**EQUALITY IMPACT ASSESSMENT (EQIA)**

**1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION**:

1. Name of the Policy, Project, Service Reform or Budget Option to be screened

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| Transforming Pollok Country Park – Active Travel Management Plan |

1. List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

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| Pollok Country Park is the largest park in Glasgow and was voted Best Park in Europe in 2008. As well as its importance as a green space for leisure and nature conservation, it has outstanding heritage features including housing two of Scotland’s most important museums (both of which are Category A Listed buildings). It is underutilised at present, and Glasgow City Council and Glasgow Life aim to transform the park from an asset rich but underutilised historic park into a world class civic destination that is enjoyed more and more often by its citizens and visitors to the city.  To deliver this ambition, a set of access and orientation improvements have been developed into an Active Travel Management Plan which improves the visitor experience travelling to and within the park in advance of the reopening of the Burrell Collection, which is currently undergoing a major refurbishment and is due to open in early 2022 (date to be confirmed).  Lack of transport connections and the cost of transport have been identified as barriers for visitors to the Burrell Collection. This is also true for visitors to the wider park. In 2016-2017, a visitor survey revealed that 71% of visitors travel to the park by car, compared to 50 – 60% at other Glasgow museum venues. A more recent survey of non-users carried out in 2019 also revealed a perception in local communities that the park can be difficult to get to if you don’t own a car.  Principles and emerging proposals to improve ease of access to and around the park have been developed to address these issues. The proposals centre around promoting sustainable travel to the park and discouraging private car use through charging for parking and ensuring the central area of the park is car-free as much as possible.  Specific principles are as follows:   * Remove barriers to access * Prioritise access to Pollok Country Park via public transport * Prioritise pedestrian and cyclist access * Make the park a navigable and enjoyable space * Reduce the number of vehicles passing through the park * Encourage visitors to leave their cars at home   These principles and emerging proposals have been shared with communities and stakeholders through engagement since November 2018. Local residents and other stakeholders expressed support for the concepts shared, and opinions and information were gathered and used to inform the detailed design of proposals.  To engage with groups that do not use the park, a non-user survey was undertaken and specific communication activities were carried out in Greater Pollok (a previous user analysis revealed there was a lower percentage of visitors to the park from this area).  By creating an accessible park environment, the project seeks to underpin investment in the Burrell Collection and connect the park to surrounding local communities, and ultimately contribute to the regeneration of the Southside of the City.  In summary, the Active Travel Management Plan aims to deliver transport infrastructure improvements to and within the park, and deliver the following benefits:  Improve access to the park -   * Ensure the expected increase in visitors does not negatively impact on user experience in the park * Improve sustainable travel options to the park * Remove barriers to access   Improve access within the park -   * Make the park easier to navigate * Prioritise cyclist and pedestrian access   Key proposals being implemented before the Burrell Collection re-opens are as follows:   * The creation of improved pedestrian and cycling routes leading from the existing main entrance at Pollokshaws Road to the Burrell Collection and Pollok House. This entrance is adjacent to Pollokshaws West train station and main bus routes, and improvements in the onward routes from this access point will support the use of public transport by park users. Improvements will include provision of shelter and rest points, and physical improvements to support level access. Vehicular access to the park will no longer be supported at this entrance in order to give priority to pedestrians and cyclists and to limit the area of the park negatively affected by private vehicles. Controlled access will be provided for the allotments and tied properties. * An improved entrance for cars and buses at the current vehicular exit on Haggs Road. This will allow access for double decker buses and reduce the area of the park negatively affected by private vehicles. The existing exit road will be retained and two way traffic will be permitted between the new vehicular entrance and the Burrell Collection. A drop off point for buses and park shuttle bus near Pollok House will also be created. Accessible parking spaces will be provided at the Burrell Collection and at the new perimeter car park. * The creation of a new perimeter car park on the site of a disused blaes hockey pitch adjacent to the new entrance. This will keep the majority of private vehicles at the edge of the park thereby improving amenity in the heart of the park. * The creation of a separate lit footpath between Haggs Road exit / entrance area and the Burrell Collection (currently pedestrians share the road surface with exiting vehicles on this route). * The closure of the east west route through the park for private vehicles, reducing the number and impact of cars in the park. Direct access to the Riverside car park at Pollok House will be maintained via the north east entrance / exit road.   It is also proposed that a uniform charge is introduced to all car parks in the Country Park in order to further encourage a modal shift to public transport and provide an income revenue to contribute to the park. This cost of this charge will be £2.50 for 4 hours and £4 for all day. At present there is a £1/day charge at the Burrell Collection car park but all other car parks are free.  Although these proposals and the Active Travel Management Plan forms the focus at present, other components are also being progressed to transform the park as part of a wider masterplan. This includes a shuttle bus operating within the park to transport visitors from entrances and car parks to attractions in time for the works being complete. |

