEPA and NatureScot, and land owners and businesses within the Strathard area.

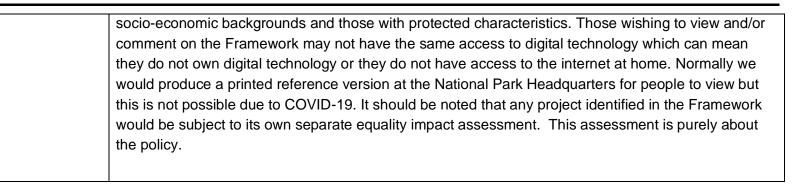
3. Who is the project/ policy likely to impact on and how? If there is no significant impact proceed to Q.7

Does the project/ policy have the potential to impact on the equality groups? Please provide a brief description including any evidence.

Yes, the policy framework has the potential to impact on groups with protected characteristics, primarily through non-inclusion or non-representation at the consultation stage. Consulting using an online publication has the potential to impact on a variety of protected characteristics, such as disability as it is entirely delivered through digital content and therefore may be restrictive in the audience it can support.

Consideration also needs to be given to individuals from disadvantaged socio-economic backgrounds. Socio-economic status is not a protected characteristic under the Equality Act 2010 however, digital engagement potentially has a negative impact on those from the most disadvantaged

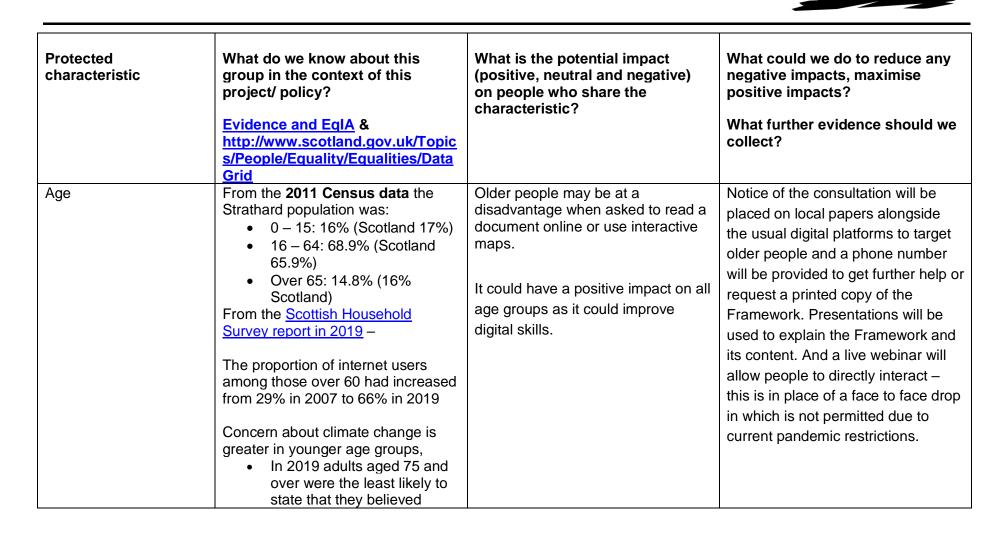




4. Think about the impact the project/ policy will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Also consider whether there is potential for discrimination. Refer to Scottish census data here https://www.scotlandscensus.gov.uk/ods-web/home.html 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?	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?
	Evidence and EqIA & http://www.scotland.gov.uk/Topic s/People/Equality/Equalities/Data Grid		What further evidence should we collect?





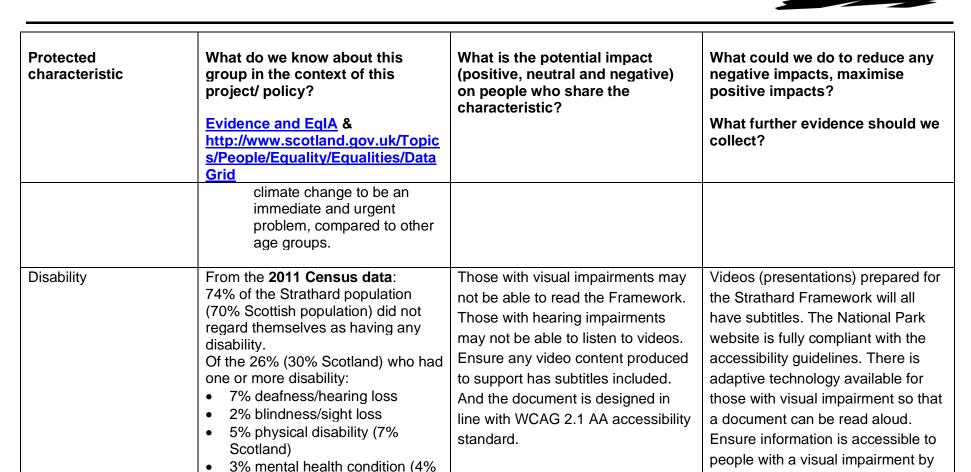
Scotland)

