



Equality and Fairness Impact Assessment (EFIA) Form and Guidance

If the 'policy or practice'* you are developing or going to develop is assessed as relevant after undertaking the online screening process (the Impact and Value Assessment) - that is, it will have an impact on people - you should complete an Equality and Fairness Impact Assessment (EFIA).

This form (which includes accompanying guidance) should be completed.

*see definition below on Page 5

EFIA – Guidance

The purpose of the EFIA is to ensure that decision makers are fully informed, at a formative stage in the decision-making process.

Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Under Part 1 of the Act 'The Fairer Scotland Duty', the Council is required to actively consider how it can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions.

The online Impact and Value Assessment (IVA) has been developed within the Council to assess all proposals against criteria for reducing poverty and socio-economic disadvantage, eliminating discrimination, advancing equality of opportunity, and fostering good relations between equality groups.

The IVA should first be used at the initial stages of proposal development to **screen** the proposal for any likely positive or negative effects in relation to equality, fairness and human rights. After completing the IVA, it should be evident if your proposal is likely (or not) to have significant implications for: reducing poverty and socio-economic advantage, eliminating discrimination, advancing equality of opportunity, and fostering good relations between equality groups. **If the screening process identifies that there are implications, the IVA will direct you to undertake a full Equality and Fairness Impact Assessment (EFIA).**

When should I carry out an EFIA?

In order to fulfil our general duty it is critical that the all services conduct an EFIA in the following circumstances:

- > **All** significant policies, strategies and projects* should have as a minimum an EFIA screening inbuilt as part of the risk assessment process.
- > **All** budget options for the each financial year will require to be EFIA screened. (It is possible to group individual options if they relate to one particular service area).
- > **All** Reports to Committee now require Equalities Impacts to be reported either as a screening or full EFIA. Significant service reforms **may** require a Full Report to be completed, or as a minimum, a justification in a Screening Report as to why the Full Report was unnecessary.

Equality and Fairness Impact Assessment Screening

A screening can be undertaken as part of a scoping exercise prior to a full report, or it can stand alone as final summary if no significant Equality and Fairness Impacts are identified or arise subsequently in the policy or plan implementation. This is done using the online Impact and Value Assessment.

Equality and Fairness Impact Assessment Full Report

A full report (using this form) should be conducted where a Screening indicates an area or areas that require more detailed consideration.

*see full definition Page 5

Stage 1: Screening

As noted above, a screening should ideally be carried out at the outset of a policy, service reform, or budget proposal* in order to embed consideration of equalities and fairness at the earliest part of the project plan or process.

In order to complete screening please follow the guidance provided within the online [Impact and Value Assessment](#).

A Screening Report should be conducted prior to identifying if a Full Impact Assessment is required, and the findings of the report should inform the introduction to the assessment; and provide the context and background, to outline the purpose and direction of the Full Impact Assessment.

Stage 2: Full Impact Assessment

If there are any areas that arise as part of the screening process that require further investigation or highlight areas of concern with regard to likely impacts across any or all protected characteristics, then a Full Impact Assessment report be conducted.

*see full definition Page 5

EFIA Form

Complete this for all relevant policies.
'Relevant' means it will have an impact on people.
'Policy or Practice' - see definition below.

Definition of policy or practice for the purposes of EFIA:

For the purposes of an EFIA the term 'policy or practice' covers Service delivery and Employment. This can include a Policy, a Plan, a Strategy, a Project, a Service Review, a function, practice or service activity or a Budget option.

Section 1: Policy details (see definition of 'policy or practice' above)

Name of policy or practice:

Perth Transport Futures Project – Phase 3 – Bertha Park Link Road

Service and Division/Team:

Society Services, Sweco

Owner/Person responsible (include your name and position):

Rebecca McClenaghan – Principal Environmentalist CEnv, Sweco

Impact Assessment Team (include your names and positions). This team can consist of two people or more as appropriate:

Rebecca McClenaghan – Principal Environmentalist, Sweco
Ann-Marie Worobec – Assistant Environmental Planning Consultant, Sweco

Is the 'policy' or practice' being impact assessed new or existing? Please tick the appropriate box below to indicate.

New

Existing

What are the main aims of the policy or practice?

Bertha Park Link Road forms Phase 3 of the Perth Transport Futures Project (PTFP)¹. The link road, which connects Phase 1 (A9/A85 Junction Improvement) and Phase 2 (Cross Tay Link Road), contributes to the wider aims of the PTFP. These include:

- Reduce congestion and improve air quality
- Enable improvements in the city (Perth City Plan/Perth People Place)
- New and improved provision for sustainable travel modes
- Linking communities
- Enable new, planned and committed developments
- Reduce journey times for local traffic

Who are the main target groups/beneficiaries?

- Local residents
- Tourists and visitors
- Road users

¹ <https://www.perthtransportfutures.co.uk/>

What are the intended outcomes of the policy or practice?

