

**These notes are here to help – please read them carefully! Further assistance and guidance can sought from the Education and Inclusion officer or the Park For All Group, contact:**

[elspethgrant@cairngorms.co.uk](mailto:elspethgrant@cairngorms.co.uk)

You can attach extra pages if there is not enough space on the form. Clearly mark on the extra sheets which question the extra information refers to.

\*The specific duties for Scottish public authorities came into force in May 2012.

## Equality Impact Assessment (EqIA)

### Background

We have designed this assessment form to help our staff carry out equality impact assessments (EqIAs) on projects that they manage for us. Under equalities law, we have a legal duty to carry out EqIAs on all relevant aspects of our work.

### What is an EqIA?

An EqIA is a process of analysing a proposed or existing project (such as a policy, a service, a facility, research, a management paper, building or access work, an event or a publication). The aim is to identify any discriminatory or negative effects or impacts the project could have on a particular group or sector of the community or workforce. These effects could be as a result of people's race, disability, gender, age, religion or beliefs, or sexuality (referred to throughout as 'equality groups' or 'protected characteristics'). The outcome of the EqIA is to make sure that we prevent or limit, as far as possible, any negative effects or barriers our projects have. We also use the EqIA to take full advantage of any opportunities for promoting equality.

**NB** Separate from EqIA, CNPA has a wider commitment to social inclusion and developing a Park for All, by positively supporting three groups namely people with disabilities, people on low incomes, and young people.

### Why do we have to do them?

The Equality Act (2010) came into force in April 2010 and puts a general duty on public authorities to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. In addition the specific duties for Scottish public authorities\* require that CNPA assesses the impact on equality groups of all proposed new or revised policy or practice against the needs of the general duty.

Assessing impact is an effective way of improving policy development and service delivery, making sure we consider the needs of employees and the communities we serve; identify potential steps to advance equality and foster good relations; and do not discriminate unlawfully.

### What do I do now?

As part of the process of planning your project – in the same way that you would fill out an Expenditure Justification Form (for example) – you should carry out an initial screening to check whether the project is relevant to the equality groups. You should not start work on your project until you have filled in the Initial Screening form.

### When do I need to do a full EqIA?

The Initial Screening form will tell you whether you need to complete a full EqIA, which will be the case if the project is likely to have a significant effect on one or more equality groups. You should begin the full EqIA in the early stages, although you are likely to finish it over the course of the project, depending on any research and consultation you need to do. All full EqIAs require to be published on our website.

# INITIAL SCREENING

## Question 1

A project may be a policy, process, plan, strategy, or work area in the Operational Plan

## Question 2

You should fill in the initial screening form for all new projects. For existing projects (e.g. website) you should develop a realistic schedule for completing the EqlAs over a set period of time.

## Question 3 - 4

If the officer carrying out the EqlA is not necessarily the only person responsible for putting the project in place – if you share the project with other colleagues or partner organisations please give details. Be sure to confirm with partners who is taking responsibility for the EqlA.

Ideally, all members of the project team should collectively complete this EqlA form.

## Question 5

- a) For example, the public, contractors, hill walkers, naturalists, community groups, residents, young people, visitors, employees, or people applying for jobs
- b) For example planning policies
- c) For example grants programme, partnership project, Park Plan
- d) For example outdoor access, methods of communication and engagement.
- e) [CNPA's equality outcomes](#) 2013-17
- f) For example access to countryside, gender pay gap.

## 1 Name of the project and its main aims

Cairngorms National Park Partnership Plan 2017-2022

Sets out the vision and overall strategy for managing the Park; guides the work of partners to deliver the aims of the Park; provides the strategic context for the Local Development Plan and Tourism Action Plan; sets out the regional land use framework for the Park; and shows how the Park will contribute to the Scottish Government's core purpose and national outcomes.

