



Equality Impact Assessment Template

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 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	The Black Building Development Brief
Department/service responsible	Development Services
Name of person carrying out the assessment and contact details	Gavin Barr, Planning Manager (Policy and Projects)
Date of assessment	11 October 2010
Is the function/policy/plan new or existing?	This is a new planning brief. It will have status as supplementary planning guidance, supplementary to the existing Orkney Local Plan and will ultimately inform the new Local Development Plan

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/ plan?	The Brief will establish a plan for the development of the Black Building site for serviced sites
State who is, or may be affected by this function/policy/plan, and how	All residents in Kirkwall, and users of the town – this is because the brief includes provision for public open space.
How have stakeholders been involved in the development of this function/policy/plan?	A range of techniques will be employed to ensure maximum awareness of opportunities to engage in the preparation of the plan. These are detailed in the Participation Statement which will be prepared to accompany the final version of the Brief
Is there any existing data and/or research relating to equalities issues in this policy area?	Not that we are aware of

Please summarise. e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/ consultants' reports, benchmarking (see equalities resources on OIC information portal).	
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: different racial/ethnic groups	No differential impact anticipated
2. Gender: men and women, boys and girls, or transgender individuals	No differential impact anticipated
3. Caring responsibilities: people who look after dependants	No differential impact anticipated
4. Sexuality: people who are lesbian, gay, bisexual or transsexual	No differential impact anticipated
5. Age: people of different ages	No differential impact anticipated
6. Faith: people of different religions or beliefs, or none	No differential impact anticipated
7. Disability: people with disabilities (whether registered or not)	Potential impact if car reduced housing is to be promoted.

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No
How could you minimise or remove any potential negative impacts?	Efforts have been made to ensure the process has had wide publicity in order that all citizens had the opportunity to be involved in the process.
Do you have enough information to make a judgement? If no, what information do you require?	

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?:	No
What action is to be taken?:	
Who will undertake it?:	
When will it be done?:	
How will it be monitored? (i.e. through service plans):	

SignedGavin Barr.....Date 11 October 2010