The PTFP (including Bertha Park Link Road) will address the long-term transportation needs of the area, promote economic growth and address issues of congestion and pollution within the city centre while facilitating active travel options.

Bertha Park Link Road will provide a 1.4km long new link road through Bertha Park, connecting Phase 1 and Phase 2 of the PTFP (Bertha Park Link Road ties in to Phase 1 at the roundabout adjacent to Bertha High School and to Phase 2 at the new A9 west roundabout). An active travel route will be included adjacent to the carriageway and appropriate pedestrian crossings will be provided.

Section 2: Information gathering

You should list here the sources of information used to assess the impact of the relevant policy or practice. This can include local sources such as reports, information and data, relevant partners' information, data and reports, other Council's relevant information, data and reports, national information, research outcomes, data profiles and any other evidence which has led to the development of this policy. You may wish to refer to Appendix 1 for reference when gathering information relating to Equality Monitoring Data.

Information/Evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
<p>Community consultation/involvement outcomes from earlier contacts - this usually includes formally arranged contact with individuals or community, voluntary sector and other relevant interest groups</p>	<p>An online meeting with representatives from VisionPK (Debra Wallace and Thea Samuel) was held on 22 May 2024.</p> <p>An online meeting with a representative of the Bertha Park Residents Group (Gordon Davidson, BPRG) was held on 13 March 2024.</p> <p>An in-person Equalities Design Workshop was held on 21 February 2024. Attendees included the Centre for Inclusive Living Perth and Kinross (Jane Moncrieff, CILPK)².</p> <p>An in-person meeting with the Perth and Kinross based charity Disability Beyond Borders (Keith Robertson, DBB) was held on 7 February 2024.</p> <p>Attendance and presentation at Equalities Strategic Forum on 30 January 2024. The forum comprises representatives from: Police Scotland; Scottish Fire and Rescue; NHS; Live Active and Culture Perth and Kinross. In addition, the following third sector organisations representing different equality groups are part of the forum: Perth and Kinross Association of Voluntary Service (PKAVS), Centre for Inclusive Living, Pink Saltire, Saints Community Trust, LGBT Youth Scotland, Ethnic Minorities Law Centre.</p>

²Deaf Links were unable to attend, however they provided comments in email that have been taken into account in the design and assessment.

Information/Evidence gained and used to shape this policy or practice	List details, source and date (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
Employee involvement/consultation feedback (eg survey, focus groups)	N/A
Research and information list main sources	Census 2011 and 2022 Perth and Kinross Council Statistics ³ Landscape Layout Drawings (Sweco, 2024) Population and Human Health chapter of the Environment Statement for the Cross Tay Link Road (CTLR) (Sweco, 2020) Environment Statement for Bertha Park (RSK, 2015)
Officer knowledge and experience	Rebecca McClenaghan has 20 years experience in environmental consultancy and is team leader for Society Services within Sweco.
Equality monitoring data	Ward 5 Strathtay Local Government Ward Profile 2022 (pkc.gov.uk) Ward 11 Perth City North Local Government Ward Profile 2022 (pkc.gov.uk) Scottish Household Survey 2016 Perth and Kinross Community Plan (Local Outcomes Improvement Plan) 2022-2032 Groups and Organisations – Rainbow Heartlands LGBTQ+ Perth and Kinross National Records of Scotland (NRS) Vital Events 2016 www.nhs.uk/pregnancy/keeping-well/exercise/ Scottish Surveys Core Questions 2015
Service user feedback (including customer contact, services and complaints)	N/A
Partner feedback	N/A
Other – this may be information gathered in another Council area, nationally or in partner organisations which is considered to have relevance	N/A

³ [Statistics, facts and figures - Perth & Kinross Council \(pkc.gov.uk\)](http://pkc.gov.uk)
 Equality and Fairness Impact Assessment (EFIA) Form – August 2018

Section 3: Consultation/Involvement

Consultation with key stakeholders can be undertaken throughout the whole of the equality and fairness impact assessment process. This section can include details of outcomes from current, earlier or ongoing consultation/involvement activities. This activity **can also help to reach people not previously involved** with these processes, but who will be affected by this policy or practice when it is implemented.

The Consultation/Involvement process can also help **identify or agree changes** that need to be made to ensure the policy or practice will be inclusive when implemented.

The Equalities Team Leader (Equalities@pkc.gov.uk) may be able to provide advice relating to potential contact with consultees from equality protected characteristic groups via existing mechanisms such as the Community Equalities Advisory Group (CEAG) or Equalities Strategic Forum.

A summary of the replies received from individuals and stakeholders consulted/involved. Include any previous feedback or complaints relating to equality and diversity issues and the policy or practice currently being assessed.

