Equality Impact Assessment (EQIA) Template

Section 1: Details of the policy/practice/project

| **Information required** | **Enter information below** |
| --- | --- |
| Department/Team responsible | Visitor Services & Communities |
| Name of Policy, Practice or Project being assessed | Visitor Strategy |
| Purpose and anticipated outcomes | The Visitor strategy has four strategic priorities:   1. Climate Change: We will ensure FLS visitor offer makes a full contribution to our national ambitions to become a Net Zero society by 2045. 2. Community: We will ensure our recreation and tourism offer leads to improved community wellbeing and nurtures thriving places in Scotland 3. Rural Economy: We will work with others to maximise the benefits of our land to the wider economy 4. Health and Education: We will work others to improve the health and education of Scotland |
| Is this a new or existing Policy, Practice or Project? | New policy |
| List of participants in Equality Impact Assessment process | Stuart Chalmers  Rebecca Carr (Data review)  Craig Millar (Data Review)  Leona Wilkie |
| Date Assessment started | 24 May 2022 |
| Completion date | 20 June 2022 |

| Who is likely to be affected?  *E.g. employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.* | All employees  All members of geographical communities near national forests land and communities of interest in Scotland |
| --- | --- |

Section 2: Collecting information

What evidence is available about the needs of relevant groups? Please consider demographic data, including census information, research, consultation and survey reports, feedback and complaints, case law, others knowledge and experience. Please refer to the list of evidence on the EqIA page of the intranet.

| **Details** | **Source of evidence** |
| --- | --- |
| **FLS Workforce Data as at December 2020**  Total staff: 975   * Male: 659 – 68% * Female: 316 – 32% * Disabled: 34 – 3% * Disability Not Known or Prefer not to say: 45 – 5% * Ethnic Minority/BAME: <1% * Age Under 25yrs: 29 – 3% * 25-44 yrs: 387 – 40% * 45+ yrs: 559 – 57% | Data extracted from i-Trent system (HR and Payroll)  These figures include all contract types. |
| **Scotland’ Population**  Total population: 5,295,403   * Median age: 42 years female, 40 male * Age:   + Under 16 17.3%,   + 65 and over 16.8% * Long term health problem or disability: 20% * Marital status:   + Married or in a Civil Partnership: 45.4%   + Single: 35.4% * Race:   + White Scottish, Other British 91.9%   + White – other 4.2%   + Asian, Asian Scottish, Asian British 2.3%   + Other ethnic groups 1.7% * Sex: 51.5% Female, 48.5% Male * Health   + Activities limited by long-term health problem or disability 19.6%   + Long-term health condition 29.9%     - Deafness or partial hearing loss 6.6%     - Blindness or partial sight loss 2.4%     - Mental health condition 4.4% | 2011 Census Scotland data |
| **Poverty and Income Inequality**   * Living in relative poverty after housing costs   + All individuals 19%   + Working age 19% * Child poverty after housing costs 24% * Relative poverty by race   + Asian and Asian British 41%   + Mixed, Black and Other 43% * Income inequality before housing costs   + Palma ratio 121%   + Gini coefficient 32% | Poverty and Income Inequality in Scotland 2017-20 |
| **Rural Scotland**  Most of Scotland’s national forests and land is in areas defined as accessible rural or remote rural (70% of Scotland’s land area). 17% of people live in rural areas. Key demographics (figures for all Scotland in brackets):   * Age: 23% over 65 (19%) * LGBTI: 1 to 1.9% identify as LGBO (2.9%) * Disability: “roughly equal proportions of disabled people (30%) in urban and rural areas” * Ethnic minorities:   + 0.4% Asian, Asian Scottish or Asian British (2.9%)   + 0.6% All other ethnic groups (includes categories within 'Mixed or Multiple Ethnic Group', ‘African’, ‘Caribbean or Black’, and ‘Other Ethnic Group’) (1.8%)   Additionally people in rural Scotland are more likely to volunteer (33%) than in the rest of Scotland (25%); and more assets are in community ownership (80% of community ownership) than in the rest of Scotland (20%). | [Inclusive participation in rural Scotland: research report](https://www.gov.scot/publications/inclusive-participation-rural-scotland-preliminary-exploration/), 2021 |
| The proportion of adults who visit the outdoors for leisure or recreation by population group in 2017/18 was 82%. Under-represented groups are:   * those in the 15% most deprived areas (73%) * aged 55 or over (73%) * those with a long-term limiting disability or illness (63%) or bad self-report health (47%)   Members of the BME population are just as likely as adults of white ethnicity to visit the outdoors for recreation; they are, however, less likely to visit on a regular weekly basis: 47% (compared to 58% of adults of white ethnicity).  To note, the profile of visitors to the national forest estate in 2013 indicated:   * 2% of visitors were from the 10% most deprived areas * 0.2% of visitors from a BAME background (low compared to 4% of Scottish Population) * 6% of visitors had long term illness disability (low compared to 19% of Scottish population) * 50% Female and 50% Male (Scottish Population is 51.5% female). Note cycling visitors are only 24% female versus 76% male. * Age Profile shows under representation compared to Scottish population for under 5s and 11 to 24 year olds.   + Under 5’s 3% visitors (low compared to 5% in Census)   + 5-10 years - 5% of visitors (same as census at 5%)   + 11-15 years – 3% of visitors (low compared to 5% in census)   + 16-24 years 6% of visitors (low compared to 13% in Census)   + 25-34 years 12% of visitors (similar to 13% in census)   + 35 – 44 years 14% of visitors (similar to 14% in census)   + 45-59 years 29% of visitors (significantly above 22% in census)   + 60+ years 27% of visitors (above 24% in census) | [Scotland's People and Nature Survey - Participation in outdoor recreation: under-represented groups 17/18 | NatureScot](https://www.nature.scot/doc/scotlands-people-and-nature-survey-participation-outdoor-recreation-under-represented-groups-1718)  [Microsoft Word - AFS2 TNS Main report FV - 15 July 2014.docx (forestryandland.gov.scot)](https://forestryandland.gov.scot/images/researchandresources/tourismrec/Profile-of-forest-visitors-All-Forests-Survey-Report-2013_.pdf)  [Principal projection - Scotland population in age groups - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/tablea26principalprojectionscotlandpopulationinagegroups) |

