

Equality Impact Assessment: initial screening

Please complete the form using the blank rows, as well as the greyed out boxes containing guidance that you should overwrite.

What is being assessed by whom?

Name of the policy¹
Winnaswarta path, Hermaness
Name of person leading the assessment²
Jonathan Swale
Names of other team members
Alison Matheson
Is this a new or existing policy? New <input checked="" type="checkbox"/> Existing being reviewed <input type="checkbox"/> If existing, then please check to see whether a previous EqIA is available to provide a basis for this assessment.

Initial screening

	Yes	No
Does the policy impact on people? (e.g. on service users, businesses, employees, wider community)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Will it have a significant effect on how other organisations operate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does it relate to an area where SNH has set equality outcomes³ ?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does it relate to an area where there are known inequalities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If you answered **Yes** to any of the above, please proceed to Stage 1 of the EqIA form.

If you answered **No** to all of these, you do not need to carry out an EqIA so proceed to sign and complete the statement below.

¹ The term policy is shorthand for policies, provisions, criteria, functions, practices and activities including the delivery of services.

² Person leading on the policy development

³ Through the delivery of our services people who are under-represented as a result of a protected characteristic are more able to visit and experience the outdoors

Our workforce broadly reflects the diversity of the population of Scotland

Our workforce welcomes, values and promotes diversity

The gender pay gap is reduced

An EqIA is not needed Date:

Signed	Date
Lead officer:	
Responsible officer ⁴ :	

Please now publish the initial screening section of the form in eRDMS file [B239231](#) and email confirmation to diversity@snh.gov.uk. Please also retain a copy with your policy documents.

⁴ Person with overall responsibility for the policy.

Equality Impact Assessment: assessing impact

Stage 1. The purpose of the policy, service, activity etc.

What is the purpose of the policy?	Construction of approximately 100 metres of durable path on Hermaness NNR. This will link the existing gravel path from the reserve entrance with the recycled plastic path across the reserve interior, bypassing a section of eroded, unsurfaced path.
Who does the policy affect? (employees, customers, equality groups, stakeholders)	Visitors to the NNR, particularly less able walkers
What results/outcomes are intended?	To replace a section of potentially hazardous, eroding path with a safe, durable surface

Stage 2. Relevance to the needs of the general equality duty

Please consider which aspects of the policy are relevant to the three needs of the general equality duty

	Comment
Eliminate unlawful discrimination	There is currently no discrimination against any individual or group using the NNR, however there are limitations on access as a result of ground conditions and topography

Advance equality of opportunity	The new path will remove a significant restriction on less able walkers accessing the NNR by linking two existing surfaced paths to provide a safe and durable path from the reserve entrance almost to the western cliffs of the NNR. (The plastic path currently stops about 100 metres short of the cliffs. It is intended to construct a path on this section in the future but this is a lower priority as the ground is level and so less of an obstacle to access than the Winnaswarta Dale section)
Foster good relations between groups of people	N/A

Stage 3. To which of the equality groups is this policy relevant?

All	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Age	✓	Gender reassignment	<input type="checkbox"/>
Disability	✓	Pregnancy and maternity	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Religion and belief	<input type="checkbox"/>
Race	<input type="checkbox"/>		

If you decide that the assessment is not relevant to some groups, please say why below.

The existing path is only an obstacle to less able walkers i.e. the elderly and disabled. Because of the topography of the site it is not practicable to build an all-abilities path according to the BT Countryside for All Standards, but the new path will be as accessible as possible.

Stage 4. Evidence

Please consider what evidence is available to help you identify the impact the policy may have on people amongst the relevant groups you have identified? Both quantitative (statistics etc.) and qualitative (event feedback etc.) are equally valid. Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, [Scottish Government Evidence Finder](#), the views of equality groups, as well your own experience of working in this area etc.

Remember to consider whether this requires you to consult relevant equality groups. Where it is not possible to gather new information in time to inform the assessment, consider including such actions in your plans to monitor and review the policy.

Protected characteristic	Evidence	Source	Gaps and actions taken
Age	<p>Weekly participation in outdoor recreation declines from age 44 to 50% among 45-54 year olds, 48% among 55 to 74 year olds and 29% among those aged 75 and over. 46% of those aged 75 and over never visit the outdoors for recreation.</p> <p>There are over 890,000 people in Scotland aged 65 or over</p>	<p>Scotland's People and Nature Survey 2013/14</p> <p>2011 Census</p>	
Disability	<p>1,040,000 people in Scotland have a long-term health problem or disability which limits their day to day activities.</p> <p>Adults with a long-term limiting illness, health problem or disability made an estimated 21.4 million visits to the outdoors between March 2013 and February 2014. As a group they are however significantly less likely than average to participate in outdoor recreation or to do so on a regular basis: 63% (compared to 82% of all adults) visited the outdoors in the 12 months prior to interview and 35% (compared to 50% of all adults) visited the outdoors at least once a week during that period. More than a third of adults with a long-term illness, health problem or disability didn't visit the outdoors at all in the 12 months prior to interview (37%), rising to almost half of those</p>	<p>2011 Census</p> <p>Scotland's People and Nature Survey 2013/14</p>	

	with a condition which limited their participation 'a lot'.		
Gender	None		
Gender reassignment	None		
Marriage and civil partnership	None		
Pregnancy and maternity	None		
Race	None		
Religion or belief	None		
Sexual orientation	None		

<p>Additional comments:</p> <p>Please include here any further general comments as supporting evidence, for example, derived from consultation with equality groups and/or stakeholders etc.</p>
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Stage 5. The significance of the potential impacts

Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the policy offers opportunities to promote equality and/or foster good relations.