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
Age	Older people (aged 65 years and over)	7 February 2024	DBB (Keith Robertson) requested no low street furniture (such as low level lighting (in height)) as they can be obstacles for people (such as the elderly) with mobility issues, wheelchairs and sight impairment. Low street furniture that can obstruct will not be included as part of the design.
		21 February 2024	DBB (Keith Robertson) supported the inclusion of benches at appropriate places within the design, and suggested local businesses could be approached to fund them. Benches will be included as part of the design.
	Younger people (aged 16 to 64 years)	13 March 2024	BPRG (Gordon Davidson) noted that there is only one bus stop at Bertha Park, and current access to the bus stop is not great for residents in the west village. The developer is responsible for providing connections between the west and east villages to the south of the existing Urban roundabout. The client will highlight the consultee's comment to the developer. It was agreed the pedestrian crossings along the link road need to be suitable for residents to use in terms of safety and appropriate location. GD noted the current route between the west and east villages used by residents (across the weir, which Springfield Developments have stated is not for pedestrian use). Sweco explained the provision of crossings of the link road is the responsibility of the

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
			<p>Perth and Kinross Council, however the connections into the housing developments is the responsibility of Springfield Developments. However, Sweco noted they would ensure their design considers potential appropriate connections to the housing development through consultation with Springfield Developments. Safe crossings at appropriate locations along the link road will be included as part of the design.</p> <p>BPRG (Gordon Davidson) highlighted the importance of well-lit paths and the importance of the whole footway to be lit. Bins along the Bertha Park Link Road are also important. Bins need to be a sufficient distance from benches as odours from the bins will impact use. GD also highlighted the importance of safe crossings at appropriate locations and traffic calming measures to ensure vehicle speed is controlled. Lighting (including lighting of the footway) will be included as part of the design. Bins will be included as part of the design. Safe crossings at appropriate locations along the link road will be included as part of the design. The link road design will consider measures to reduce the potential of vehicles speeding.</p>
		7 February 2024	<p>DBB (Keith Robertson) noted a preference for segregation between cyclists and pedestrians. Segregation of cycleway (pedestrians/cyclists) to be considered as part of an appraisal of pedestrian and cyclist provision [current design is shared cycleway].</p>
		21 February 2024	<p>CILPK (Jane Moncrieff) the benefits and challenges of a segregated cycleway were discussed. A shared cycleway along Bertha Park Link Road is currently proposed. It was noted consistency is key for safety, ie providing segregation for small sections then switching to shared would not be beneficial for users. Consistency of pedestrian and cyclist provision will be considered as part of an appraisal of pedestrian and cyclist provision [current design is shared cycleway].</p>
	Children (aged 0 to 16 years)	7 February 2024	<p>DBB (Keith Robertson) requested that spikey planting (eg hawthorn and blackthorn) should be avoided near footways. Sweco noted this would only be</p>

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
			<p>used where access is discouraged for health and safety reasons, eg adjacent to SuDS basins.</p> <p>Spikey planting (eg hawthorn and blackthorn) only to be included in the design where access is discouraged for health and safety reasons, eg adjacent to SuDS basins.</p>
	Looked-After Children (Corporate Parenting)		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
Disability	Physical disability	13 March 2024	<p>BPRG (Gordon Davidson) noted the importance of suitable crossings for the Bertha Park Link Road and push button boxes need to be installed at a suitable height for wheelchair users. Safe, easy access is important. Sweco note that the location of button boxes is set by design guidance (Traffic Signs Manual Chapter 6).</p> <p>Design to comply with the requirements of Department for Transport's Traffic Signs Manual Chapter 6.</p>
		7 February 2024	<p>DBB (Keith Robertson) noted the need for the button at toucan crossings to be at an appropriate height for wheelchair users. Sweco note that the location of button boxes is set by design guidance (Traffic Signs Manual Chapter 6).</p> <p>Design to comply with the requirements of Department for Transport's Traffic Signs Manual Chapter 6.</p> <p>DBB (Keith Robertson) noted the need for dropped kerbs at crossings to be dropped over two transition kerbs to achieve required approach gradients for wheelchair users. Sweco note this will be considered during the detailed design stage of the project.</p> <p>Design to comply with the requirements of Transport Scotland's Roads for All for approach gradients to crossings.</p> <p>DBB (Keith Robertson) noted kerbs exceeding 6mm upstand at crossings is problematic for wheelchair users. Sweco note this will be considered during the contract preparation stage.</p> <p>Installation of kerbs to comply with the requirements of Transport Scotland's Roads for All for dropped kerbs at pedestrian crossings.</p>

