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**

<table>
<thead>
<tr>
<th>Name of function/policy/plan to be assessed</th>
<th>The Development Plan Scheme 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service/service area responsible</td>
<td>Development and Marine Planning</td>
</tr>
<tr>
<td>Name of person carrying out the assessment and contact details</td>
<td>Susan Shearer, <a href="mailto:susan.shearer@orkney.gov.uk">susan.shearer@orkney.gov.uk</a> Tel: 01856 873535 Ext. 2533</td>
</tr>
<tr>
<td>Date of assessment</td>
<td>7 January 2013</td>
</tr>
<tr>
<td>Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)</td>
<td>The Development Plan Scheme 2013 is a revised version of the Development Plan Scheme 2012. The Town and Country Planning (Development Planning)(Scotland) Regulations 2008 requires that a Development Plan Scheme is completed each year.</td>
</tr>
</tbody>
</table>

2. **INITIAL SCREENING**

<table>
<thead>
<tr>
<th>What are the intended outcomes of the function/policy/plan?</th>
<th>To inform all stakeholders in the Development Plan process of the timescale and work programmes involved to review and produce a new Local Development Plan for Orkney.</th>
</tr>
</thead>
<tbody>
<tr>
<td>State who is, or may be affected by this function/policy/plan, and how</td>
<td>Planning Stakeholders as this document discusses timescales and work programmes that they may be involved with or need to have regard of.</td>
</tr>
<tr>
<td>How have stakeholders been involved in the development of this function/policy/plan?</td>
<td>Yes, through the Local Development Plan consultation process. Note that after the document is approved by PPS Committee and Full Council it is published and available to members of the public.</td>
</tr>
<tr>
<td>Is there any existing data and/or research relating to equalities issues in this policy area? Please</td>
<td>Not directly. Note that the Equalities Act 2010 requires that no-one be disadvantaged in receiving services from public agencies as a result of disability.</td>
</tr>
</tbody>
</table>
summarise.
e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)

<table>
<thead>
<tr>
<th>Could the function/policy have a differential impact on any of the following equality strands?</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1. Race: this includes ethnic or national groups, colour and nationality</th>
<th>No impact.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Sex: a man or a woman</td>
<td>No impact.</td>
</tr>
<tr>
<td>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</td>
<td>No impact.</td>
</tr>
<tr>
<td>4. Gender Reassignment: the process of transitioning from one gender to another</td>
<td>No impact.</td>
</tr>
<tr>
<td>5. Pregnancy and maternity</td>
<td>No Impact.</td>
</tr>
<tr>
<td>6. Age: people of different ages</td>
<td>No impact.</td>
</tr>
<tr>
<td>7. Religion or beliefs or none (atheists)</td>
<td>No impact.</td>
</tr>
<tr>
<td>8. Caring responsibilities</td>
<td>No impact.</td>
</tr>
<tr>
<td>9. Marriage and Civil Partnership</td>
<td>No impact.</td>
</tr>
<tr>
<td>10. Disability: people with disabilities (whether registered or not)</td>
<td>No impact.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. IMPACT ASSESSMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the analysis above identify any differential impacts which need to be addressed?</td>
</tr>
<tr>
<td>How could you minimise or remove any potential negative impacts?</td>
</tr>
<tr>
<td>Do you have enough information to make a judgement? If no, what</td>
</tr>
</tbody>
</table>
## 4. CONCLUSIONS AND PLANNED ACTION

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is further work required?</td>
<td>No</td>
</tr>
<tr>
<td>What action is to be taken?</td>
<td>The Development Plan Scheme is reviewed yearly under the provisions made in the Town and Country (Development Planning) (Scotland) Regulations 2008.</td>
</tr>
<tr>
<td>Who will undertake it?</td>
<td>OIC Development and Marine Planning Team</td>
</tr>
<tr>
<td>When will it be done?</td>
<td>2013-2018</td>
</tr>
<tr>
<td>How will it be monitored? (e.g. through service plans)</td>
<td>Through the monitoring processes of the Orkney Local Development Plan</td>
</tr>
</tbody>
</table>

Signature: [Signature]
Date: 7 January 2013
Name: SUSAN SHEARER
(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