



Equality Impact Assessment Template (April 2011)

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	Policy in respect of disposal of land and property on the Council's industrial estates and business parks.
Service/service area responsible	DES – Economic Development and Estates
Name of person carrying out the assessment and contact details	Jackie Thomson, ext 2507 jackie.thomson@orkney.gov.uk
Date of assessment	23 May 2011
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Review of existing policy

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To clarify/amend the policy, procedures and processes applicable to the disposal (by sale or lease) of investment land and property on the Council's investment property portfolio.
State who is, or may be affected by this function/policy/plan, and how	Orkney businesses, inward investors, OIC Members and officers. New policies and procedures may be established which will enhance officers' ability to respond to enquiries from businesses and investors and will accelerate the decision making process. The policy will not affect the general public.
How have stakeholders been involved in the development of this function/policy/plan?	No external stakeholders have been directly involved but there has been extensive discussion within the Council
Is there any existing data and/or research relating to equalities issues in this policy area? Please	The provision of land and property to businesses by local authorities is subject to State Aid regulation to ensure that no disproportionate competitive advantage

summarise. e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	is offered to any one, or any one group of businesses.
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 policy relates to use by businesses. Proposals will have no differential impact on individuals in any equality strand.
2. Sex: a man or a woman	No. see 1 above
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No. see 1 above
4. Gender Reassignment: the process of transitioning from one gender to another	No. see 1 above
5. Pregnancy and maternity	No. see 1 above
6. Age: people of different ages	No. see 1 above
7. Religion or beliefs or none (atheists)	No. see 1 above
8. Caring responsibilities	No. see 1 above
9. Marriage and Civil Partnership	No. see 1 above
10. Disability: people with disabilities (whether registered or not)	No. see 1 above

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	No. Proposals will have no differential impact on any equality strand.
How could you minimise or remove any potential negative impacts?	N/A
Do you have enough information to make a judgement? If no, what	Yes

information do you require?	
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4. CONCLUSIONS AND PLANNED ACTION	
Is further work required?	No
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans)	If approved, on an ongoing basis through operational delivery of the service and policy

Signature

Date: 31 May 2011

Name: JACKIE THOMSON