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
		21 February 2024	<p>CILPK (Jane Moncrieff) queried if there would be vehicle drop-off points at bus stops for people with physical disabilities. Sweco noted that the Bertha Park Link Road design will be consistent with CTRL, which includes provision of drop off points at bus stops (in accordance with Transport Scotland’s Roads for All). Drop-off points at bus laybys will be included as part of the design (in accordance with Transport Scotland’s Roads for All).</p>
	Sensory Impairment	22 May 2024	<p>VisionPK (Thea Samuel) noted that for a visually impaired person using a shared pathway with cyclists can be scary and a segregated path is better for visually impaired persons for this reason. Sensory impairment will be considered as part of an appraisal of pedestrian and cyclist provision [current design is shared cycleway].</p> <p>VisionPK (Thea Samuel) noted that while people have different preferences regarding the design of the “green man” at signalised crossings, the main consideration to take into account is to ensure a consistent approach is taken, ie that posts are in the same place. It was also noted that most people prefer an audible signal. Design to comply with the requirements of Department for Transport’s Traffic Signs Manual Chapter 6 and Perth and Kinross Council (PKC) policy (to ensure the design is consistent with PKC policy).</p> <p>VisionPK (Thea Samuel) noted the importance of a consistent approach in how tactile pavement is implemented into the scheme design. Tactile paving design to comply with the requirements of Department for Transport’s Guidance on the Use of Tactile Paving Surfaces.</p> <p>VisionPK (Thea Samuel) queried whether edges to the side of paths were level, to avoid trip hazards/barriers to those with visual disabilities. Design will have level edges bordering footways.</p> <p>VisionPK (Thea Samuel) highlighted the importance of well-lit paths and ensuring the route is lit consistently. Lighting (including lighting of the footway) will be included as part of the design.</p>

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
		13 March 2024	BPRG (Gordon Davidson) noted he is not aware of any guide dog users living in Bertha Park.
		7 February 2024	<p>DBB (Keith Robertson) noted tactile paving represents safe places for those who are visually impaired and does not support the use of tactile paving at uncontrolled crossings where the crossing could be considered unsafe.</p> <p>Tactile paving design to comply with the requirements of Department for Transport’s Guidance on the Use of Tactile Paving Surfaces.</p> <p>Tactile paving – DBB (Keith Robertson) noted the tail needs to stop at appropriate place and line up with the destination accurately. [Note - Tactile paving guidance provides guidance on length of tail/stem]</p> <p>Tactile paving design to comply with the requirements of Department for Transport’s Guidance on the Use of Tactile Paving Surfaces.</p>
		12 February 2024	<p>Deaf Links (Alana Harper) – noted the new design of the "green man" at pedestrian crossings being at the same height as the button that one needs to press in order to cross the road, is a hazard for deaf and hard of hearing people. “They can't hear the signal which indicates they can cross the road, (for those wearing hearing aids due to background noise, wind, traffic etc), so they have no idea when it is safe to cross, or how long they have to safely cross the road. They often can't see the green man due to other pedestrians standing waiting to cross, and it is impossible for them to watch the indicator as they cross in order to know what time they have. They ask that this safety issue regarding pedestrian crossings is taken on board and that the older style traditional pedestrian crossings with the green man clearly visible on the opposite side of the road are the ones installed.”</p> <p>Design to comply with the requirements of Department for Transport’s Traffic Signs Manual Chapter 6 and Perth and Kinross Council (PKC) policy. The use of farside signals (instead of nearside signals) will be considered as part of the design through consultation with PKC Traffic and Network Team (to ensure the design is consistent with PKC policy).</p>
		7 February 2024	<p>DBB (Keith Robertson) requested that spikey planting (eg hawthorn and blackthorn) is avoided near footways. Spikey planting (eg hawthorn and blackthorn) only to be included in the design where access is discouraged for health and safety reasons, eg adjacent to SuDS basins.</p>

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
	Mental Health		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
	Learning Disability		
	Neurodivergent Conditions		
Gender Reassignment	Male transitioning to female		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
	Female transitioning to male		
Marriage/Civil Partnership	Women		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
	Men		
	Same Sex Couple (Male)		
	Same Sex Couple (Female)		
Pregnancy/ Maternity/Paternity	Women		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
	Men (Paternity)		
Race	A list of categories used in the census is here		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
Religion/Belief	A list of categories used in the census is here		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
Sex	Female		

Equality protected characteristic	Specific characteristics	Date of meeting/ Correspondence	Outcome of consultation/involvement (continue on a separate sheet if necessary – tick to indicate this has been done <input type="checkbox"/>)
	Male		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
	Other Gender Identity		
Sexual Orientation	Lesbian		There were no comments received from individuals or stakeholders during consultation for this specific characteristic.
	Gay		
	Bisexual		
	Other		
Socioeconomic (fairness)	Options detailed in Appendix 2	13 March 2024	BPRG (Gordon Davidson) confirmed the west village is mostly private housing and the east village is mostly social housing.

Section 4: Detail the positive and/or negative impacts or tick to indicate no impact identified

Key questions to address

The assessment should highlight areas of interest covering the following:

- positive and negative impacts across all protected characteristics
- scale of the impact: an indication of the degree of potential impact, and whether this is judged to have a High, Medium or Low impact potential
- anticipated duration of the impact if relevant
- whether there is a specific differential impact to a particular protected characteristic or characteristics
- or if the impact is more wide ranging and general in its effect
- whether any impacts identified would/could be mitigated by an amendment to the policy, practice budget decision or service reform proposal

This information will be indicated by activities at Section 2 and Section 3 above.