| **From your research above, if you have you identified any gaps in evidence, enter the details of the gaps below** |
| --- |
| The All Forest Survey (2013) is the most reliable data we hold of visitors to Scotland’s forests and land however is now 9 years out of date and may not be an accurate reflection of current visitor profile. Covid 19 for example has changed how people use the outdoors but we do not know how this has impacted protected characteristics. We do not hold clear data on visitors in the following protected characteristics:  Gender Reassignment, pregnancy and maternity, religion & belief (including non-belief), marriage or sexuality. |

| **As appropriate, please describe below, the consultation/engagement undertaken, including details of the groups involved and the methods used** |
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| Draft Visitor Strategy circulated to:   * All staff for review and feedback in Oct – Dec 21 * Published on the FLS intranet in November 2021 with comments and feedback sought from public and partners by January 22. The opportunity to feedback was promoted via press releases. Key access and tourism organisations were emailed directly. 160 individual responses received with 27 responses from organisations and the remainder from individuals. Accessibility and Inclusion was clearly identified by many responses as a fundamental issue where positive change is needed. * Consultation Summary published in March 2022 on the intranet. * Series of 5 online workshops on Action Plan workshops were run in May 22. |

| **Detail below if there are any other groups to be consulted** |
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Section 3: Impacts

Has the research and consultation identified any potential for impacts on those with the following protected characteristics:

| **Protected Characteristic** | **Potential Impact (yes or no)** | **Explain** |
| --- | --- | --- |
| **Age**  *E.g. older people, children, young people* | Climate Change – Yes  Community - Yes  Rural Economy – Yes  Education and Health - Yes  FLS staff – yes | Young people under 5 and between 10 and 24 are currently underrepresented in accessing Scotland’s forest and land.  Positive Impact. Improved sustainable transport and active travel options will positively support young and elderly accessing forests and land through provisions of non-car based options to travel to the forest. Increased quality urban woodlands, as per the strategy, will support young and old by providing easier access to quality greenspace.  Positive Impact. The policy seeks to involve community in our decision making. Historically it has been challenging to involve young people and we need to be mindful of this in terms of consultation planning – particularly ages 10 to 24. We will create volunteer and collaboration opportunities 11 to 24 year olds. Volunteering with young people could be helpful to improve participation.  Potentially Negative. FLS ambition for financial sustainability could have an impact on the young and old if the pricing does not link with cost of living and represent good value for money. Pricing strategies will consider age impacts.  Positive. FLS will take the opportunity with education and projects to engage positively with underrepresented 10 to 24 year old visitors.  Staff will need guidance around involving young people and pricing strategies. They will also need support around sustainable transport partnerships. |
| **Disability** | Climate Change – Yes  Community - Yes  Rural Economy – No  Education and Health - Yes  FLS staff – yes | Disabled and long terms sick are significantly underrepresented by about a third of the potential audience.  Positive. Sustainability travel, active travel and urban woodland will provide positive benefits for visitors with disability or long term illness.  Positive. We will work more closely with disabled communities of interest to involve and collaborate with them to improve the visitor offer.  Positive. Disabled visitors will continue to get free parking.  Positive. The strategy seeks to improve provision for people with disabilities by removing both physical and psychological barriers to access. We will work with others to understand barriers and seek innovative projects to broaden visits by disabled visitors.  Positive. Staff will be provided training in understanding barriers to access and prioritising work. |
| **Gender reassignment**  *Where a person is living as a different gender to that at birth* | Climate Change – No  Community - No  Rural Economy – No  Education and Health - No  FLS staff – Yes | Positive. Future design of toilets will consider gender neutral provision as part of design process.  Positive. FLS customer facing staff will be trained in trans community use of toilets and other services to prevent discrimination. |
| **Pregnancy and maternity** | Climate Change – Yes  Community - No  Rural Economy – Yes  Education and Health - Yes  FLS staff – yes | Positive. Improved sustainable travel and active travel options will benefit those that do not have a car. Urban woodland will support improved access.  Potentially Negative. FLS ambition for financial sustainability could have an impact on the young families if the pricing does not link with cost of living and represent good value for money. FLS will consider impact on young people with pricing strategies.  Positive. The strategy seeks to improve accessible access for prams and buggies which is critical for supporting exercise and outdoor access during maternity. Facilities will be reviewed to ensure we provide adequate changing facilities at public toilets.  Positive. Staff will be provided with training in understanding barriers to access and prioritising work. |
| **Race, ethnicity, colour, nationality or national origins**  *Including gypsies or travellers, refugees or asylum seekers* | Climate Change – Yes  Community - Yes  Rural Economy – Yes  Education and Health - Yes  FLS staff – yes | Minority ethnic groups are significantly under-represented in visits to forests and land managed by FLS.  Positive. Sustainability travel, active travel and urban woodland will provide easier access.  Positive. We will be more proactive in consulting and collaborating with non-white communities who account for only 0.2% of visits compared to a Scottish population of 4%. One of the key areas is to make sure people of all race and ethnicity feel welcomed through use of imagery on visitor material such as the web and leaflets.  Positive. Minority ethnic are significantly over-represented in socio-economic disadvantage so FLS ambition for financial sustainability could have an impact on the minority ethnic if the pricing does not link with cost of living and represent good value for money. Race and Ethnicity will be considered as part of pricing strategies.  Positive. FLS will engage with partners to run events for non-white communities to introduce them to Scotlands forests and land.  Positive. Staff will be provided with training around engagement and collaboration. Visitor jobs advertisements will seek to increase the ethnic diversity of our staff to reflect the wider population. |
| **Religion or belief**  *Including non-belief* | Climate Change – No  Community - No  Rural Economy – No  Education and Health - Yes  FLS staff – Yes | Positive. FLS will work with others to encouraging groups to enjoy forests as part of religious festivals. E.g. Tu B’Shevat in the Jewish calendar, which is a tree-planting festival. Or Norwuz (new year/spring equinox), celebrated by Zoroastrians (Middle East) includes a picnic outdoors 13 days after new year.  Positive. Staff will be provided training on religious festivals and how FLS can support through encouraging groups to use the forests. |
| **Sex/Gender** | Climate Change – Yes  Community - Yes  Rural Economy – No  Education and Health - Yes  FLS staff – yes | Overall the balance of visitors to Scotland’s forests and land is 50% female and 50% male. As the Scottish population is 51.5% female this shows a slight underrepresentation of women. However activities such as cycling show that females are significantly underrepresented (only 24% of cyclists are female).  Positive. Improved sustainable transport and active travel will facilitate more female cyclists.  Positive. FLS will proactively engage with female cyclists when we look at redesign of cycling facilities, such as 7stanes with the aim of increasing participation.  Positive. FLS will work with event organisers including the Cycling World Championships to increase female participation in cycling  Positive. Staff will be provided with training around engagement and collaboration with female visitors, particularly cyclists. |
| **Marriage and civil partnership** | Climate Change – No  Community - No  Rural Economy – No  Education and Health - No  FLS staff – No | The policy will not result in changes that will have an impact on marriage and civil partnership. |
| **Sexual Orientation** | Climate Change – No  Community - No  Rural Economy – No  Education and Health - Yes  FLS staff – yes | We do not hold data on sexual orientation of visitors.  Positive. One of the key areas is to make same sex and mixed sex couples feel welcomed through use of imagery on visitor material such as the web and leaflets. FLS will use imagery of same sex couples as part of our promotion of sites  Positive. Staff will be provided with training around sexual orientation particularly around ensuring equality of service for same sex couples and guidance around use of imagery. |