## 2 Is this a new or existing project? **New**

## 3 Name of the completing officer with overall responsibility for carrying out the EqlA

Name: David Berry

Position: Planning Manager (Forward Planning & Service Improvement)

## 4 Do you share responsibility for carrying out the project with other colleagues or organisations? **Yes**

If yes, please give details

Name:

Hamish Trench

Gavin Miles

Position:

Director of Conservation & Visitor Experience

Head of Planning

## 5 a) Does your project impact on people? (e.g. service users, businesses, employees, wider community) **Yes** (detail below, noting target audiences)

All communities/residents in the Park; partner organisations in the Park; stakeholders; investors and the business community; visitors

- b) Is it a major policy, significantly affecting how CNPA functions are delivered?  
**Yes**
- c) Will it have a significant effect on how other organisations operate?  
**Yes**
- d) Does it relate to functions that previous involvement activities have identified as being important to particular groups?  
**Yes**
- e) Does it relate to an area where CNPA has set equality outcomes?  
**Yes** (If yes, please specify)  
The CNPA's main equality outcome (outcome 1) is: "By removing barriers, more equality groups, including young people, will enjoy, learn about and help to conserve and enhance the Park". The NPPP will help address this outcome.
- f) Does it relate to an area where there are known inequalities?  
**Yes**

**6** If you answered **Yes** to any of the above, please proceed to **Q7**. If you answered **No** to all of these, you do not need to carry out a full EqlA so proceed to question 12 to sign and complete the initial screening process.

## Question 7

a) You will need to consider all equality groups (protected characteristics). A fuller explanation of the characteristics can be found [here](#). Consider any evidence to suggest there are different needs or expectations, equal access to services and opportunities, patterns of representation, different experiences, or different levels of satisfaction. Consider informal sources of information as well as published or unpublished research. One of your first stops should be reference to [completed generic EqlAs](#) which may suggest possible impacts. You may also have consulted the [Inclusive Cairngorms](#) advisory forum. Other sources might include information from monitoring, visitor survey, consultation exercises, corporate guidelines / best practice from CNPA and other organisations or expert advice. You could also consider other public organisations and their EqlAs. The CNPA library contains published data also.

b) Using your evidence, consider the impacts carefully and detail whether it is a high, medium or low impact. You may also want to think about whether impacts are positive or negative. Refer to the [generic EqlAs](#) where appropriate. Prioritising projects for high, medium or low impact:  
**High** – the project affects significant numbers of people, and/or there is significant potential for adverse impact  
**Medium** – the project affects some people and/or there is some evidence to suggest adverse impact.  
**Low** – the project affects few people and/or there is little evidence to suggest adverse impact.  
**Example:** CNPA website  
 \* Equality Strand – Disability  
 \* Impact – Visual Impairment will impact on someone’s ability to access the website giving them a negative experience  
 \* H, M or L – High impact as it is important to make all CNPA information both printed and electronic as accessible as possible

7 What evidence is already available to you to help you identify the impact that the project may have on the equality groups (e.g. what do you already know about the diversity of your target audience and their needs and/or experiences?).

- a) **Source of evidence:**
- EqlAs carried out for the National Park Partnership Plan 2012-2017 and the Local Development Plan 2015
  - EqlAs carried out for other plans produced for the Cairngorms National Park
  - Cairngorms National Park Authority Equality Outcomes 2013-2017
  - Generic EqlAs carried out for publications (which provide evidence for the publication of the NPPP itself) and websites (which provide evidence for any web based material associated with the NPPP)
  - National Standards for Community Engagement

## b) Impacts

Equality group	Impacts (positive, negative, no effect, not clear)	High, medium, low
Age	The National Park Partnership Plan seeks to increase accessibility to the Park and the ability of people of all ages, including under-represented groups such as young people, to experience and enjoy its special qualities. This impact is likely to be positive. Potential medium negative impacts may arise as plan documents may not be easily accessible to all age groups.	M
Disability	The National Park Partnership Plan seeks to increase accessibility to the Park and the ability of all people to experience and enjoy its special qualities. This impact is likely to be positive. Potential medium negative impacts may arise as plan documents may not be easily accessible to all disability groups.	M
Gender / gender reassignment	Neutral impact on this group.	L
Marriage and civil partnership	Neutral impact on this group.	L
Pregnancy and maternity	Neutral impact on this group.	L
Race	Plan documents may not be accessible and/or understood by non-English speakers.	M
Religion / belief	Neutral impact on this group.	L
Sexual orientation	Neutral impact on this group.	L

### Question 8

Thinking about implementing the project, how is it likely to affect or help to:

a) eliminate discrimination, eg against disability, harassment, victimization, or less favourable treatment.

*Example: in CNPA employment and recruitment activities*

b) advance equality of opportunity eg by removing or minimizing disadvantage linked to gender, age, ability etc, or encouraging participation of under-represented groups.

*Example: Ensuring accessibility of CNPA publications or meetings; providing staff with training and development opportunities*

c) foster good relations eg by tackling prejudice and promoting understanding

*Example: Provision / promoting equalities and diversity training to Park service providers; using relevant images in publications; gathering relevant equalities data in surveys, feedback forms, etc*

If it is an existing project, list the good practice that you are already doing!

