

Project Management

Equality Impact Assessment



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:

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

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	<p>Development and in particular:</p> <p>Outcome 4 – Land Partnerships – New landscape – scale partnerships deliver better integrated management of land and water environment providing multiple benefits for nature and people.</p> <p>Outcome 13 – Community Empowerment – The park’s communities are supported to influence and deliver actions that improve their quality of life and place.</p>
How we intend to implement the project/policy	<p>A formal 6 week consultation will commence on 10th 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.</p>

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.	<p>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.</p> <p>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</p>
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	<p>socio-economic backgrounds and those with protected characteristics. Those wishing to view and/or comment on the Framework may not have the same access to digital technology which can mean they do not own digital technology or they do not have access to the internet at home. Normally we would produce a printed reference version at the National Park Headquarters for people to view but this is not possible due to COVID-19. It should be noted that any project identified in the Framework would be subject to its own separate equality impact assessment. This assessment is purely about the policy.</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. 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 EqlA & 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?

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Age	<p>From the 2011 Census data the Strathard population was:</p> <ul style="list-style-type: none"> • 0 – 15: 16% (Scotland 17%) • 16 – 64: 68.9% (Scotland 65.9%) • Over 65: 14.8% (16% Scotland) <p>From the Scottish Household Survey report in 2019 –</p> <p>The proportion of internet users among those over 60 had increased from 29% in 2007 to 66% in 2019</p> <p>Concern about climate change is greater in younger age groups,</p> <ul style="list-style-type: none"> • In 2019 adults aged 75 and over were the least likely to state that they believed 	<p>Older people may be at a disadvantage when asked to read a document online or use interactive maps.</p> <p>It could have a positive impact on all age groups as it could improve digital skills.</p>	<p>Notice of the consultation will be placed on local papers alongside the usual digital platforms to target older people and a phone number will be provided to get further help or request a printed copy of the Framework. Presentations will be used to explain the Framework and its content. And a live webinar will allow people to directly interact – this is in place of a face to face drop in which is not permitted due to current pandemic restrictions.</p>

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	climate change to be an immediate and urgent problem, compared to other age groups.		
Disability	<p>From the 2011 Census data: 74% of the Strathard population (70% Scottish population) did not regard themselves as having any disability. Of the 26% (30% Scotland) who had one or more disability:</p> <ul style="list-style-type: none"> • 7% deafness/hearing loss • 2% blindness/sight loss • 5% physical disability (7% Scotland) • 3% mental health condition (4% Scotland) • 17% other (19% Scotland) 	Those with visual impairments may not be able to read the Framework. Those with hearing impairments may not be able to listen to videos. Ensure any video content produced to support has subtitles included. And the document is designed in line with WCAG 2.1 AA accessibility standard.	Videos (presentations) prepared for the Strathard Framework will all have subtitles. The National Park website is fully compliant with the accessibility guidelines. There is adaptive technology available for those with visual impairment so that a document can be read aloud. Ensure information is accessible to people with a visual impairment by providing a contact telephone number whereby information can be

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			provided in alternative formats.
Gender reassignment	There is limited evidence on the experiences of transgender people in Scotland.	Neutral	Ensure there are no barriers to inclusion. Consultation is available for comments on-line.
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. 	Neutral	Ensure there are no barriers to inclusion. Consultation is available for comments on-line.
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 	Neutral	Ensure there are no barriers to inclusion.

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	<ul style="list-style-type: none"> 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.

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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:

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