Is there any evidence that the policy may result in any less favourable treatment, discrimination, harassment or victimization as detailed below:

| **Potential outcome of the policy** | **Delete as appropriate** | **If yes, give details of the potential outcome and any project modifications to mitigate the risk** |
| --- | --- | --- |
| Result in less favourable treatment for particular groups | No |  |
| Give rise to direct or indirect discrimination | No |  |
| Give rise to unlawful harassment or victimisation | No |  |

Section 4: Meeting our General Equality Duty

| **Enter below which aspects of the Policy, Practice or Project seek to eliminate unlawful discrimination, harassment and victimisation** |
| --- |
| **Principle 1 - We will be Inclusive**  Scotland’s forests and land are for everyone. Diversity and Inclusion is inherent in all that we do in Forestry and Land Scotland and we are committed to fulfilling and promoting the Scottish Government’s public sector equality duties. We want to create an environment that is accessible, open and welcoming to people from all backgrounds and communities across Scotland. We will continue to integrate diversity and inclusion into everything that we do by identifying and removing barriers, enabling us to build a more inclusive organisation, services and facilities. |

| **Enter below which aspects of the Policy, Practice or Project seek to advance equality of opportunity between people who share a relevant protected characteristic and those who do not** |
| --- |
| **Priority 4 - Health and Education: We will work others to improve the health and education of Scotland**  Aim: We will encourage those who do not currently visit to take access and enjoy Scotland’s national forests and land.  a) Look to remove barriers to visitor access where this will have the greatest impact.  b) Encourage and support events and opportunities that bring new groups into activities  Aim: We encourage the use of Scotland’s national forests and land for health and wellbeing activities.  a) Build strategic relationships with key health service providers, to identify how FLS can facilitate others to make best use of the national forests and land.  Aim: We will encourage the use of the national Scotland’s forests and land for outdoor education and learning.  a) Engage with and encourage outdoor learning partnerships and projects to make use of the national forests and land through appropriate mechanisms and value added opportunities.  b) Enable others to use the national forest and land for activities that have positive education and learning benefits. |

| **Enter below which aspects of the Policy, Practice or Project seek to foster good relations between people who share a protected characteristic and those who do not** |
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| **Priority 2- Community: We will ensure our recreation and tourism offer leads to improved community wellbeing and nurtures thriving places in Scotland**  Aim: We will improve Community Involvement in our decisions  a) We will involve communities in planning and new services decisions we make around tourism and recreation - to manage impacts of development and maximize benefit to communities and local businesses.  Aim: We will support Community Collaboration  a) We will support communities health and tourism ambitions.  b) We will support communities being more actively involved with managing trails.  Aim: We will work with others to support Volunteering  a) We will developing an volunteering strategy  b) We will work in partnership with others to deliver volunteering activity |

Section 5: Outcome of the assessment

| **Outcome of the assessment on the Policy, Practice or Project** | **Enter detail below** |
| --- | --- |
| No major change | X |
| Adjust the Policy, Practice or Project |  |
| Continue to Policy, Practice or Project | X |
| Stop and remove the Policy, Practice or Project |  |

| **Detail below recommendations, including action required, to address any negative impacts identified** |
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Section 6: Monitoring

| **Describe below how you will monitor the impact of this Policy, Practice or Project**  *E.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure achievement of outcomes etc.* |
| --- |
| **All Forest Survey**  Within the life of the Visitor Strategy, FLS will calculate a new annual visitor number figure for all Scotland’s forests and land and develop a profile of visitors, including protected characteristics.  Here are some of the annual measures planned relevant to the EqIA:  **Climate Change**   1. Number of destinations with sustainable transport solutions or active travel. 2. Area of FLS land within boundary of urban area.   **Community**   1. Number of Community Engagement Plans on Visitor projects / services 2. Km of trails managed by communities on FLS land 3. Number of Health and Tourism projects FLS is supporting with Communities 4. Volunteering days on FLS land   **Health and Education**   1. Number of physical barriers to access removed 2. Number of new visitors attending events 3. Number of Health Projects 4. Number of Education Projects |

| **When and how is the Policy, Practice or Project due to be reviewed?** |
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| The strategy will have a ten year life, but will be reviewed every three years in line with the FLS Corporate Plan publication. |

Section 7: Sign off

| **Required information** | **Enter information below** |
| --- | --- |
| Date sent to Equality and Diversity Manager | 24 May 2022. Revision sent 16 June 22. |
| Comments from Equality and Diversity Manager | None required as Equality and Diversity Manager has been involved in the EQIA process and comments have been included where appropriate. |
| Date signed off by Equality and Diversity Manager | Ella Hashemi  20 June 2022 |

| **Details of Senior Manager who has signed off this Equality Impact Assessment** | **Enter information below** |
| --- | --- |
| Name | Leona Wilkie Signature of Leona Wilkie |
| Title | Interim Head of Visitor Services & Communities |
| Date approved | 21/06/21 |