



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	Orkney Fisheries Local Action Group (FLAG) scheme of grant assistance.
Service/service area responsible	Economic Development
Name of person carrying out the assessment and contact details	Jackie Thomson, ext 2507 jackie.thomson@orkney.gov.uk
Date of assessment	22 September 2011
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New scheme of assistance to the fisheries sector
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To encourage and assist projects which strengthen the competitiveness of the Orkney fishery and/or add value to fishery products.
State who is, or may be affected by this function/policy/plan, and how	Individuals, groups of individuals, businesses, and organisations will be eligible to apply for financial assistance towards projects intended to deliver the above outcomes.
How have stakeholders been involved in the development of this function/policy/plan?	Stakeholders from the private sector, public sector and voluntary sector have collectively established the FLAG and approved the development strategy and business plan.

<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>75% of the funding will be provided by the European Union. Consequently the scheme structure and its administration are required to satisfy all relevant equality issues.</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>No, terms of project eligibility will be examined by the Scottish Government prior to approval. The proposal will have no differential impact on individuals in any equality strand.</p>
<p>2. Sex: a man or a woman</p>	<p>No. see 1 above</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>No. see 1 above</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>No. see 1 above</p>
<p>5. Pregnancy and maternity</p>	<p>No. see 1 above</p>
<p>6. Age: people of different ages</p>	<p>No. see 1 above</p>
<p>7. Religion or beliefs or none (atheists)</p>	<p>No. see 1 above</p>
<p>8. Caring responsibilities</p>	<p>No. see 1 above</p>
<p>9. Marriage and Civil Partnership</p>	<p>No. see 1 above</p>
<p>10. Disability: people with disabilities (whether registered or not)</p>	<p>No. see 1 above</p>

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	No. The proposal will have no differential impact on individuals in 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 information do you require?	N/A

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)	The monitoring process has been defined within the business plan and meets that demanded of EU funding agreements. Subject to internal and external audit.

Signature

Date 24.10.11

Name: JACKIE THOMSON