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
Age	Older people (aged 65 years and over)	The project will provide new and improved public transport links which could benefit older people living in the new Bertha Park housing development (existing and future) who are less able to drive. One of the aims of the project is to reduce congestion and so improve air quality. This will positively impact this PCG (protected characteristic group).	Older people are disproportionately likely to be impacted by construction noise as they are more likely to be at home during the day compared to those working away from home. However, these impacts are expected to only last for the duration of the construction works.	N/A
	Younger people (aged 16 to 64 years)	The project has potential to temporarily increase construction related employment opportunities associated with the workforce requirements for delivering the project.	N/A	N/A

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
		<p>The project will also facilitate further development in the area which could create temporary and permanent employment opportunities.</p> <p>New active travel provision along the Bertha Park Link Road is predicted to result in a positive impact. The proposed cycleway is likely to encourage more people to access the area on bicycle, which has the potential to result in increased physical activity of the local community.</p> <p>The project will provide new and improved public transport links which could benefit younger people living in the new Bertha Park housing development (existing and future).</p>		
	Children (aged 0 to 16 years)	The project could potentially provide a positive impact in terms of improving access for children going to Bertha Park High School from residential areas located to the north of Perth such as Luncarty and Bankfoot.	<p>Noise pollution would potentially affect young people disproportionately in terms of their learning and development. Evidence suggests that an increase in noise pollution can lead to impaired cognition. However, these impacts are expected to only last for the duration of the construction works.</p> <p>Construction activities could potentially increase air pollution. This would likely disproportionately affect vulnerable groups including, children, older people and those with respiratory conditions. However, these impacts are expected</p>	N/A

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
			to only last for the duration of the construction works.	
	Looked-After Children (Corporate Parenting)	N/A	N/A	Due to the nature of the project, no impact is predicted upon Looked-After Children.
Disability	Physical Disability	By introducing new and improved public transport links, new footways, and pedestrian crossings this would have a beneficial impact for people who have mobility issues/wheelchair users.	N/A	N/A
	Sensory Impairment	By introducing new and improved public transport links, new footways, and pedestrian crossings this would have a beneficial impact for people who have sensory impairments.	N/A	N/A
	Mental Health	The proposals will include a woodland plan and landscape planting/mitigation plan. Introducing greenery would provide nature benefits which in turn could have some positive impacts on mental health for the local community. Active travel provision promotes cycling and walking which can be beneficial to mental health.	During construction there could be visual and noise disturbance that could have negative impacts on people's mental health. The Contractor's method statements will include measures to minimise the visual and noise impacts as much as possible. However, these impacts are expected to only last for the duration of the construction works.	N/A
	Learning Disability	N/A	N/A	Due to the nature of the project, no impact is predicted upon on learning disability.

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
	Neurodivergent Conditions	Neurodiverse individuals will experience situations differently. However, it is expected the planting proposals and careful placement of benches will consider and potentially benefit those with neurodivergent characteristics.	During construction there could be visual and noise disturbance that could have negative impacts on people with neurodivergent conditions. The Contractor's method statements will include measures to minimise the visual and noise impacts as much as possible. However, these impacts are expected to only last for the duration of the construction works.	N/A
Gender Reassignment	Male transitioning to female	N/A	N/A	Due to the nature of the project, no impact is predicted upon on gender reassignment.
	Female transitioning to male			
Marriage/Civil Partnership	Women	N/A	N/A	Due to the nature of the project, no impact is predicted upon on marriage/civil partnership.
	Men			
	Same Sex Couple (Male)			
	Same Sex Couple (Female)			
Pregnancy/ Maternity/Paternity	Women	Benches along the Bertha Park Link Road could benefit women who are pregnant in terms of a rest point.	N/A	.N/A
	Men (Paternity)	N/A	N/A	Due to the nature of the project, no impact is

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
				predicted on men (paternity).
Race	A list of categories used in the census is here	N/A	N/A	Due to the nature of the project, no impact is predicted on race.
Religion/Belief	A list of categories used in the census is here	N/A	N/A	Due to the nature of the project, no impact is predicted on religion/belief.
Sex	Female	<p>Women are significantly more likely to avoid and/or take extra protection measures in public places, especially during walking, exercise, or using public transport⁴. In addition, statistically, women make more walking trips, on average, and walk further than men (DfT, 2019).</p> <p>The proposed benches will be set back from the footway slightly, where possible, to improve the feelings fo safety for women using the benches.</p> <p>Adequate and appropriate lighting will be provided and has the potential to benefit all sexes by improving perceived and actual safety.</p>	<p>The proposed underpass could have a negative impact on females if the underpass design is not sufficiently open, is too narrow, has poor visibility (eg no/limited visibility through to the connecting path network), has little passive surveillance or is not well lit. An at-grade signalised crossing instead of the proposed underpass would remove this potential negative impact.</p>	N/A
	Male	Adequate and appropriate lighting will be provided and has the potential to		

