



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Churchill Barriers 3 and 4 Development Management Guidance
Service / service area responsible.	Development and Infrastructure/ Development, Planning and Regulatory Services/ Development and Marine Planning
Name of person carrying out the assessment and contact details.	Stuart West Ext. 2816 Stuart.west@orkney.gov.uk
Date of assessment.	21/08/2017
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	This guidance has been prepared in response to the recent listing of barriers 3 and 4.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	To set out the framework for determining applications for development consent which affect Barriers 3 and 4.
State who is, or may be affected by this function / policy / plan, and how.	Those submitting applications for development consent and their agents will be primarily affected (including works to the barriers, which are a public road, and developments within the setting of the barriers); there may theoretically be effects for building/land occupiers.

How have stakeholders been involved in the development of this function / policy / plan?	Yes – internal consultation has taken place with relevant council departments regarding roads operations.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	No
Could the function / policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	No – the identity of the applicant is irrelevant to this policy.
2. Sex: a man or a woman.	No – the identity of the applicant is irrelevant to this policy.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No – the identity of the applicant is irrelevant to this policy.
4. Gender Reassignment: the process of transitioning from one gender to another.	No – the identity of the applicant is irrelevant to this policy.
5. Pregnancy and maternity.	No – the identity of the applicant is irrelevant to this policy.
6. Age: people of different ages.	No – the identity of the applicant is irrelevant to this policy.
7. Religion or beliefs or none (atheists).	No – the identity of the applicant is irrelevant to this policy.
8. Caring responsibilities.	No – the identity of the applicant is irrelevant to this policy.
9. Marriage and Civil Partnerships.	No – the identity of the applicant is irrelevant to this policy.
10. Disability: people with disabilities (whether registered	No – the identity of the applicant is irrelevant to this policy.

or not).	
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3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No
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How could you minimise or remove any potential negative impacts?	n/a
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Do you have enough information to make a judgement? If no, what information do you require?	Yes
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4. Conclusions and Planned Action

Is further work required?	No.
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What action is to be taken?	None
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Who will undertake it?	n/a
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When will it be done?	n/a
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How will it be monitored? (e.g. through service plans).	n/a
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Signature:

Date: 21/08/2017

S WEST

Name: STUART WEST

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk