

# 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	Supplementary Guidance <i>Aquaculture (Draft)</i>
Service/service area responsible	Development Planning and Regeneration
Name of person carrying out the assessment and contact details	Susan Shearer, susan.shearer@orkney.gov.uk Tel: 01856 873535 Ext. 2533
Date of assessment	25 <sup>th</sup> January 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The Supplementary Guidance <i>Aquaculture (draft)</i> is new guidance that is a requirement of the Orkney Local Development Plan, Proposed Plan April 2011 and Scottish Planning Policy 2010.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	The Supplementary Guidance <i>Aquaculture</i> supports Policy C5 in the Orkney Local Development Plan which aims to promote appropriately located aquaculture development. The supplementary guidance provides 9 development criteria that a development proposal has to satisfy so as to gain a successful outcome.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	The guidance potentially may affect a number of planning stakeholders. The main stakeholders here are the aquaculture industry, surrounding marine users (including amenity users), SEPA, Marine Scotland, SNH. This is because it will provide local guidance to this sector. Note that a number of these agencies have their own set procedures within this sector.
How have stakeholders been involved in the development of	Informal consultation through individual meetings and group meetings. This is a draft guidance and stakeholders input is formally completed through public

this function/policy/plan?	consultation (6week period) that is in line with the Town and Country Planning (Development Planning)(Scotland Regulations 2008
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)	The Equalities Act 2010 requires that no-one be disadvantaged in receiving services from public agencies as a result of disability.
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 impact.
2. Sex: a man or a woman	No impact.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No impact.
4. Gender Reassignment: the process of transitioning from one gender to another	No impact.
5. Pregnancy and maternity	No Impact.
6. Age: people of different ages	No Impact
7. Religion or beliefs or none (atheists)	No impact.
8. Caring responsibilities	No Impact.
9. Marriage and Civil Partnership	No impact.
10. Disability: people with disabilities (whether registered or not)	No impact.

### 3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No differential impacts to be addressed.
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How could you minimise or remove any potential negative impacts?	No negative impacts identified.
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?	Further work is required to this Supplementary Guidance as it is a draft that requires public consultation, possible redrafting and then approval from the relevant OIC Committee.
What action is to be taken?	Public consultation, possible redrafting and approval from relevant OIC Committee.
Who will undertake it?	Development Planning and Regeneration
When will it be done?	2012
How will it be monitored? (e.g. through service plans)	Through the monitoring processes of the Orkney Local Development Plan

Signature

Date

25 January 2012

Name SUSAN SHEARER  
(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.**