⁴ <https://www.cycling.scot/mediaLibrary/other/english/1114.pdf>

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
		benefit all sexes by improving perceived and actual safety.		
	Other Gender Identity	Adequate and appropriate lighting will be provided and has the potential to benefit all sexes by improving perceived and actual safety.		
Sexual Orientation	Lesbian Gay Bisexual	The route design has the potential to be beneficial for these groups due to the provisions required to ensure perceived and actual safety, such as lighting and benches.	N/A	N/A
Socioeconomic (fairness)	Options detailed in Appendix 2	<p>In 2023, 2.8% of people aged 16 and over in Perth and Kinross were unemployed. The project has a potential impact to temporarily increase construction related employment opportunities. The project will also facilitate further development in the area which will create temporary and permanent employment opportunities.</p> <p>The existing Bertha Park housing development also comprises social housing, therefore the local socioeconomic status varies within the development.</p> <p>There is evidence that suggests the most deprived communities have least access to greenspace, yet it is these communities that receive the most benefit from greenspace. The project has the potential to improve access to</p>	N/A	N/A

Equality protected characteristic	Specific characteristics	Positive impact (it could benefit the group concerned)	Negative impact (it could disadvantage the group concerned)	No impact
		<p>greenspace through the planting/landscape proposals close to Bertha Park residents.</p> <p>Those with a lower socioeconomic status are less likely to own a private vehicle, and so rely more on public transport. Introducing new and improved public transport links therefore has the potential to be beneficial for this group.</p>		

Section 5: Recommendations and actions

As a result of this equality impact assessment, please **clearly describe practical actions** you plan to take to:

- reduce or remove any identified **negative impact**
- promote any **positive impact** or
- **gather** further information/evidence

Equality protected characteristic	Specific characteristics	Action	Who is responsible	Date for completion
Age	Older people (aged 65 years and over)	<ul style="list-style-type: none"> • Rest places, eg benches to be provided. • To improve safety for all age groups, ensure the design does not promote speeding and provide measures where appropriate to limit speeding along the new route. • Consider where spiky plants are planted along footways. • Avoid low level street furniture that can obstruct. • Appropriate lighting for safety to be provided. 	Perth and Kinross Council	2027
	Younger people (aged 16 to 64 years)			
	Children (aged 0 to 16 years)			
	Looked-After Children (Corporate			

Equality protected characteristic	Specific characteristics	Action	Who is responsible	Date for completion
	Parenting)	<ul style="list-style-type: none"> • Provide signalised crossings (eg toucan crossings) of the link road at suitable locations. • Ensure active travel provision along Bertha Park Link Road. 		
Disability	Physical disability	<ul style="list-style-type: none"> • Rest places, eg benches to be provided. • Provide signalised crossings (eg toucan crossings) of the link road at suitable locations. • Ensure that buttons at toucan crossings are at appropriate heights for wheelchair users. • Provide vehicle drop-off points at bus laybys. 	Perth and Kinross Council	2027
	Sensory impairment	<ul style="list-style-type: none"> • Provide signalised crossings (eg toucan crossings) of the link road at suitable locations. • Tactile paving to be incorporated into the design. • Avoid low level street furniture that can obstruct. • Consider where spiky plants are planted along footways. • Ensure edges to the side of footways are level. • Provide appropriate lighting along Bertha Park Link Road, ensuring the route is lit consistently. 		
	Mental Health	<ul style="list-style-type: none"> • Rest places, eg benches to be provided. • Ensure adequate greenspace and planting is provided. • Ensure active travel provision along Bertha Park Link Road. 		
	Learning Disability	N/A		

Equality protected characteristic	Specific characteristics	Action	Who is responsible	Date for completion			
	Neurodivergent Conditions	<ul style="list-style-type: none"> Ensure adequate greenspace and planting is provided. Rest places, eg benches to be provided. 					
Gender Reassignment	Male transitioning to female	N/A	N/A	N/A			
	Female transitioning to male						
Marriage/Civil Partnership	Women						
	Men						
	Same Sex Couple (Male)						
	Same Sex Couple (Female)						
Pregnancy/ Maternity/Paternity	Women				<ul style="list-style-type: none"> Rest places, eg benches to be provided. 	Perth and Kinross Council	2027
	Men (Paternity)				N/A	N/A	N/A
Race	A list of categories used in the census is here				N/A	N/A	N/A
Religion/Belief	A list of categories used in the census is here				N/A	N/A	N/A
Sex	Female	<ul style="list-style-type: none"> Appropriate lighting for safety to be provided. 	Perth and Kinross Council	2027			