1. Name of officer completing assessment (signed and date)

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| Alex Fleming-Knox, Assistant Special Projects Officer, Glasgow Life  06.11.20 |

1. Assessment Verified by (signed and date)

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| Alex MacLean, Head of Programme Delivery, Glasgow City Council  10.11.20 |

# GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

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| Please name any research, data, consultation or studies referred to for this assessment: | Please state if this reference refers to one or more of the protected characteristics:   * disability, * race and/or ethnicity, * religion or belief (including lack of belief), * gender, * gender reassignment, * sexual orientation * marriage and civil partnership, * pregnancy and maternity, | Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation. |
| Pre-closure research at the Burrell Collection showed that overall visitor numbers to the museum had fallen significantly to under 200,000 visitors per annum in 2015, against a background of sustained or increased visits by all groups, local and tourist, to other city museums. This research highlighted that the museum, and the wider park, is currently underutilised by local residents, visitors and tourists. |  |  |
| Extensive informal consultation has been carried out from November 2018 – May 2019. Principles and emerging proposals relating to improving access to and within the park were shared and discussed with the following communities and stakeholders:   * Local Community Councils * Area Partnerships * Priesthill and Househillwood Thriving Place Forum * Local residents from Pollok - This was targeted engagement at Sanctuary Scotland community breakfasts and a Pollok 80/20 (community initiative) “Brilliant Breakfast” * Pollokshaws Transformational Regeneration Area strategy group (with members of community and Pollokshaws Area Network as well as local housing organisations in attendance) * Park Operators |  | The information generated through this early engagement helped to inform the detail of proposals and has raised key recurring themes that members of the community and other stakeholders feel are important, such as:   * Effective management of pedestrians and cyclists on shared surfaces * Considerations for local access to be retained * Support for sustainable transport to be prioritised   There was also a desire from operators on the western side of the park to see improvements to this area in addition to the proposed changes which are largely on the eastern side. This will be taken into account as future proposals are developed. |
| In 2014 a disability access audit was undertaken by ABT Safety Ltd which assessed:   * Pedestrian and vehicular access routes into and within the park * Park facilities open to the general public * Pollokshaws West Train Station   This audit highlighted the following:   * Poor signage within the park and at entrance * Inadequate pavement sizes and surfaces * Lack of crossing points at entrance * Insufficient seating, lighting on main routes * Limited level access in places * Lack of adequate toilet facilities * Lack of set-down/pick-up area close to the Burrell Collection * Poor accessibility of Pollokshaws West station | Disability | The Active Travel Management Plan focuses on improvements in the east side of the park from which the Burrell Collection is to be accessed, and addresses many of the issues highlighted in the access audit.  Improvements include the provision of improved signage, re-surfacing and widening of paths, introduction of lighting, provision of shelter and rest points, and physical improvements to support level access. |
| A Glasgow Museums Visitor Survey was carried out in 2016 by ScotInform, and revealed that 71% of all visits to the Burrell Collection were by private car, while 9% were made on foot and 13% of journeys were made by bus or train. |  | The proposals take into account the relatively high proportion of museum visitors who choose to drive to the park by providing additional car parking spaces. |
| A Pollok Park User Analysis was carried out in 2016-2017 by ScotInform and revealed the following:   * 71% of visitors travelled by car * 11% of visitors walked * 5% of visitors travelled by mini bus * 5% of visitors stated they had a disability |  | As above, the proposals have taken into account the need to provide car parking as well as promoting sustainable transport links to the park.  Proposals include accessible car parking spaces close to attractions. |
| A survey of non-users of Pollok Country Park was carried out in early 2019 by James Law Associates. Non-users were classified as individuals who had never visited Pollok Country Park or who had not visited in the past year.  The following findings relating to access and orientation were revealed:   * 29% of surveyed non-users suggested that a ‘shuttle bus to various locations’ would improve the park. * 8% of surveyed non-users suggested public transport improvements would encourage them to visit the park. |  | The proposals aim to serve the needs of all local residents, visitors and tourists. This includes residents who do not regularly visit.  There are plans being progressed to deliver the shuttle bus, and proposals are designed to reduce barriers to public transport by improving the last mile journey into the park. |
| A survey was undertaken of visitors parking at the Riverside car park (next to the Burrell Collection) in May 2019 by James Law Associates. The key findings over the study period (two Saturdays and Mon-Friday) were as follows:   * Over 70% of Riverside Car Park users enter via Pollokshaws Road * Riverside Car Park was close to/at capacity on Saturdays *(capacity 70)* * 2/3 users live in Glasgow City and 1/3 in Greater Glasgow * 2/3 users were female – with greatest proportion (over 60%) in 25 – 54 age range * 1/6 users are members of National Trust for Scotland * Most visit to *‘walk for leisure’* (47%) or *‘walking dog’ (*33%), *‘meeting friends’* or ‘*visiting Pollok House’* (both 11%) * Riverside Car park chosen for ‘deliberate’ reasons *‘I like this part of park’* (30%), *‘close to Pollok House*’ (28%) or ‘*close to river’* (27%) * 9/10 users had visited previously while 1/3 users visit once a week or more * Support for suggested potential developments is strong (not including ‘*paid for attractions*’) * A majority of respondents (60%) chose to enter the park via the Pollokshaws Road entrance because it was the most convenient route from where they lived * Closure of Pollokshaws Road entrance/route would be ‘disappointing’ and ‘less convenient’ as it is the favoured route of most *–* but unlikely to cause substantive reduction in visiting Pollok Country Park | Women | For car drivers, the potential closure of Pollokshaws Road entrance was regarded as inconvenient but would not discourage them from visiting the park. It is noted that this question was asked without any context to the broader aims of the project.  The proposals seek to redirect drivers who usually access the park via Pollokshaws Road to a new entrance off Haggs Road or the existing Dumbreck Road entrance in order to reduce the volume of cars travelling through the centre of the park and improve the user experience for park visitors. For those currently choosing to access the park via Pollokshaws Road, it is likely that their journey will be made slightly longer by driving to Dumbreck Road or Haggs Road.  The proposals provide extra parking provision, given that Riverside car park fills to capacity regularly on weekends. |

# ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

| **Protected Characteristic** | **Specific Characteristics** | **Positive Impact – it could benefit an equality group** | **Good Practice/ Promotes Equality or improved relations** | **Negative Impact –**  **it could disadvantage an equality group** | **Reason for Change in Policy or Policy Development** | **Socio Economic /**  **Human Rights Impacts** |
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| **SEX/ GENDER** | Women | The proposals will include the installation of lighting on the route between the Burrell Collection and the perimeter car park/park exit. This will have a positive impact on personal safety, as it is recognised that lack of lighting could be a barrier to access for women in particular. |  | The Riverside car park survey showed that 2 out of 3 surveyed car passengers/drivers parking in this car park were women. With 70% of the overall respondents in this survey accessing the park via Pollokshaws Road (along which restricted vehicular access is proposed), there is a large proportion of women driving cars along this route. The proposals would modify (and slightly increase the duration of) the route in to the park for this group of visitors if they were to remain travelling by car.  To mitigate this impact, the importance of signage and marketing to notify this change in route has been incorporated into the proposals. | To promote sustainable transport and improve the environment in the park. | Any visitor choosing to travel to the park by public transport or by cycling/walking will face no charges for parking.  Parking arrangements for mini-buses and coaches should take into account the mixed gender of visitors.  Charging for car parking may discourage visitors.  This charge would only apply to those choosing to bring a car to the park. |
|  | Men |  |  |  |  | As above |
|  | Transgender |  |  |  |  | As above |
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| **RACE\*** | White | In any case that English is not a familiar language for visitors, signage chosen will aim to be clearly understandable. |  | Car parking will be managed by City Parking however it is envisaged that parking payment will be collected via machines in addition to Ringgo in case users not from the Glasgow region do want to register for RingGo app for a single visit (applicable to tourists). | Improve park environment, making it accessible for all. | As above |
| *Further information on the breakdown below each of these headings, as per census, is available* [*here.*](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwij_q-kganSAhXEDsAKHZoeBgcQFggcMAA&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fprimary-set-of-harmonised-concepts-and-questions%2Fethnic-group.pdf&usg=AFQjCNFH-QwgZzHMg_lyyP4rhOqS2uZWjw)  *For example Asian includes Chinese, Pakistani and Indian etc* | Mixed or Multiple Ethnic Groups | As above |
| Asian | As above |
| African | As above |
| Caribbean or Black | As above |
| Other Ethnic Group | As above |
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| **DISABILITY** | Physical disability | The proposals include changes to existing paths from Pollokshaws Road entrance and from Haggs Road to enhance physical accessibility for everyone using these paths.  It is recognised that many visitors with a physical disability may choose to travel by private vehicle and may benefit from the accessible parking provision planned close to attractions. | This good practice promotes equality by making reasonable adjustments for disabled people with a physical disability that qualifies them to have a blue badge. | Anyone with a physical disability but lacking a blue badge may not secure a parking space close to their destination, and the walk between the proposed overflow car park and end destinations may be a barrier.  Anyone dropping off a visitor at the drop-off point in front of the Burrell Collection may have to double back to the overflow car park (if main car park is full) and then walk back to the museum which would take time and could negatively impact on the visitor experience.  Plans to deliver a shuttle bus are being developed to make travelling around the park easier for all.  The existing car park at the Burrell Collection will be maintained in proposals and signage along the routes to the museum will be clear. | Removing barriers to access for park visitors. | As above |
| *A definition of disability under the Equality Act 2010 is available* [*here.*](https://www.gov.uk/definition-of-disability-under-equality-act-2010) | Sensory Impairment  (sight, hearing, ) | The potential to review and improve signage throughout the park would improve viewing for those with a visual impairment.  Improvements to surfacing, introduction of tactile surfaces and installation of lighting on main paths would benefit those with a visual impairment. |  |  | Improved visitor experience, improved wayfinding. | As above |
