

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 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	Tourist Signposting Policy 2012
Service/service area responsible	Development and Environment Services
Name of person carrying out the assessment and contact details	Kenneth Roy, Team Leader Roads Support Ext 2326 Email: kenny.roy@orkney.gov.uk
Date of assessment	10 January 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Updated Tourist Signposting Policy 2012

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	The objective of this policy is to provide guidance on signs appropriate to meet the needs of the tourism industry and road users in general, and which is consistent with safe and efficient traffic management and with minimal impact on the environment.
State who is, or may be affected by this function/policy/plan, and how	Tourist destination providers and all road users travelling on the public roads.
How have stakeholders been involved in the development of this function/policy/plan?	The Draft Tourist Signposting Policy has been developed in consultation with the tourism industry in Orkney. Those included in the process were Visit Scotland, Historic Scotland, Orkney Tourism Group and Community Councils.
Is there any existing data and/or research relating to equalities	Reference should also be made to Tourist Sign Posting SODD Circular 27/1995 which gives guidance on the provision of tourist signs in general in Scotland

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)	
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 statutory requirements for tourist signposting are relevant to all tourist destinations and road users.
2. Sex: a man or a woman	No. As 1 above.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No. As 1 above.
4. Gender Reassignment: the process of transitioning from one gender to another	No. As 1 above.
5. Pregnancy and maternity	No. As 1 above.
6. Age: people of different ages	No. As 1 above.
7. Religion or beliefs or none (atheists)	No. As 1 above.
8. Caring responsibilities	No. As 1 above.
9. Marriage and Civil Partnership	No. As 1 above.
10. Disability: people with disabilities (whether registered or not)	No. As 1 above.

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?	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?	Yes
What action is to be taken?	The continued monitoring and control of Tourist Signposting in Orkney
Who will undertake it?	The council's Road service
When will it be done?	Following approval of the Draft Tourist Signposting Policy 2012
How will it be monitored? (e.g. through service plans)	Through the receipt of applications from the tourist destination providers in Orkney and as part of the councils continued inspect of the road network

Signature Kenneth D Roy

Date 10 January 2012

Name KENNTH D ROY
(BLOCK CAPITALS)

Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.