



Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal

Budget saving – proposed removal of Planning and Sustainable Growth, Path Networks Maintenance Budget.

Step 2

Is this only a **screening** Equality Impact Assessment

~~Yes~~/No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes/~~No~~

Is this a Fairer Scotland Duty Assessment

Yes/~~No~~

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i) Lead Directorate/Service:

(ii) Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Whilst there are no statutory requirements to maintain path networks, the proposal does relate to various duties and powers under the Land Reform (Scotland) Act 2003 including: duty to prepare a core paths plan, and powers to maintain core paths and take measures for the safety, protection, guidance and assistance of people exercising access rights.

Also requirements for maintenance under the Countryside (Scotland) Act 1967.

(iii) What is the aim of the proposal? Please give full details.

Budget savings by removal or reduction of the revenue budget available for maintenance of path networks.

(iv) Is it a new proposal? **Yes/No** Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes/No Please indicate

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees **Yes/No**

Job Applicants **Yes/No**

Service users **Yes/No**

Members of the public **Yes/No**

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Internal consultation (e.g. with staff, trade unions and any other services affected).

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

External consultation (e.g. partner organisations, national organisations, community groups, other councils.

Other (general information as appropriate).

Officer knowledge of path management and maintenance under the proposed budget, including history of customer enquiries relating path maintenance issues.

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? **Yes/No**

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

No consultation or engagement has been undertaken in relation to the proposal.

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact Negative

Older people with reduced mobility will find it more difficult to use overgrown paths or poorly maintained path surfaces than younger people who are fitter and more agile. There may also be increased health implications for older people get wet from walking through tall wet vegetation after periods of wet weather.

Disability

Impact Negative

Overgrown paths are more likely to be a barrier to access for people with disabilities, including wheelchair users and those with mobility issues, visual impairments, that to able bodied people.

Gender reassignment

Impact Neutral

No potential impacts on gender reassignment have been identified.

Marriage and Civil Partnership

Impact Neutral

No potential impacts on Marriage and Civil Partnership have been identified.

Pregnancy/Maternity

Impact Negative

Paths that are overgrown with tall or wet vegetation will be more of a barrier to families using pushchairs, or to young children who are walking or cycling.

Race - (includes Gypsy Travellers)

Impact Neutral

No potential impacts on race have been identified.

Religion or Belief

Impact Neutral

No potential impacts on religious belief have been identified.

Sex

Impact Negative

Women are more likely to feel vulnerable to attack on paths that are overgrown with reduced visibility to and from the surrounding area.

Sexual orientation

Impact Neutral

No potential impacts on sexual orientation have been identified.

Step 7 (a) Assessing Children's Rights

We should encourage children and young people's participation in decision-making; champion their interests, and think about what we can do to place children and young people at the centre of our policies/proposals. You need to:

- identify, research, analyse and record the anticipated impact of any proposed policy, service or other measure on children's human rights and wellbeing.
- think about the means of involving children and young people in the development of your policy/measure.
- ensure decisions are necessary and proportionate when balanced against any impact on children's rights.

There are four articles in the [United Nations Convention on the Rights of the Child](#) (UNCRC) that are seen as special. They're known as the "General Principles". They help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. Please answer alongside the following questions:

- 1. Which of the general principles apply to your proposal? Select all that apply:**
 - Non-discrimination (Article 2)
 - Best interest of the child (Article 3) **Yes**
 - Right to life survival and development (Article 6)
 - Right to be heard (Article 12) **Yes**
 - None
 - Other

2. **What impact will your proposal have on children's rights, i.e. positive, negative or neutral?** Potentially negative.
3. **How will the proposal give better effect to the UNCRC in Scotland?** N/A
4. **How will the impact be monitored?** Potentially via the number of complaints or any accidents reported.
5. **How will you communicate to children and young people the impact of the proposal on their rights?** The outcome of the budget setting process is public knowledge and is available to view on the council website.

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

n/a

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

n/a – no mitigating actions have been identified.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

No possible mitigating steps have been identified.

Step 10: If a potentially negative impact has been identified, please state below the justification.

The proposal can only be justified on the grounds of unavoidable reductions to the available budget.

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

It does not contribute.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

No

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future).

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

N/A

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

With the committee paper.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Paul Clark, Countryside Access Officer. 19 January 2024

Reviewed by: Doreen Phillips, Senior Practitioner (Equalities), 6 February 2024

Approved by: Jill Paterson, Service Leader Planning and Sustainable Growth, 6 February 2024

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
