



FOI 2021/004

29th March 2021

REQUEST UNDER FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

We refer to your request for information, received by email on 1st March 2021. Your specific requests and the Park Authority's response are provided below.

"I am looking for information about unconscious bias training."

Unconscious Bias Training (UBT) was a UK Government policy for all public bodies to be delivered in response to workplace diversity issues:

<https://www.gov.uk/government/publications/race-in-the-workplace-the-mcgregor-smith-review> –

The UK Government recently advised that it would be phased out:

<https://www.gov.uk/government/news/written-ministerial-statement-on-unconscious-bias-training>

Please could you provide me with the following:

- 1. "How many staff have undergone unconscious bias training over the last five calendar years? Please could you break down the number by year for 2021 (up to and including the end of February), 2020, 2019, 2018 and 2017."**

The National Park Authority has an in-house equalities working group, a one day in person training session on unconscious bias training was delivered in 2017 for this group. There were 10 attendees. There has been no such training delivered for staff in the other requested years. Accordingly, we have to advise you under section 17(1)(b) of the Act, that this information is not held.

- 2. "How much money has been spent unconscious bias training for staff over the last five calendar years? Please could you break down the figure by year for 2021 (up to and including the end of February), 2020, 2019, 2018 and 2017. In each case where there has been expenditure on unconscious bias training, please could you state which company the money went to, how much, and the date of the payment."**

The unconscious bias training session delivered in 2017 was a free training session delivered by a member of staff from one of our key partners, the Scottish Environment Protection Agency.

LOCH LOMOND & THE TROSSACHS NATIONAL PARK AUTHORITY

National Park Headquarters, Carrochan, Carrochan Road, Balloch, G83 8EG Long: 4°34'24"W Lat: 56°00'12"N

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3. “If unconscious bias training has been provided to staff, please could you provide details of the format of the training is - its title, how many hours/days the training lasts, and any other relevant detail which summarises what it entails.”

The format of the training was a workshop which lasted just over an hour. The title was ‘unconscious bias.’

4. “If possible, please could you provide a copy of any training material - documentation including, but not limited to, training packs, worksheets, fact sheets etc - distributed to staff as part of the unconscious bias training in any of the above years. Please note, if this is not possible, please proceed with the remainder of the request.”

The training material used was a PowerPoint presentation and a workbook which are attached.

Yours sincerely

**Governance and Legal Team
Loch Lomond and the Trossachs National Park Authority**

Review Procedure

If you are dissatisfied with this decision, or the way in which the Authority has dealt with your request, you are entitled to require the Authority to review its decision. Please note that in order for a review to take place you are required to:

- Send your request for review in writing, setting out in full the reasons why you are requesting a review.
- Submit your review request within 40 working days of either the date on which you received a response from the Authority or the date by which you should have received a response under the terms of the Freedom of Information (Scotland) Act 2002, whichever is the later.
- address your review request to:

Governance & Legal Team
Loch Lomond & The Trossachs National Park Authority
National Park Headquarters
Carrochan
Carrochan Road
Balloch
G83 8EG
E-mail: info@lochlomond-trossachs.org

The review will be handled by staff who were not involved in the original decision. You will receive notice of the result of your review within 20 working days.

If you are not satisfied with the response to your request for review, you can contact the Scottish Information Commissioner, the independent body which oversees the Freedom of Information (Scotland) Act 2002, at:

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Scottish Information Commissioner

Kinburn Castle

Doubledykes Road

St Andrews

Fife

KY16 9DS

Tel: 01334 464610

Website: www.itspublicknowledge.info

E-mail: enquiries@itspublicknowledge.info

Online appeal portal: www.itspublicknowledge.info/Appeal

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