Protected characteristic	Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	The evidence at Stage 4 above shows that as people get older they are less likely to access the outdoors for recreation than the most active age group (25-34 year olds). Improving the path to as high an accessibility standard as possible will remove an existing barrier to access taking, making the NNR more accessible to people with this protected characteristic.	+	M
Disability	The evidence at Stage 4 above shows that people with a disability access the outdoors less often for recreation than people without a disability. Improving the path to as high an accessibility standard as possible will remove an existing barrier to access taking, making the NNR more accessible to people with this protected characteristic.	+	M
Gender			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sexual orientation			

Use the following guidance to inform your responses:

Indicate:

- Where you think that the policy could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the policy could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this policy has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a policy may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The policy or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The policy is institution wide or public facing The policy has consequences for or affects significant numbers of people The policy has the potential to make a significant contribution to promoting equality</p>
<p>Medium impact (The policy or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The policy is institution wide or cross-Unit, but mainly internal The policy has consequences for or affects some people The policy has the potential to make a contribution to promoting equality</p>
<p>Low impact (The policy or process might be equality relevant)</p>	<p>There is little evidence to suggest that the policy could result in adverse impact The policy operates mainly within a Unit The policy has consequences for or affects few people The policy may have the potential to contribute to promoting equality</p>

Stage 6. Action needed to fulfil the needs of the general equality duty

Please consider the results of your impact assessment, what mitigating or positive action do you recommend in order to fulfil the three needs of the general equality duty? This will involve considering whether the evidence indicates that there is likely to be a differential impact⁵ on particular equality groups, and particularly whether this impact is disproportionately negative.

Remember that it is lawful under the Equality Act to treat people differently in some circumstances, for example taking positive action or putting in place single-sex provision where there is a need for it. It is both lawful and a requirement of the general equality duty to consider if there is a need to treat disabled people differently, including more favourable treatment where necessary.

Needs of the general equality duty	Mitigating or positive actions needed, recommended or planned for each protected characteristic. (Age, Disability, Gender, Race, Sexual orientation, Gender reassignment, Pregnancy and maternity, Religion or belief)
1. Eliminate unlawful discrimination, victimisation or harassment	Path design and specification will be in accordance with best practice and, so far as practicable, with BT Countryside for All standards
2. Advancing equality of opportunity	Path design and specification will be in accordance with best practice and, so far as practicable, with BT Countryside for All standards
3. Fostering good relations	N/A

⁵ Suggests that a particular group has been affected differently by a policy, in either a positive, neutral or negative way.

Stage 7. Taking account of the results of the assessment

Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:

- **No major change** – your assessment demonstrates that the policy is robust. There is no potential for unlawful discrimination and you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review
- **Adjust the policy** – this involves taking steps to remove any barriers, to better advance equality or to foster good relations.
- **Continue the policy** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the policy** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.

Option selected	Justification
No major change	Path design and specification will be in accordance with best practice and, so far as practicable, with BT Countryside for All standards

Stage 8. Summary of agreed actions resulting from your assessment

What action, by whom, will be undertaken as a result of the impact assessment.

No.	Action	Person responsible	Timescale
1.	Ensure that path specification accords so far as possible with CfA standards	Jonathan Swale	Before going to tender
2.			
3.			
4.			

Stage 9. Monitoring implementation

No formal surveys are planned. However, staff capture feedback from visitors when on site.

Stage 10. Procurement

The public sector equality duty for procurement requires bodies to consider how they can further fulfil the needs of the general duty in how they procure goods and services both through the award criteria and contract conditions. This applies to thresholds which most, if not all, our procurement falls below. However, EHRC guidance encourages public bodies to adopt these principles to help meet our broader obligations in relation to procurement and equality.

Consequently, if your proposal involves any related procurement of goods, services or advice, you should now consider how best to reflect the results of your impact assessment in the procurement process.

Award criteria at tender stage	Path specification will ensure standards
How will you evaluate award criteria	N/A
Contract performance criteria	N/A

Stage 11. Authorisation

Please confirm that:

This Equality Impact Assessment has informed the development of this policy:

Yes No

Opportunities to promote equality in respect of age, disability, sex, pregnancy and maternity, gender reassignment, sexual orientation, race and religion or belief have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Advancing equality of opportunity;
- Fostering good relations

Yes No

I am satisfied with the equality impact assessment that has been undertaken for Winnaswarta Path, Hermaness and give my authorisation for the results of this assessment to be published on the SNH website.

Name:	Kristin Scott
Position:	Unit Manager
Authorisation date:	19 January 2015

Note: if this EqIA is associated with a policy that requires Director, Management Team or Board sign-off, you should arrange for the results of the assessment to accompany approval of the policy. This is to ensure that decision-makers are given sufficient information to enable them to pay due regard to equality when making their decision.

Stage 12. Storing and publishing this EqIA

The regulations require that where an assessment has been made and the policy is implemented, the results of any assessment be published 'within a reasonable period' of the decision to apply the policy.

Please now publish this EqIA in eRDMS file [B239231](#) and send the ID to the Equality and Diversity Team diversity@snh.gov.uk for quality assurance and publishing on the SNH website.