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# Equality Impact Assessment

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## Template Form



**SHETLAND**  
ISLANDS COUNCIL

## INTRODUCTION

An Equality Impact Assessment (EQIA) is an evidence-based approach designed to help the Council ensure that its policies, strategies and proposals for change meet the needs of everyone.

This Equality Impact Assessment (EQIA) enables you to assess what you're proposing against the Public Sector Equality Duty and the Fairer Scotland Duty. The EQIA process involves:

- Step 1:        Develop a Clear Understanding of your Objectives: outlining details of your proposal and background information.
- Step 2:        Data & Consultation: evidence sources for assessment.
- Step 3:        Screening Assessment of Impact: completing the screening process to determine if the proposal requires completion of a full impact assessment. The screening process can stand alone as a final summary if no significant impacts are identified.
- Step 4:        Full Impact Assessment: to enable a more detailed analysis of the proposal, the impacts and any mitigations or actions to be put in place. This Step may not be required depending on the outcome at Step 3.
- Step 5:        Monitor & Review: setting out how impacts will be monitored.
- Step 6:        Decision & Authorisation: setting out decision from impact assessment and authorisation.
- Step 7:        Publication of Result

| STEP 1: Develop a clear understanding of your objectives                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| Title of your proposal*<br>Name of piece of work, for example policy, strategy or proposal (including budget proposals) | Core Path Plan - Review.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                            |
| Do you have authority for your proposal?                                                                                | Yes <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Iain McDiarmid – Executive Manager for Planning has approved that I undertake the project. |
|                                                                                                                         | No <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                            |
| Do you have budget for your proposal?                                                                                   | Yes <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                            |
|                                                                                                                         | No <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | No Budget is needed                                                                        |
| Lead officer (name and job title)                                                                                       | Liam Drosso – Outdoor Access Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                            |
| Is this a new or existing policy/ proposal? (include any information on previous relevant work)                         | This is an existing proposal. It is a review of an existing plan.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                            |
| Brief description of policy / proposal (including purpose, objective aims and/or intended outcomes)                     | <p>Under section 20 of the Land Reform Act (Scotland), local authorities have a duty to review the core path plan for their area, either when they consider appropriate or by virtue of a Ministerial direction. To ensure the path network remains effective and up to date, the Outdoor Access Team has initiated a review of the Plan.</p> <p>Purpose: Core Paths Plans are statutory requirement for all access authorities under the Land Reform (Scotland) Act 2003, designed to establish a network of key routes—ranging from urban pavements to rural tracks—that provide the public with reasonable access to the outdoors.</p> <p>Objective: To ensure Shetland’s core path plan continues to provide a basic framework of routes which are sufficient for the purpose of giving the public reasonable access throughout their area and which will link into and support wider networks of other paths and routes.</p> <p>Aim: To provide an updated core path plan for Shetland.</p> <p>Outcome: The reviewed core path plan identifies a key network of paths that ensures people can safely and easily exercise their access rights, supports active travel and recreation, and guides planning and land management decisions.</p> |                                                                                            |

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## STEP 2: Data & Consultation

What evidence sources are you using in making the assessments?

**Internal or existing data**  
Please detail the sources you have considered to identify any impact on those within different equality groups.

Feedback from SAT Ranger surveys of paths and infrastructure.

Feedback from members of the public who have contacted the SIC about core path issues.

Informal consultation with key stakeholders and the Local Outdoor Access Forum.

Once a draft Core Path Plan has been prepared using the information gathered during informal feedback and evidence collection, it will be issued for a formal 12-week public consultation

**Consultations with officers or partner organisations**  
Please list your sources

Below are a list of stakeholders who have had the opportunity to feed into the review during the initial evidence gathering and informal consultation phase.

Local Outdoor Access Forum members include:

Ability Shetland  
National Farmers Union Scotland  
British Horse Society  
Royal Society for the Protection of Birds (RSPB)  
Shetland Anglers Association  
Visit Scotland  
Shetland Field Studies Group  
Association of Shetland Community Councils  
Inclusion Shetland  
Shetland Crofters Federation  
Shetland Islands Council - Outdoor Education  
BHS Shetland  
Shetland Islands Council – Natural Heritage Officer  
Shetland Islands Council - Planning Engineer  
Cycling UK  
British Horse Society  
Shetland Islands Council - Outdoor Access Officer  
Shetland Amenity Trust

Other Key stakeholder:

Shetland Island Council – Roads Department  
Association of Shetland Community Councils  
NatureScot

|                                    |                                                                                                                                                                                                      |
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|                                    | Shetland Islands Council – Planning Department<br>Shetland Islands Council – Transport planning<br>SEPA<br>Scottish Water<br>Historic Environment Scotland<br>Shetland Islands Council – Archaeology |
| Other:<br>Please list your sources |                                                                                                                                                                                                      |

| STEP 3: Screening Assessment of Impact                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                |                                                                                                                     |                                                      |
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| Please identify the type of impact your proposal will have on those with a protected characteristic. A positive impact is likely to contribute to promoting equality or improving relations within an equality group. A negative impact could disadvantage that particular equality group. A brief explanation should be provided, based on the evidence or information gathered and outlined above. |                                                                                                                                                |                                                                                                                     |                                                      |
| <a href="#">Equalities – Protected Characteristics</a>                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                | Please identify the type of impact your proposal will have on those who fall into the following categories:         |                                                      |
| <b>Age</b><br>Will your proposal have an impact on those within a specific age group? For example, those over 60.<br><br>Will your proposal have a negative impact on those within a particular age range? For example (individuals aged 18 to 30)<br><br>Note: Age discrimination legislation applies only to those aged 18 and over.                                                               | Positive <input type="checkbox"/><br>please explain:                                                                                           | Neutral <input checked="" type="checkbox"/><br>The core path plan and the routes within it can be used by all ages. | Negative <input type="checkbox"/><br>please explain: |
| <b>Disability</b><br>Will your proposal have an impact on those who have a disability? For example, will those who have a disability be discriminated compared to those who do not? For example, someone with a hearing impairment.                                                                                                                                                                  | Positive <input checked="" type="checkbox"/><br>Not all core paths are fully accessible to every user; however, the plan can identify specific | Neutral <input type="checkbox"/><br>please explain:                                                                 | Negative <input type="checkbox"/><br>please explain: |

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|                                                                                                                                                                                                                                                                                          | all-abilities routes, as accessibility is one of the criteria used when selecting core paths. The revised Core Path Plan may also help promote these routes to new audiences, increasing awareness of accessible options |                                                                                                                                                                 |                                                      |
| <b>Gender Reassignment</b><br>Will your proposal have an impact on those who are considering, undergoing or have undergone gender reassignment? For example, would the proposal lead to discrimination for those who have undergone gender reassignment (a process to reassign your sex) | Positive <input type="checkbox"/><br>please explain:                                                                                                                                                                     | Neutral <input checked="" type="checkbox"/><br>There will be no impact here: The core path plan is available to all.                                            | Negative <input type="checkbox"/><br>please explain: |
| <b>Marriage and Civil partnership</b><br>Will your proposal have an impact on those who are married or in a civil partnership? For example, would the introduction of your proposal lead to discrimination for anyone who is married or in a civil partnership?                          | Positive <input type="checkbox"/><br>please explain:                                                                                                                                                                     | Neutral <input checked="" type="checkbox"/><br>There will be no impact here: The core path plan is available to all.                                            | Negative <input type="checkbox"/><br>please explain: |
| <b>Pregnancy and Maternity</b><br>Will your proposal have an impact on those who are pregnant or on maternity (up to 26 weeks) compared to those who are not?                                                                                                                            | Positive <input type="checkbox"/><br>                                                                                                                                                                                    | Neutral <input checked="" type="checkbox"/><br>please explain:<br>The core path plan aims to promote access to outdoor spaces, offering health benefits to all. | Negative <input type="checkbox"/><br>please explain: |
| <b>Race</b><br>Will your proposal have an impact on anyone because of their race, ethnicity or nationality?                                                                                                                                                                              | Positive <input type="checkbox"/><br>please explain:                                                                                                                                                                     | Neutral <input checked="" type="checkbox"/><br>There will be no impact here: The core path plan is available to all.                                            | Negative <input type="checkbox"/><br>please explain: |

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| <b>Religion or Belief</b><br>Will your proposal affect those who have a religion, belief or lack of religion or belief? For example, will those who have a religion be affected negatively? | Positive <input type="checkbox"/><br>please explain:                                                                           | Neutral <input checked="" type="checkbox"/><br>There will be no impact here: The core path plan is available to all. | Negative <input type="checkbox"/><br>please explain: |
| <b>Sex</b><br>Could your proposal have an impact on those of a specific sex? For example, could males be impacted differently than females?                                                 | Positive <input type="checkbox"/><br>please explain:                                                                           | Neutral <input checked="" type="checkbox"/><br>There will be no impact here: The core path plan is available to all. | Negative <input type="checkbox"/><br>please explain: |
| <b>Sexual Orientation</b><br>Could your proposal have an impact on those who are heterosexual, gay, lesbian or bisexual?                                                                    | Positive <input type="checkbox"/><br>please explain:                                                                           | Neutral <input checked="" type="checkbox"/><br>There will be no impact here: The core path plan is available to all. | Negative <input type="checkbox"/><br>please explain: |
| <a href="#">Fairer Scotland Duty - Socio-economic Inequalities</a>                                                                                                                          | Please identify the type of impact your proposal will have on low income households.                                           |                                                                                                                      |                                                      |
| <b>Low income / income poverty</b><br>Those who cannot afford to maintain regular payments such as bills, food, clothing payments                                                           | Positive <input checked="" type="checkbox"/><br>Core paths offer free access to outdoor recreation and active travel routes.   | Neutral <input type="checkbox"/><br>please explain:                                                                  | Negative <input type="checkbox"/><br>please explain: |
| <b>Low and/or no wealth</b><br>Those who can meet basic living costs but have no savings for unexpected spend or provision for the future                                                   | Positive <input checked="" type="checkbox"/><br>Core paths offer free access to outdoor recreation and active travel routes.   | Neutral <input type="checkbox"/><br>please explain:                                                                  | Negative <input type="checkbox"/><br>please explain: |
| <b>Material deprivation</b><br>Those who cannot access basic goods and services, such as repair/replace broken electrical goods, heat their homes or access to leisure or hobbies           | Positive <input checked="" type="checkbox"/><br>Core paths offer free access to outdoor recreation and active travel routes.   | Neutral <input type="checkbox"/><br>please explain:                                                                  | Negative <input type="checkbox"/><br>please explain: |
| <b>Area deprivation</b><br>Consider where people live (such as rural areas) and where they work (accessibility and cost of transport)                                                       | Positive <input checked="" type="checkbox"/><br>Core path plans formalise and designate routes as core paths which can improve | Neutral <input type="checkbox"/><br>please explain:                                                                  | Negative <input type="checkbox"/><br>please explain: |