### Question 9

**Currently not required to answer this question.**

**(guidance on Human Rights to be inserted)**

**8** Considering the impacts identified in 7b, how will the project affect or help to eliminate discrimination, advance equality or foster good relations between groups of people?

	<b>Project activity</b> (stating which equality groups are likely to be affected)
<b>a)</b> Eliminate unlawful discrimination	N/A
<b>b)</b> Advance equality of opportunity	The National Park Partnership Plan seeks to increase accessibility to the Park and the ability of all people, including under-represented groups, to experience and enjoy its special qualities.  The plan documents, and the consultation process, will be designed to engage with all groups, including under-represented groups (see Q11 below).
<b>c)</b> Foster good relations between groups of people	The National Park Partnership Plan will show how the four aims of the Park can be achieved together. It will also outline the vision and overall strategy for managing the Park – this will help to align the activities of all stakeholders within the Park.  The plan documents, and the consultation process, will be designed to engage with all groups including under-represented groups (see Q11 below).

**9** Could the project have implications for human rights? What would these be?

N/A

**10** Considering your responses to Q7-9 will determine whether you need to do a full EqlA. A full EqlA is required if :

- you have no or little info which tells you whether the project is likely to affect equality groups
- you have identified a High impact in 7b but you are not confident that you understand how the project will affect the relevant equality group.

Do you plan to carry out a full EqlA?

**No**

What information supports your decision?

No high impacts identified in Q7. The National Park Partnership Plan sets out strategic direction and priorities, identifying the things that will make the biggest contribution to a successful National Park over the coming years. It is expected to have positive impacts in terms of increasing accessibility to the Park for specific equalities groups including under-represented groups – see Q7 b) above. It should also be noted that the Partnership Plan will be delivered through individual projects and programmes. The design and scoping of these projects and programmes will be able to identify and avoid specific equalities impacts and establish detailed measures to reduce any negative impacts.

**Q11** Consider any action to address any issues identified, eg removing or mitigating negative impacts where possible, and exploiting any potential for positive impact.

To complete the initial screening, carry out a final check, and both you and your line manager should sign and date the form before passing to Catriona Campbell. A copy should be kept for your files.

Please also email this document to

[CatrionaCampbell@cairngorms.co.uk](mailto:CatrionaCampbell@cairngorms.co.uk)

**11** Finally, is there any action that can be taken even if a full EqIA is not required?

**Age**

CNPA are working with Leapfrog to produce a new engagement tool which targets working adults, as this demographic is one of the most challenging to engage with using “traditional” methods. CNPA plans to use the tool as part of the engagement process for the National Park Partnership Plan to help achieve greater representation from this age group.

**Disability**

All National Park Partnership Plan documents will be made available in alternative formats (e.g. large print versions) on request.

**Race**

All National Park Partnership Plan documents will be made available in alternative formats (e.g. alternative languages) on request.

**General**

It should be noted that the Partnership Plan will ultimately be delivered through individual projects and programmes. The design and scoping of those projects and programmes should identify and avoid specific impacts and establish detailed measures to reduce any negative impacts.

**12 Screening Completion**

**Completing Officer: David Berry**

**Date: 15/03/2017**

**Line Manager: Gavin Miles**

**Date: 15/03/2017**

Please email this initial screening document to

[CatrionaCampbell@cairngorms.co.uk](mailto:CatrionaCampbell@cairngorms.co.uk) and a copy should be retained for your own files. If you need to complete a full EqIA, please continue.

**Under the Freedom of Information Act, we have a duty to release this initial screening document if we are asked to.**

**This document will also be available on the CNPA website.**

### Question 13

If you have identified that your project has a **high** impact, it is likely (particularly new projects), that you will not have all of information available and so you will need to carry out more research or consultation. If there is evidence already available, consider if the information is relevant, reliable and detailed enough. Would carrying out more research or consultation be justified, given the importance of the project? Is it likely to lead to a different outcome?

You will need to understand the views of the people who are likely to be affected or who have an interest in the project. You should consider how to reach those affected groups and make it easy for them to respond. Consider meetings as well as written consultation, taking into account people's needs (for example, access and transport for disabled people, childcare, arranging evenings so that they do not clash with religious festivals). You may need to consider hard-to-reach groups such as new migrants, gypsy travellers or people in isolated areas. You should also consider different methods of consulting and different formats for materials (for example, tapes, large print).

