

# Project Management

## Equality Impact Assessment



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

The Park for All group review all EqlAs – please click [here](#) for the process.

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: Loch Lomond Byelaw Review

Lead officer	Graeme Archibald
Others involved in the assessment	Andrea Veszeloovski, David Tollan.
Date(s) of assessment	30 <sup>th</sup> June 2022

### 2. Description of project/ policy:

Background	This project will allow the NPA to comply with its statutory obligation to review the byelaws it has put in place within 10 years of their introduction. The NPA has two sets of byelaws, the Loch Lomond Byelaws 2013 and the Camping Management Byelaws 2017.
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<p>Purpose and outcomes</p>	<p>The review allowed a comprehensive assessment of more challenging issues affecting the management of Loch Lomond.</p> <p>It allowed stakeholders to engage with the review process drawing on wider expertise and hopefully fostering a sense of joint purpose and ownership.</p> <p>The project further enhanced the suitability of the byelaws. The outcome of the byelaws could result in the following for each set:</p> <ol style="list-style-type: none"> <li>1. They are assessed as no longer required and terminated.</li> <li>2. Renewed and deemed suitable as they are.</li> <li>3. A new amended set being created and enacted.</li> </ol> <p>Further outcomes of the project will include (in Financial Year 23-24):</p> <ul style="list-style-type: none"> <li>• Revision of internal operating procedures in line with any alterations.</li> <li>• Provision of training for relevant internal staff and external partners.</li> <li>• Identification of agreed monitoring framework to measure the impact of the Byelaws.</li> <li>• Launching of revised byelaws and disseminate relevant information.</li> </ul> <p>and will form the basis of a revised EqIA at this point.</p> <p>This EqIA will focus on the 6 major proposed amendments to the existing Loch Lomond Byelaws 2013, following the 12-week public consultation. The proposed are:</p> <ol style="list-style-type: none"> <li>1. Lower speed areas</li> <li>2. Amendment to a current speed demarcation boundary line</li> <li>3. Compulsory wearing of lifejackets for young people</li> <li>4. Transfer of liability from young person to adult in charge</li> <li>5. Introduction of a Loch User Registration Scheme</li> <li>6. Ongoing need for Permission to Trade byelaw</li> </ol>
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<p>How it links to NPPP/Corporate Plan/ Operational Plan</p>	<p><u>NPPP 2018 -2023</u></p> <ul style="list-style-type: none"> <li>• NPPP - Conservation Priority 2.1 - Landscape &amp; Heritage; The National Park Authority, and its partners, will work to conserve and enhance the special landscape and cultural heritage qualities of the area.</li> <li>• NPPP - Visitor Experience Priority 8.1 - Visitor Management; ensuring locations experiencing recreational pressures are well managed with the appropriate combination of infrastructure investment, education and regulation.</li> </ul>
<p>How we intend to implement the project/policy</p>	<p>The internal project team reviewed the existing byelaws to allow:</p> <ul style="list-style-type: none"> <li>• re-evaluation and rewording</li> <li>• termination of byelaws</li> <li>• introduction of new byelaws where necessary.</li> </ul> <p>The project team took internal and external legal advice to ensure legal integrity and compliance with Human Rights legislation and also engage in early engagement (through workshops and correspondence) with relevant stakeholders before finalising the final proposed byelaws.</p> <p>Final authorisation will be required from Scottish Government.</p>

### 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>The revised byelaws are likely to impact on certain equality groups.</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 EglA &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?
<b>Age</b>	<p>From the 2011 Census data the Scottish population was:</p> <ul style="list-style-type: none"> <li>• 0 – 15: 17%</li> <li>• 16 – 21: 8%</li> <li>• 22 – 65: 59%</li> <li>• Over 65: 16%</li> </ul> <p><b>Loch Lomond and Trossachs National Park Authority</b> Visitor Survey 2019-20 A breakdown of respondents by age</p> <ul style="list-style-type: none"> <li>• 18 – 24: 7%</li> <li>• 25 – 34: 15%</li> <li>• 35 – 44: 17%</li> <li>• 45 – 54: 20%</li> </ul>	<p>Proposed byelaws (please refer to Section 2 above) 1, 2, 5 &amp; 6 will neither positively nor negatively affect this characteristic as age will not be relevant to the proposal.</p> <p>Proposals 3 &amp; 4 could have a negative and positive impact on this characteristic and the potential impacts are explored below.</p> <p><b>Proposal 3 - Compulsory wearing of life jackets for young people</b></p>	<p><b>Proposal 3 - Compulsory wearing of life jackets for young people</b></p>

