

# 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	29.11.2021

### 2. Description of project/ policy:

Background	<p>The planning team have developed a suite of new planning guidance – they will form interim guidance relating to the current Local Development Plan 2017-2021. The Local Development Plan will not be replaced until 2024 and the guidance provides clarity about the delivery of the current policies until the plan is replaced. We are seeking comments on the guidance but we are also seeking comments to help us form the new policies in the next Local Development Plan 2024-2034.</p> <p>There are three guidance notes:</p> <ul style="list-style-type: none"> <li>- Sustainable and Active Travel</li> <li>- Safeguarding Local Facilities and Businesses</li> <li>- Revised Visitor Experience</li> </ul>
Purpose and outcomes	The guidance will provide clarification for a number of policies within the Local Development Plan 2017-2021 namely Transport Policies 1 and 2, Visitor Experience Policy 1 and various Safeguarding

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	<p>Policies. In addition, as the Local Development Plan has become out of date in 2021, the guidance have been developed to keep the plan current and relevant as an interim step prior to preparing the new Local Development Plan.</p>
<p>How it links to NPPP/Corporate Plan/Operational Plan</p>	<p>To enable delivery of the National Park Partnership Plan 2018-2023 in relation to all three main strands – Conservation and Land Management, Visitor Experience and Rural Development and in particular:</p> <p>Outcome 5 – Recreation Opportunities – Active Travel</p> <p>Outcome 7 – Visitor Economy -</p> <p>Outcome 8 – Visitor Management – Public Transport</p> <p>Outcome 10 – Placemaking – Improving Towns and Villages</p> <p>Outcome 11 – Sustainable Growth</p>
<p>How we intend to implement the project/policy</p>	<p><b>A formal 8 week consultation will commence on 15<sup>th</sup> December 2021.</b> The consultation will involve sending to statutory planning consultees such as SEPA and NatureScot, community councils and trusts across the National Park, land owners and businesses.</p>

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

<p>Does the project/ policy have the potential to impact on the equality groups? Please provide a brief description including any evidence.</p>	<p>Yes, the Guidance 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 socio-economic backgrounds and those with protected characteristics. Those wishing to view and/or comment on the Guidance 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. This assessment is about the policy not about any project that may result from the guidance.</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?  <a href="http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid">Evidence and EqlA &amp; http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid</a>	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 <b>2011 Census data</b> the National Park population was: <table border="1" data-bbox="562 1062 1075 1412"> <tbody> <tr> <td>Under 16</td> <td>15%</td> </tr> <tr> <td>16 – 20</td> <td>5%</td> </tr> <tr> <td>21 – 26</td> <td>5%</td> </tr> <tr> <td>27 – 44</td> <td>19%</td> </tr> <tr> <td>45 – 64</td> <td>34%</td> </tr> <tr> <td>Over 65</td> <td>22%</td> </tr> </tbody> </table>	Under 16	15%	16 – 20	5%	21 – 26	5%	27 – 44	19%	45 – 64	34%	Over 65	22%	Older people may be at a disadvantage when asked to read a document online.  It could have a positive impact on all age groups as it could improve digital skills.	Notice of the consultation will be placed in the usual digital platforms – website, social media, and board bulletins. We are also targeting key audiences by email such as Community Council, Trusts which is proportionate for this type of interim guidance.  The website and forms will be clear and in simple language and meet
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	<p>From the <a href="#">Scottish Household Survey report in 2019</a> – 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"> <li>In 2019 adults aged 75 and over were the least likely to state that they believed climate change to be an immediate and urgent problem, compared to other age groups.</li> </ul>		<p>accessibility requirements.</p> <p>And to help older people, a phone number will be provided to get further help or request a printed copy of the Planning Guidance.</p>
Disability	<p>From the <b>2011 Census data</b>: 70% of the National Park population did not regard themselves as having any disability. Of the 30% who had one or more disability:</p> <ul style="list-style-type: none"> <li>8% deafness/hearing loss</li> <li>3% blindness/sight loss</li> <li>6% physical disability (7% Scotland)</li> <li>3% mental health condition (4% Scotland)</li> <li>20% other (19% Scotland)</li> </ul>	<p>Those with visual impairments may not be able to read the Planning Guidance. Ensure the document is designed in line with WCAG 2.1 AA accessibility standard.</p>	<p>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</p>

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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 <b>2011 Census data</b> ; <ul style="list-style-type: none"> <li>• 96% of the Scottish population were white.</li> <li>• 3% were Mixed or Multiple Ethnic groups.</li> <li>• 1% were African.</li> </ul>	Neutral	Ensure there are no barriers to inclusion.  Consultation is available for comments on-line.
Religion or belief	From the <b>2011 Census data</b> , the following indicates the faiths of the Scottish population: <ul style="list-style-type: none"> <li>• 54% Christian</li> <li>• 1% Muslim</li> <li>• 37% none</li> <li>• 7% not stated</li> </ul>	Neutral	Ensure there are no barriers to inclusion.  Consultation is available for comments on-line.
Sex	From the <b>2011 Census data</b> , 50% of the National Park population were female & 50% were male.	Neutral	Ensure there are no barriers to inclusion and a more equal gender balance by ensuring the Planning

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			Guidance 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 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.

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### 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	Jan-Feb

### 7. Sign off:

Assessment signed off by:	Susan Brooks
Sign off date:	15 <sup>th</sup> December 2021