

Equality Impact Assessment form

Please read the Equality Impact Assessment [process map](#) and Equality Impact Assessment [guidance](#) documents before completing this document.

Part one: overview of work

Title	Camping Management Byelaw Review consultation 2026 – formal public consultation of reviewed/updated byelaws	
Activity type (cross all that apply)	<input checked="" type="checkbox"/> Project	<input type="checkbox"/> Policy
	<input type="checkbox"/> Change to service	<input checked="" type="checkbox"/> Other (please state) Formal public consultation
Overview of the activity Set out a summary of the work being developed or reviewed	<p>The National Park Authority have a statutory obligation to review the Camping Management Byelaws (2017) within 10 years of their introduction. As part of this review, we will run a 12-week public consultation period during which the public and statutory consultees will have an opportunity to comment and the option to influence the final byelaws.</p> <p>In preparation for the wider public consultation, we have already carried out two phases of internal and external reviews to inform the proposed changes for consultation. This preliminary engagement was designed to understand key stakeholders' views and incorporate these into the proposals, with the aim of making them as acceptable as possible from the outset.</p> <p>The 12-week public consultation will be allow anyone to give their opinions of the proposed changes. A central survey will capture this feedback. There will be both online (using Microsoft Forms) and paper-based (available at all public facing National Park Authority sites and local libraries) surveys available. The survey will be widely promoted through communication channels, including a press release, our newsletters, social media channels and through further targeted engagement with stakeholders.</p> <p>Following the consultation, all responses will be analysed and further changes to the Byelaws made if required. As required by law, the final approval of the Byelaws is from the Scottish Government.</p> <p>This assessment is focused on the public consultation to ensure that all consultees will be provided a fair and accessible opportunity to have their say. A separate</p>	

	EqlA will be completed for the Byelaws themselves following their final drafting, post public consultation.
Person completing and responsible for this assessment	James Downie, Andrea Cunnah.
Others involved in the assessment	Matt Buckland, Graeme Archibald, Jamie Proudfoot, Nik Turner
Date of assessment	April 2026
Date for review (if required)	N/A

Part two: initial screening

Who is the work aimed at or will involve?	This document considers potential impacts on consultees during the formal public consultation process. Any member of the general public can respond to the consultation but it is most likely to be of interest to those who have an interest in camping in the National Park such as campers, community members, land managers, recreation and access group representatives and local businesses, amongst others.			
Does the work have the potential to impact on the equality groups? Cross appropriate rating for each characteristic		Positive	Neutral	Negative
	Age			X
	Disability			X
	Gender reassignment		X	
	Race			X
	Religion or belief		X	
	Sex		X	
	Sexual orientation		X	
	Pregnancy and maternity		X	
	Marriage/civil partnerships		X	
Summary of foreseen impacts	Based on our experience, the likely impacts are likely to be relatively light. However, we have proceeded to full assessment to outline the impacts and mitigating measures in more detail.			
Is it likely there are significant impacts because of the work? Cross the box that applies.	<input checked="" type="checkbox"/> Yes: proceed to full assessment in part three			
	<input type="checkbox"/> No: provide an explanation of this decision and then proceed to part four			

Part three: full assessment

a. Equalities impact assessment

Protected characteristic	Explain what the likely impacts are to be on this group?	What is the potential impact - positive, neutral or negative?	What actions are required to be taken to mitigate negative impacts or maximise positive impacts? If an action cannot be identified to mitigate a negative impact, a justification must be provided.
Age	With the ageing population in Scotland (Census 2022) where the 65+ population increased by up to 22.5% and the continuous technical and digital development of platforms/services/etc, some consultees from the general public may not have the level of computer literacy that would allow them to complete the online consultation or to easily navigate through these.	The negative impact will be the familiarity some people may have with online working and social media in order to submit their opinions. This could unduly impact on those in the over 65 group who may be less familiar with technology and therefore may not see online updates about the consultation or be able to use the online survey to submit their feedback	Ensure that there are alternative mechanisms in place to allow people to engage with the consultation process who are not able to do this electronically. We will ensure that the following non-electronic mechanisms are made available: <ul style="list-style-type: none"> • hard copy consultation packs with paper surveys available at all National Park Authority public facing sites, local libraries and local council information centres. • alternative options to respond via phone or email, with a clear contact point to assist with the completion of the survey, • promotion through non-digital channels i.e. local newspapers,