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	<ul style="list-style-type: none"> <li>• 55 – 64: 21%</li> <li>• 65+: 19%</li> </ul>	<p><u>Negative impact</u></p> <p>A requirement to adhere to this byelaw, if introduced, could prevent young people being able to access the loch due to the cost of purchasing a buoyancy aid or lifejacket on top of the cost of having to buy the vessel they would be using.</p> <p><u>Positive impact</u></p> <p>In contrast to the above having to wear a buoyancy aid or lifejacket would improve the chances of survival if a young person entered the water unintentionally.</p> <p><b>Proposal 4 -Transfer of liability from young person to adult</b></p> <p><u>Negative Impact</u></p> <p>This proposed byelaw could lead to an adult (being a person over 18 years of age) being criminalised for a young person (being a person</p>	<p>To decrease the potential <b>negative impact</b>, the National Park Authority could direct young persons to an existing hiring scheme offering the rental of a Personal Floatation Device (PFD).</p> <p>If existing provision is not adequate the introduction of a new hire scheme could be investigated.</p> <p>To increase the <b>positive impact</b>, the National Park Authority will continue to raise awareness and educate loch users of the existing dangers.</p> <p><b>Proposal 4 -Transfer of liability from young person to adult</b></p> <p>To reduce the <b>negative impact</b>, the National Park Authority will highlight and explain the existence of this new byelaw through various channels including on our website and verbally through the Ranger</p>
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		<p>under 16 years of age) using of their vessel in an unlawful manner.</p> <p><u>Positive Impact</u></p> <p>The byelaw is designed to act as a deterrent to people to allow their vessels to be used in a way that would contravene the byelaws.</p>	<p>Service. The methods of getting these messages across will be tested with the Loch Lomond Stakeholder Group.</p>
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<p><b>Disability</b></p>	<p>From the 2011 Census data: 70% of the Scottish 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>• 7% deafness/hearing loss</li> <li>• 2% blindness/sight loss</li> <li>• 7% physical disability</li> <li>• 4% mental health condition</li> <li>• 19% other</li> </ul> <p><b>Loch Lomond and Trossachs National Park Authority -Visitor Survey 2019-20</b></p> <p>9% of respondents said they had a long-term health condition or disability.</p> <p>Mobility 69% Sensory 10% Mental Health 9% Learning 2% Other 10%</p>	<p>Proposals 1, 2, 4, &amp; 6 will neither positively nor negatively affect this characteristic as disability will not be relevant to the proposal.</p> <p><b>Proposal 3 - Compulsory wearing of life jackets for young people.</b></p> <p><u>Possible negative impact:</u></p> <p>this may affect some members of this group with long-term mobility conditions/physical disabilities:</p> <p>The lack of availability of specially adapted life jacket for young people with certain types of physical disabilities could prevent them from participating in certain watersport activities.</p> <p><b>Proposal 5 - Introduction of a Loch User Registration Scheme</b></p> <p><u>Negative impact</u></p>	<p><b>Proposal 3 - Compulsory wearing of life jackets for young people.</b></p> <p>To reduce the possible negative impact(s) the National Park Authority could identify organisations with specific expertise in these areas, that can provide advice on participating in watersport activities that people with special requirements can access.</p> <p><b>Proposal 5 - Introduction of a Loch User Registration Scheme</b></p>
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		<p>Depending on the design of the system, the registration process when developed could be argued to be overly complicated, then it could be difficult for people with a learning disability to follow.</p>	<p>To reduce the possible <b>negative impact</b>, consideration will be given during the development of the registration scheme to make it as straightforward, easy to follow, and easy to comply with, as possible. A user focused approach will be followed.</p> <p>Consideration will also be given to the language used to allow anyone with a learning disability to understand how to comply with the registration process and helping when required.</p> <p>Publicity to highlight the need to undertake this process will be made available to the public using the NPA website and other appropriate outlets.</p>
<p><b>Gender reassignment</b></p>	<p>There is limited or no evidence on the experiences of transgender people in Scotland in relation to</p>	<p>Proposals 1, 2, 3, 4, &amp; 6 will neither positively nor negatively affect this</p>	



