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>Development and Infrastructure Service Plan</th>
</tr>
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<tbody>
<tr>
<td>Service/service area responsible</td>
<td>Development and Infrastructure</td>
</tr>
<tr>
<td>Name of person carrying out the assessment and contact details</td>
<td>Roddy Mackay, Ext 2530</td>
</tr>
<tr>
<td>Date of assessment</td>
<td>22 May 2013</td>
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<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 Service Plan for 2013 – 2016 is new, being a refreshed version of previous plans which covered the former Development &amp; Environment and Marine Services departments.</td>
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2. INITIAL SCREENING

<table>
<thead>
<tr>
<th>What are the intended outcomes of the function/policy/plan?</th>
<th>The Service Plan sets out the priorities and targets that the services of Development and Infrastructure intend to work towards over the coming three years and includes a detailed description of the service actions for the coming year.</th>
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</table>
| State **who** is, or may be affected by this function/policy/plan, and **how** | All Service Users of Development and Infrastructure Services are affected as the Service Plan covers all areas, i.e.  
  - all householders;  
  - visitors to Orkney;  
  - all users of transport services including roads, ferries, buses and planes;  
  - commercial businesses (commercial waste; Trading Standards; Food Safety and Health and Safety advice);  
  - local and national consumers of commercial services, including users of the harbour and |

Updated 21.01.13
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<th><strong>Port authority functions:</strong></th>
<th>All staff involved in the delivery of Development and Infrastructure services are also affected as the Service Plan covers all areas of the service.</th>
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<td>• investors and developers including those seeking funding for development and those seeking permissions for development or development land;</td>
<td></td>
</tr>
<tr>
<td>• all other Council Services, including vehicle fleet and property maintenance and inspection services; and</td>
<td></td>
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<tr>
<td>• elected members.</td>
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How have stakeholders been involved in the development of this function/policy/plan?

The Service Plan has been developed in discussion with the managers and Heads of Service of Development and Infrastructure.

Some of the targets and developments set out in the service plan are ‘works in progress’ and as such have been developed with a level of engagement with stakeholders that is appropriate to each item.

Where the Service Plan sets out new specific developments or actions for a service i.e. items that are not already ‘works in progress’ then the appropriate level of consultation and engagement will be undertaken. Each one of these items will also be subject to an individual EqIA where this is appropriate.

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)

There is no data specifically in relation to Service Plans.

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.

2. Sex: a man or a woman
   No.

3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
   No.
4. Gender Reassignment: the process of transitioning from one gender to another
No.

5. Pregnancy and maternity
No.

6. Age: people of different ages
No.

7. Religion or beliefs or none (atheists)
No.

8. Caring responsibilities
No.

9. Marriage and Civil Partnership
No.

10. Disability: people with disabilities (whether registered or not)
There are specific actions contained within the Development & Infrastructure Service Plan which will have positive benefits in respect of people with disabilities, namely:
1. to ensure all Council properties are fully compliant with disability access legislation; and
2. to target those vessels and buses with minor failings in respect of disability access in order to make them as compliant as is reasonably practicable.

3. IMPACT ASSESSMENT
Does the analysis above identify any differential impacts which need to be addressed?
As the EqIA is overarching and relates to the service Plan, rather than specific targets or developments contained within the service plan, there is no differential impact. Any potential differential impacts will be identified through the EqIA associated with each specific development area.

How could you minimise or remove any potential negative impacts?
No action is required

Do you have enough information to make a judgement? If no, what information do you require?
Yes

4. CONCLUSIONS AND PLANNED ACTION
Is further work required?
Yes

What action is to be taken?
The Development and Infrastructure Service Plan is to be considered by Development and Infrastructure Committee on 4 June 2013 with any work following from there.
EqIAs will be carried out in respect of each specific
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<tr>
<th>Who will undertake it?</th>
<th>Managers/officers in Development &amp; Infrastructure</th>
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<tr>
<td>When will it be done?</td>
<td>4 June 2013 and on-going in line with service plan timescales</td>
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<td>How will it be monitored? (e.g. through service plans)</td>
<td>Following initial consideration and approval, progress on implementing the Service Plan will be reported twice a year to the Development &amp; Infrastructure Committee.</td>
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Signature

Date 22 May 2013

Name  RODDY MACKAY
      (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