			<ul style="list-style-type: none"> • Rangers and Volunteer Rangers briefed to provide/signpost to engagement where appropriate
Disability	<p>Based on the 2022 census data the percentage of people reporting a long-term illness, disease or condition increased from 18.7% in 2011 to 21.4% in 2022.</p> <p>The census found that the percentage of people reporting a learning disability, learning difficulty, or developmental disorder increased from 2.8% in 2011 to 5.2% in 2022.</p> <p>With these increases some may find it difficult to engage with the consultation tool and its asks.</p>	<p>The consultation might not be physically accessible or difficult to understand, which could impact negatively on certain groups within this protected characteristic affecting their opportunity and ability to contribute fully.</p>	<p>Consultation materials will be written in plain English, with a downloadable PDF and HTML option, as well as an easy-read versions to make it easier to understand what the consultation is and how to participate.</p> <p>Microsoft Forms, the chosen survey platform, is compatible with common assistive technology such as screen readers and is both laptop and mobile friendly allowing people to complete using hardware that best suits their needs.</p> <p>Having an online option means those with physical access needs can complete the survey more easily in their own environment.</p> <p>Assistance will also be available to help in the interpretation of the consultation process and to allow responses to be made to the consultation.</p>
Gender reassignment	<p>Based on the 2022 Census, there were 19,970 trans people in Scotland. This is 0.44% of people aged 16 and over, therefore it is not expected that this consultation process will have any</p>	<p>This process is not expected to impact neither positively nor negatively this characteristic as gender will not be relevant to the consultation process, however with the slight possibility of a minimum negative impact non-binary</p>	<p>Use of non-binary pronouns.</p>

	impacts on this group and protected characteristics.	pronouns will be used in all documentation to make this more inclusive.	
Race	Our visitor survey from 2019-20 indicated that that the large majority (97%) of visitors to the National Park are White. The majority of campers are also domestic visitors, so we anticipate that our campers' demographic mirrors the 2022 census of predominantly white ethnic group / background. However there remains a potential that some consultees will come from a minority ethnic background.	One possible negative impact of the consultation process can be on those who are not speaking English as their first language.	The reality of translating the consultation process into many different languages is not proportionate for the expected limited request for this assistance. However, advice on how to obtain translation services should be investigated to allow this to be shared with respondents requiring this type of assistance, if required.
Religion or belief	Neither the consultation nor the byelaws are expected to have any impact on these groups.	This project will neither positively nor negatively affect this characteristic.	No specific impacts have been identified at this stage, but this EqlA will remain a live document so we will update if impacts arise.
Sex	Neither the consultation nor the byelaws are expected to have any impact on these groups.	This project will neither positively nor negatively affect this characteristic.	No specific impacts have been identified at this stage, but this EqlA will remain a live document so we will update if impacts arise.
Sexual orientation	Neither the consultation nor the byelaws are expected to have any impact on these groups.	This project will neither positively nor negatively affect this characteristic.	No specific impacts have been identified at this stage, but this EqlA will remain a live document so we will update if impacts arise.
Pregnancy and maternity	Neither the consultation nor the byelaws are expected to have any impact on these groups.	This project will neither positively nor negatively affect this characteristic.	No specific impacts have been identified at this stage, but this EqlA will remain a live document so we will update if impacts arise.
Marriage/civil partnerships	Neither the consultation nor the byelaws are expected to have any impact on these groups.	This project will neither positively nor negatively affect this characteristic.	No specific impacts have been identified at this stage, but this EqlA will remain a live document so we will update if impacts arise.

b. Additional impact assessment

Are there any other impacts on users, not related to the protected characteristics, that you can foresee?	No awareness of other impacts.
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c. Further consultation requirements

Do you need to do further consultation to complete this EqIA?	N/A
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Part four: recommendations and sign off

<p>What are your recommendation(s) based on this impact assessment? Provide a meaningful summary of how you have come to this conclusion.</p>	<p>This assessment has identified that the primary equality risks relate to digital exclusion, accessibility of materials, and language barriers within the consultation process.</p> <p>These risks are considered manageable and will be mitigated through the provision of: a mix of digital and physical promotional and supporting materials as well as survey response routes; accessible and plain English materials, and support mechanisms for those requiring assistance to participate. Where we have identified a potential negative impact that we are not able to fully mitigate, we consider this to be a proportionate response to the likelihood of requests for this support.</p> <p>No significant adverse impacts on protected characteristics have been identified that would prevent the consultation from proceeding.</p> <p>Consultation responses will be monitored for any emerging equality issues, and findings will be used to inform the final byelaw proposals and their EqIA.</p>
<p>Assessment signed off by:</p>	<p>Jim Downie</p>
<p>Sign off date:</p>	<p>11/06/2026</p>