17% other (19% Scotland)

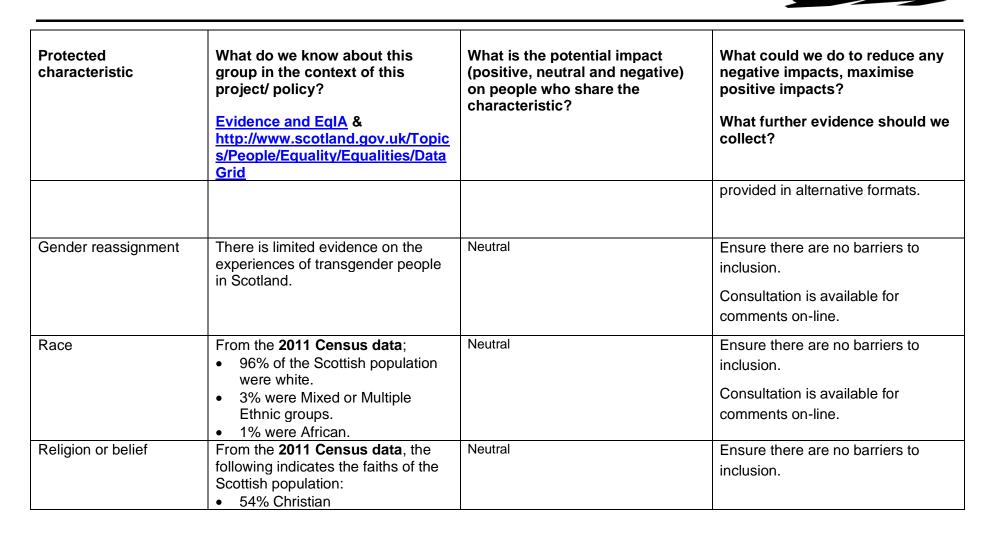


providing a contact telephone

number whereby information can be



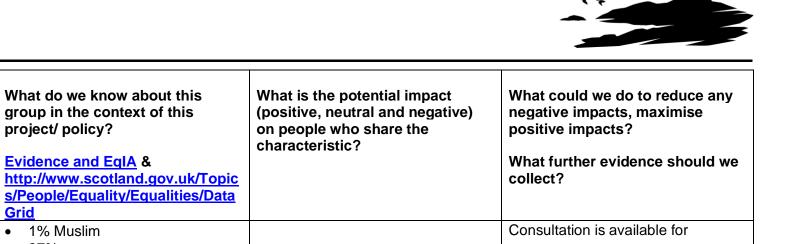




Protected

characteristic





	project/ policy? Evidence and EqIA & http://www.scotland.gov.uk/Topic s/People/Equality/Equalities/Data Grid	on people who share the characteristic?	positive impacts? What further evidence should we collect?
	 1% Muslim 37% none 7% not stated 		Consultation is available for comments on-line.
Sex	From the 2011 Census data , 50% of the Strathard population were female & 50% were male. In terms of the mix of workshop participant invite list – 17 female and 31 male. In terms of community representation the mix was equal.	Neutral	Ensure there are no barriers to inclusion and a more equal gender balance by ensuring the Framework is promoted to groups. Consultation is available for comments on-line.
Sexual orientation	1.3% of adults in Scotland identify themselves as lesbian, gay or bisexual.	Neutral	Ensure there are no barriers to inclusion. Consultation is available for comments on-line.
Pregnancy and maternity		Neutral	Ensure there are no barriers to



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			inclusion. Consultation is available for comments on-line.
Marriage/civil partnerships		Neutral	Ensure there are no barriers to inclusion. Consultation is available for comments on-line.

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

Internally the Park for All group will be consulted on the content and review of the EqIA.



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

Action	Outcome	Responsibility	Timeline
Consider how to ensure a gender balance in the consultation.	We have added a question to the survey requested gender and we will monitor balance and if balance is skewed to one gender then we will specifically target adverts to ensure a balanced return.	Kirsty	May-June

7. Sign off:

	Susan Brooks
Assessment signed off by:	
	12/05/21
Sign off date:	