Equality protected characteristic	Specific characteristics	Action	Who is responsible	Date for completion
		<ul style="list-style-type: none"> Where possible, benches to be slightly set back from cycleway/footway. If an underpass is progressed, then the design needs to ensure the underpass is open, wide, has good visibility through to the connecting path network, maximises passive surveillance and is well lit. Alternatively, an at-grade signalised crossing should be provided instead of an underpass. 		
	Male	<ul style="list-style-type: none"> Appropriate lighting for safety to be provided. 	Perth and Kinross Council	2027
	Other gender identity			
Sexual Orientation	Lesbian	<ul style="list-style-type: none"> Appropriate lighting for safety to be provided. Where possible, benches to be slightly set back from cycleway/footway. 	Perth and Kinross Council	2027
	Gay			
	Bisexual			
Socioeconomic (fairness)	As detailed in Appendix 2	<ul style="list-style-type: none"> Ensure adequate greenspace and planting is provided. Ensuring new/improved public transport provision, eg bus stops meets the needs of the community. 	Perth and Kinross Council	2027

Section 6: Outcomes

When the evidence has been considered in relation to the proposed Policy, Practice, Project, Service Reform or Budget Option, it will be apparent what the likely impacts are. The type, scale, duration, and specificity of the likely impacts will inform the direction of the outcome of the EFIA.

There are four potential outcomes as follows:

1. No major change required. The Policy, Practice, Project, Service Reform or Budget Option is robust and can continue without amendment.
2. Continue the Policy, Practice, Project, Service Reform or Budget Option. A justification is required for continuing despite the potential for adverse impact.
3. Adjust or Amend the Policy, Practice, Project, Service Reform or Budget Option. Remove barriers, make changes to better advance equality or remove or mitigate negative impact.
4. Stop, or Remove the Policy, Practice Project, Service Reform or Budget Option if adverse effects cannot be justified and cannot be mitigated.

1. No major change required. The Policy, Practice, Project, Service Reform or Budget Option is robust and can continue without amendment.

The outcome of the EFIA assessment determines that the project should be allowed to continue, on the basis that the actions and recommendations proposed in Section 5 are implemented. If these actions and recommendations are taken forward, the project has the potential to have a positive impact on the PCGs listed, with the added benefit of taking into consideration the issues that local community groups and organisations have raised during the consultation process.

Section 7: Authorising the Assessment

The following signatures are required:

Service Manager

Signed

Name: Jillian Ferguson

Date: 6 March 2025

Quality Assured by Perth and Kinross Equality and Fairness Impact Assessment Trained Officer (within service)

Signed

Name: David McPhee

Date

Section 8: Publishing the Assessment

The completed and authorised EFIA should be added to your Service pages on the internet.

Date action completed

Date for review of EFIA

Section 9: Committee reporting

Ensure your Committee **report** to accompany this policy **includes information** about any **actions** taken to reduce or remove **negative impacts** identified, or include any **positive impacts** expected when the policy is implemented.

Section 10: Review and monitor

Note of action required (from Section 5)

Rest places, eg benches to be provided

Date completed

Note of action required (from Section 5)

Ensure the design does not promote speeding and provide measures where appropriate to limit speeding along the new route.

Date completed

Note of action required (from Section 5)

Consider where spiky plants are planted along footways.

Date completed

Note of action required (from Section 5)

Avoid low level street furniture that can obstruct.

Date completed

Note of action required (from Section 5)

Appropriate lighting for safety to be provided.

Date completed

Note of action required (from Section 5)

Provide signalised crossings (eg toucan crossings) of the link road at suitable locations.

Date completed

Note of action required (from Section 5)

Ensure active travel provision along Bertha Park Link Road.

Date completed

Note of action required (from Section 5)

Ensure that buttons at toucan crossings are at appropriate heights for wheelchair users.

Date completed

Note of action required (from Section 5)

Provide vehicle drop-off points at bus laybys.

Date completed

Note of action required (from Section 5)

Tactile paving to be incorporated into the design.

Date completed

Note of action required (from Section 5)

Ensure edges to the side of footways are level.

Date completed

Note of action required (from Section 5)

Provide appropriate lighting along Bertha Park Link Road, ensuring the route is lit consistently.

Date completed

Note of action required (from Section 5)

Ensuring adequate greenspace and planting is provided.

Date completed

Note of action required (from Section 5)

Where possible, benches to be slightly set back from cycleway.

Date completed

Note of action required (from Section 5)

If an underpass is progressed, then the design needs to ensure the underpass is open, wide, has good visibility through to the connecting path network, maximises passive surveillance and is well lit. Alternatively, an at-grade signalised crossing should be provided instead of an underpass.

Date completed

Note of action required (from Section 5)

Ensuring new/improved public transport provision, eg bus stops meets the needs of the community.

Date completed

Following construction of the scheme and implementation of the actions listed above, a follow-up review with consultees shall be carried out to evaluate the effectiveness of the implemented actions and to identify potential lessons learned for future schemes.

Appendix 1 – Equality monitoring data guidance

The Equality protected characteristics in our area

There are nine protected characteristics in the Equality Act and these are disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy and maternity and religion and belief.