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	public consultations.	<p>characteristic as disability will not be relevant to the proposal.</p> <p><b>Proposal 5 - Introduction of a Loch User Registration Scheme</b></p> <p><u>Negative impact</u></p> <p>Proposal 5 could have a negative impact on this characteristic through the use of gender specific language.</p>	<p><b>Proposal 5 - Introduction of a Loch User Registration Scheme</b></p> <p>To reduce the possible <b>negative impact</b>, non-binary pro-nouns will be used in the proposed registration scheme and all documentation to make this more inclusive.</p>
<b>Race</b>	<p>From the 2011 Census data;</p> <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> <p><b>Loch Lomond and Trossachs National Park Authority</b></p> <p>Visitor Survey 2019-20</p> <p>White 97% Mixed &lt; 1% Asian, Asian Scottish / British 1% Black, Black Scottish / British &lt;1%</p>	<p><b>Proposal 5 - Introduction of a Loch User Registration Scheme</b></p> <p><u>Negative Impact</u></p> <p>Possible negative impact on those who are not speaking English as their first language.</p>	<p><b>Proposal 5 - Introduction of a Loch User Registration Scheme</b></p> <p>The reality of translating the byelaws into many different languages is impractical for the expected limited request for this assistance. To reduce this <b>negative impact</b> advice on how to obtain translation services either online or by other means should be</p>

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	Other 1%		investigated to allow this to be shared with respondents requiring this type of assistance.
<b>Religion or belief</b>	From the 2011 Census data, 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>	This project will neither positively nor negatively affect this characteristic.	To be addressed if/when identified.
<b>Sex</b>	From the 2011 Census data, 52% of the Scottish population were female & 48% were male.	This project will neither positively nor negatively affect this characteristic.	To be addressed if/when identified.
<b>Sexual orientation</b>	1.3% of adults in Scotland identify themselves as lesbian, gay or bisexual. The Scottish Household Survey 2012/13 data (aggregated) indicate that 47% of lesbian/gay/bisexual people visit the outdoors at least once a week compared to 44% of heterosexual people	This project will neither positively nor negatively affect this characteristic.	To be addressed if/when identified.
<b>Pregnancy and maternity</b>	There is limited or no evidence on the experiences of members of this group in Scotland in relation to public consultations.	This project will neither positively nor negatively affect this characteristic.	To be addressed if/when identified.
<b>Marriage/civil</b>	There is limited or no evidence on	This project will neither positively	To be addressed if/when identified.

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partnerships	the experiences of members of this group in Scotland in relation to public consultations.	nor negatively affect this characteristic.	
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### 5. Who will be consulted internally or externally on this EqIA?

<p>Byelaw review project team.</p> <p>Park for All group</p>
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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
Identify companies that can hire PFDs.	Allow young people to access water-based activities.	Byelaw review Mgt Group	Jan 2023 onwards
Consideration will be given during the development of the registration scheme to ensure that it will be as accessible as possible.	To allow access to the information to those with additional learning requirements.	Byelaw review Mgt Group	Jan 2023 onwards
As required, assistance will be sought from disability	To provide as much information to allow people	Byelaw review	Jan 2023 onwards

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organisations and sporting governing bodies to ensure that advice can be made available regarding specialist PFDs	with a disability to access watersports on Loch Lomond.	Mgt Group	
Advice on how to obtain translation services either online or by other means should be investigated.	To allow those with another language other than english to participate in the process.	Byelaw review Mgt Group	Jan 2023 onwards
Make existence of new byelaws known to all power boat/loch users for Loch Lomond.	To allow any of the identified characteristic to comply with their statutory obligations.	Byelaw review Mgt Group	April 2023 onwards
Checks will be undertaken during rewording to ensure that non-binary pro-nouns will not be used in the proposed registration scheme and all documentation to make this more inclusive.	Make any processes as inclusive as possible.	Byelaw review Mgt Group	Public consultation period onwards

### 7. Sign off:

Assessment signed off by:	Matt Buckland - Visitor Operations Manager
Sign off date:	12/01/23