Make use of [Inclusive Cairngorms](http://www.inclusivecairngorms.co.uk) to consult relevant groups. Contact the Education and Inclusion officer [elspethgrant@cairngorms.co.uk](mailto:elspethgrant@cairngorms.co.uk)

### Question 14

The assessment should focus on agreeing how to reduce negative effects and increase positive effects by making changes to the project and how it is put in place. Any partners you have identified may have processes and policies which could help reduce the negative effects or promote opportunities. *Continued next page*

## FULL EQUALITY IMPACT ASSESSMENT (EqIA)

### Gathering additional information

**13** If your project has a **high impact** on any equality group, or you have identified a gap in evidence, you may need to carry out further research or consultation to ensure that the project/policy is effective and fully meets the needs of users. Please provide details below.

#### Evidence Gathering:

#### Consultation/involvement:

### Assessing impact

**14** Has this further research/consultation highlighted any additional issues to those you had already identified? Please list below, any new impacts identified and state whether these are positive or negative and whether they are high, medium or low impacts. Explain briefly your thinking.

Equality group	Impact / issue Positive or negative? (P/N)	Is it high, medium or low impact?
Age; Disability; Gender; Gender reassignment; Marriage and civil partnership; Pregnancy and maternity; Race; Religion/Belief; Sexual Orientation (list as relevant)		

### Question 14 continued

*For example, although we fund some Ranger Services, it is mostly local authorities who employ rangers. Rangers have an opportunity to provide equal opportunities, promote positive attitudes and encourage good relations between people of different groups. As a result, it is important that rangers receive equality training which may be provided by local authorities.*

Consider any negative effects and whether they could be justified. Perhaps there is conflict with your legal duties, our strategic aims or local commitments or needs. *For example, if the project involves volunteering but only for those over the age of 18, this has a negative effect on young people but can be justified under the Child Protection Act and health and safety regulations.*

Consider any positive effects and how you can take full advantage of them.

### Question 15

See Question 8 guidance

### Question 16

Once you have gathered the information, assessed the effects and got views through consultation, you can come to a conclusion about what you will do.

- a) **Apply the project** with no major change ie, the assessment shows the project is robust and has maximized the opportunity for equality
- b) **Adjust the project** to remove negative impacts or to advance equality
- c) **Continue the project** despite identifying adverse effects
- d) **Stop the project** where adverse effects cannot be justified / mitigated

**15** Considering any new impacts or issues identified, **how will your project affect or help to:**

	<b>Project activity (positive or negative)</b>
<b>a) Eliminate discrimination</b> Eg against disability, harassment, victimization, less favourable treatment	
<b>b) Advance equality of opportunity</b> Eg remove/minimize disadvantage, meet the needs of different groups, increase participation of certain groups, take account of disabled people's impairments	
<b>c) Affect good relations between groups</b> Eg tackle prejudice, promote understanding	

**16** Having considered the impacts, you have four options. Please tick:

- a) Apply the project  with no major change
- b) Adjust the project  go to Q17
- c) Continue the project
- d) Stop the project

If you answered a, c or d please provide reasons:

### Question 17

Refer to the [Park for All checklists](#) for possible actions to consider.

You should identify who will take forward any actions, and set a target date for doing so. When considering other measures, consider whether any revisions you make are justified, given the importance of the project (in other words, in terms of their effects, cost and so on).

### Question 18

Monitoring is part of the process as it helps identify the actual effects of the project and any changes you make, and trends over a period of time.

### Question 19

To complete the full EqlA, carry out a final check, then you and your line manager should sign and date the form. The form should then be emailed to Catriona Campbell. All full EqlAs will be logged and actions monitored by the Park for All group who meet quarterly.

## Action Planning

**17** Based on impacts identified, what changes will you be making to the project as a result of going through the EqlA process?

## Monitoring arrangements

**18** Explain how you will monitor and evaluate this project, and if required, when this project will be reviewed?

## 19 Completion

Completing Officer:	Date:
Line Manager:	Date:

**Please note that you have a duty to provide feedback – at an appropriate time during the project – to the people you consulted in the process of carrying out this EqlA.**

Please email this full EqlA to [CatrionaCampbell@cairngorms.co.uk](mailto:CatrionaCampbell@cairngorms.co.uk) and a copy should be retained for your own files.

**We have a legal duty to publish the results of full EqlAs; these will be published on our website.**