The [Scottish Government Equality Evidence Finder](#) is updated twice a year with data surrounding equality evidence from a wide range of policy areas. Some key local statistics should be noted:

- Disability – 28% of the Perth and Kinross population consider themselves to have a long term physical or mental health condition, compared to 22% for Scotland overall. (Scottish Household Survey 2016)
- Sex – 49% of the Perth and Kinross population identify as male, the same as Scotland overall. (Scottish Household Survey 2016)
- Race – 98% of the Perth and Kinross adult population classify themselves as 'White', compared to 96% for Scotland as a whole. (Scottish Household Survey 2016)
- Sexual orientation – 99% of the Perth and Kinross adult population identify as Heterosexual, compared to 98% for Scotland overall. (Scottish Household Survey 2016)
- Gender reassignment – The Registrar General for Scotland maintains a Gender Recognition Register in which the birth of a transgender person whose acquired gender has been legally recognised is registered showing any new name(s) and the acquired gender. This enables the transgender person to apply to the Registrar General for Scotland for a new birth certificate showing the new name(s) and the acquired gender. The Gender Recognition Register is not open to public scrutiny. Local information is not available. (NRS Registration Division 2016)
- Age – Young people under 16 years currently make up 16% of the population in Perth and Kinross, compared to the national average of 17%. People aged 65 years and over account for 23% of the total population, higher than the national average of 19%. By 2039 this proportion is set to increase to 30%. (ONS Population data)
- Marriage and civil partnership – 58% of the Perth and Kinross adult population are married or in a civil partnership, compared to 47% for Scotland as a whole. (Scottish Household Survey 2016)
- Pregnancy and maternity – In 2016, the birth rate was 53.5 per 1,000 women aged 15 to 44 years. In other words, broadly 5.4% of women of child-bearing age were pregnant in 2016 in Perth and Kinross, compared to 5.2% for Scotland as a whole. (NRS Vital events 2016)
- Religion and belief – 52% of the Perth and Kinross adult population consider themselves to have a religious belief, compared to 49% for Scotland as a whole. (Scottish Household Survey 2016)

National data sources have been used to provide this information but it should be noted that the Scottish Household Survey is only based on a sample of respondents so variations may not be statistically significant.

Appendix 2 – Socioeconomic (fairness)

Socio-economic disadvantage:

- Low income (in comparison to most others) can be measured in a range of ways, eg relative poverty (after housing costs) looks at number of individuals living in households with incomes below 60% of UK median income. Statistics on absolute poverty (household living standards over time) and persistent poverty (where households live in poverty for 3 years out of 4) are also available. Poverty statistics can also be broken down by gender, disability, ethnicity, tenure and urban/rural.
- Low/No wealth – having access to wealth, eg financial products, equity from housing and a pension, provides some protection from socio-economic disadvantage. Single adult households (including single parent households) have very high risks of low wealth; households with lower educational qualifications and in routine or manual occupations have significantly higher risks of low wealth.
- Material deprivation – refers to households being unable to access basic goods and services and tends to focus on families with children.
- Area deprivation – living in a deprived area can exacerbate negative outcomes for individuals and households already affected by issues of low income.
- Socio-economic background – the structural disadvantage that can arise from parents' education, employment and income (ie social class) is more difficult to measure.
- Inequalities of outcome – any measurable differences for communities of interest or communities of place such as:
 - poorer skills and attainment
 - lower quality, less secure and lower paid work
 - greater chance of being a victim of crime
 - lower healthy life expectancy
 - less chance of a dignified and respectful life
- Communities of Place – refers to people who are bound together because of where they reside, work, visit or otherwise spend a continuous proportion of their time. Poverty is often hidden in smaller rural communities with issues such as cost of living and accessibility of transport, education and employment impacting more negatively.
- Communities of Interest – refers to people who share an identity, eg an equality protected characteristic. Consideration of the impact on those groups can help develop a deeper understanding of socio-economic impact, particularly by talking to people with lived experiences.

For further information refer to [Fairer Scotland – Duty Interim Guidance for Public Bodies](#).

Appendix 3 – Human Rights-based approach

A Human Rights approach should also be an embedded consideration in an EFIA.

In summary; we need to consider, where applicable, to what (if any) extent policies, practices, projects, Service Reforms, or Budget Options impact on three key strands of Human Rights:

Absolute rights:

- the right to life
- the right to freedom from inhuman and degrading treatment

Limited rights:

- the right to liberty
- the right to a fair trial

Qualified rights:

- the right to respect for private and family life, home and correspondence
- the right to freedom of thought, conscience and religion
- the right to freedom of assembly and association
- the right to protection of property

Any restriction of Qualified Rights must be:

- in accordance with the law: have a basis in domestic law, safeguards against arbitrary interference, foreseeable
- in pursuit of a legitimate aim: including "the economic wellbeing of the country", "the protection of health", "protection of the rights and freedoms of others"
- necessary
- proportionate
- not discriminatory

There is further guidance on integrating Human Rights into the equality impact assessment process available on the [Scottish Human Rights Commission website](#) following previous pilots with local authorities.