| Mental Health | Park improvements should facilitate easier access for walking and physical activity in general which is proven to improve mild to moderate mental health conditions. |  |  |  | As above |
| Learning Disability | The proposals seek to make travelling to the park navigation within the park easier through new signage and improved paths which may potentially benefit individuals with learning disabilities. |  | Signage assumes visitors are proficient in the English language and may be ineffective if visitors cannot read in English.  It has been reported that individuals with autistic spectrum disorder do not like to walk long distances, and so the distance between the overflow car park and the Burrell Collection or other attractions may discourage visitors.  The shuttle bus will help to transport individuals from the overflow car park to the attractions. | Improved wayfinding and visitor experience. | As above |
| **LGBT** | Lesbians | N/A | N/A | N/A | N/A | As above |
|  | Gay Men | As above |
|  | Bisexual | As above |
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| **AGE** | Older People (60 +) | Parking spaces near to attractions (Burrell Collection car park, Riverside car park) will be retained, allowing visitors with mobility issues the opportunity to park here. There will be a dedicated drop off point in front of the Burrell Collection and a shuttle bus provided in the park. |  | Parking spaces for all visitors without blue badges will be charged (blue badge spaces are to be free).  Parking to be managed by City Parking but envisaged to be paid via machines as well as RingGo to improve ease of use for anyone more likely to use cash. | Modal shift to public transport.  Improved visitor experience. | As above |
|  | Younger People (16-25) | Proposals will improve the last mile journey from public transport hubs into the park, potentially enhancing the journey into the park for younger people who may be limited to travelling by public transport. |  |  | Modal shift to public transport.  Improved visitor experience. | As above |
|  | Children (0-16) | Existing play area is being retained which will allow close access to toilets in the Burrell Collection which is useful for families and young children.  Visitors with buggies/pushchairs will benefit from improved accessibility on paths.  Shuttle bus will improve the last mile journey for families travelling by public transport. |  | Families driving to the park may not be able to secure a parking space close to their destination if car parks are full, and the walk between the proposed overflow car park and end destinations may be a barrier for young children who struggle to walk long distances or who need to be carried/transported in a pushchair.  Anyone dropping off children at the drop off point in front of the Burrell Collection may have to double back to the overflow car park (if main car park is full) and then walk back to the museum which would take time and could negatively impact on the visitor experience. | Improved visitor experience and park environment.  Modal shift to public transport. | As above  The United Nations Convention on the Rights of the Child, Article 31 (leisure, play and culture) states “Every child has the right to relax, play and take part in a wide range of cultural and artistic activities” and this will be better facilitated by the proposals. |
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| **MARRIAGE**  **& CIVIL PARTNERSHIP** | Women | N/A | N/A | N/A – Current arrangements for weddings at Pollok House will continue to be managed by NTS and it is not anticipated that the proposals would significantly affect this. | N/A | N/A |
|  | Men | N/A |
|  | Lesbians | N/A |
|  | Gay Men | N/A |
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| **PREGNANCY & MATERNITY** | Women | Pregnant visitors will benefit from improved accessibility on paths and provision of benches and rest points.  Visitors with buggies/pushchairs will benefit from improved accessibility on paths. |  | Any women travelling in a private car may not be able to secure a parking space close to their destination if main car parks are full, and the walk between the proposed overflow car park and end destinations may be a barrier.  Shuttle bus included in masterplan should improve access for anyone who cannot walk for any length of time. | Improved accessibility within park. | Any visitor choosing to travel to the park by public transport or by cycling/walking will face no charges for parking.  Parking arrangements for mini-buses and coaches should take into account the mixed s Charging for car parking may discourage visitors.  Charging for car parking may discourage visitors.  This charge would only apply to those choosing to bring a car to the park. |
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| **RELIGION & BELIEF**\*\*  A list of religions used in the census is available [here.](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327,d.ZGg) | See note below | N/A | N/A | N/A | N/A | N/A |

\* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

\*\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here.](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327,d.ZGg)

Summary of Protected Characteristics Most Impacted

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| **Disability** – those with disabilities may be affected both positively by improved signage and access but also negatively by the new car parking and drop off or shuttle bus arrangements |

Summary of Socio Economic Impacts

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| Car parking charges may be prohibitive for those who have car ownership but limited income. |

Summary of Human Rights Impacts

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| The United Nations Convention on the Rights of the Child, Article 31 (leisure, play and culture)” Every child has the right to relax, play and take part in a wide range of cultural and artistic activities” will be better facilitated by the proposals. |

# OUTCOMES, ACTION & PUBLIC REPORTING

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| **Outcome** | **Yes /No**  **Or /Not At This Stage** | **Further Action Required/ Action To Be Undertaken** | **Lead Officer and/or**  **Lead Strategic Group** | **Timescale for Resolution of Negative Impact/ Delivery of Positive Impact** |
| Was a significant level of negative impact arising from the project, policy or strategy identified? | Not at this stage | N/A | N/A | N/A |
| Does the project, policy or strategy require to be amended to have a positive impact? | Not at this stage | N/A | N/A | N/A |
| If none of the above is required, please recommend the **next steps** to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?) | Yes | EQIA to be updated at key dates in the programme for proposals:   * Following pre-planning consultation *[completed]* * When technical design is being developed and finalised *[completed]* * When proposals receive planning approval (this is when it will be published) *[completed]*   Recommendations:  1). Car parking charges should be low compared to other charged car parks in the city in order to promote equality of access and encourage visitors to spend a day in the park.  2). The proposed shuttle bus included in the masterplan should be prioritised and should be free in order to promote visitor use and remove barriers to access.  3). As signage is developed, the design team should seek guidance to ensure it is easy to understand. For example, it should well-positioned, easy  to read, ideally  with a tactile or  braille element[[1]](#footnote-2).  4). Arrangements for coach and mini-bus parking should reflect the potential mixed socio-economic background of visitors, and so a pre-booking system for targeted groups and for effective traffic management should be considered.  5). Personal safety needs to be considered, particularly for female users.  6). Parking machines to be used alongside Ringgo app to cater to anyone visiting who is unlikely to want to register for the app for a single visit, in addition to older visitors and those who do not use English as a first language/tourist from abroad who may be more likely to use cash. This is to be managed by City Parking. |  | 1. EQIA to be updated over the course of the formal pre-planning consultation period and any further impacts to be addressed in finalised proposals at end of period *[completed*]. |

PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically available on the Council website once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See EQIA Guidance: Pgs. 11-12)

# MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

1. Royal National Institute of Blind People guidance - <https://www.rnib.org.uk/sites/default/files/sight_problems_guide.pdf> [↑](#footnote-ref-2)