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|                                                                                           | connectivity and link different areas or destinations.                                                                                             |                                                     |                                                      |
| Socio-economic background<br>Social class, such as parents' education, employment, income | Positive <input checked="" type="checkbox"/><br>Core path plans can be viewed by all and offer a wide range of routes for different types of user. | Neutral <input type="checkbox"/><br>please explain: | Negative <input type="checkbox"/><br>please explain: |

| Outcome of Screening Process                                                                            |                              |                                        |
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| If any negative impacts have been identified above, a Full Impact Assessment will be required (Step 4). |                              |                                        |
| Will a Full Impact Assessment be required for:                                                          |                              |                                        |
| Equalities                                                                                              | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| Fairer Scotland Duty                                                                                    | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

If a Full Impact Assessment (FIA) is not required, do not complete Step 4 or 5 and proceed to Steps 6 & 7.

| STEP 4: Full Impact Assessment                                                                                                                                                             |
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| The full impact assessment must be completed where negative impacts have been identified at Step 3 above. Each of the negative impacts identified at Step 3 above will be explored in more |

detail to identify whether the proposal has a low, medium or high impact and whether there are any appropriate mitigating actions or changes that can be put in place to lessen that impact.

| <b>Protected Characteristic</b> | <b>Identified Negative Impact from Step 3</b> | <b>Low /Medium / High Negative Impact</b> | <b>Mitigating Actions/Changes</b><br>Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3. |
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| <b>Type of Socio-Economic Disadvantage</b> | <b>Identified Negative Impact from Step 3</b> | <b>Low/ Medium / High Negative Impact</b> | <b>Mitigating Actions/Changes</b><br>Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3. |
|--------------------------------------------|-----------------------------------------------|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
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## STEP 5: Monitor & Review

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| What will change as a result of this proposal?                            |  |
| How will the implementation of the proposal and any impacts be monitored? |  |
| When is the proposal due to be reviewed?                                  |  |
| Who is responsible for ensuring this happens?                             |  |

#### STEP 6: Decision

|                                                                                                                                                                                                            |                                     |
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| Implement proposal with no amendments                                                                                                                                                                      | <input checked="" type="checkbox"/> |
| Implement proposal taking account of mitigating actions as outlined above.                                                                                                                                 | <input type="checkbox"/>            |
| Reject proposal due to disproportionate negative impact.                                                                                                                                                   | <input type="checkbox"/>            |
| <b>Please detail your reason for this decision:</b><br>There are no negative impacts for any area identified during the screening process. The core path plan should have positive outcomes in some areas. |                                     |

**Authorisation:** If you are the author of the policy and assessment, you must seek authorisation from an Executive Manager or Director. The author cannot also be the authoriser.

|                                                                 |                                                                                   |                              |
|-----------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------|
| <b>Title of Policy / Proposal:</b>                              | Core Path Plan – Review                                                           |                              |
| <b>Directorate and Service:</b>                                 | Planning                                                                          |                              |
| <b>Policy and assessment author (s)</b>                         | Name: Liam Drosso<br>Job title: Outdoor Access Officer.<br>Date:                  | Name:<br>Job title:<br>Date: |
| <b>Authorised and approved by Director or Executive Manager</b> | Name: iain McDiarmid<br>Job title: Executive Manager - Planning<br>Date: 04/02/26 |                              |

#### STEP 7: Publication

Please include a detailed summary of the result of the assessment in Council reports.

Once authorised, you should publish the EQIA in PDF format on the [Equality Impact Assessments](#) page of the Shetland Islands Council website. If you are unable to upload this directly to the website, please contact Hannah Chapman - Community Planning & Development.