

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	Orkney Local Development Plan, Modified Proposed Plan
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 th 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 requirement and the detail of how to process a Local Development Plan is set out in the Planning etc (Scotland) Act 2006 and the Town and Country Planning (Development Planning)(Scotland Regulations 2008. It is statutory requirement for local authorities. The process for the production of a new Local Development Plan commences with the review of the existing Local Development Plan (known as the Orkney Local Plan 2004).
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To have an adopted Orkney Local Development Plan that has gone through all the processes and procedures that are set out in above act and regulations.
State who is, or may be affected by this function/policy/plan, and how	The general public directly and indirectly as well as visitors to the county and key agencies (eg Scottish Water, SEPA)
How have stakeholders been involved in the development of this function/policy/plan?	Yes, consultation is a key element of the development plan process that has been ongoing since 2008, with key consultation stages. Consultation methods have included advertisements, press releases, stalls at the county show, attending Community council meetings,

	officer availability to speak to members of the public during working hours, mail outs to all Orkney addresses as well as emailing / letters to over 600 contacts on our Development Plan database. Statutory consultation processes as well as formal notifications are set out in 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)	Not directly but 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) The policies of the Plan could be seen to have a positive impact on all members of our community directly or indirectly.
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.
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?	Yes.
What action is to be taken?	A period of consultation is required, potential re-drafting and approval for examination by the Scottish Government. Note that this document's effectiveness will be monitored by Development Planning and Regeneration.
Who will undertake it?	Development Planning and Regeneration
When will it be done?	2011 - 2016
How will it be monitored? (e.g. through service plans)	As set out in the Town and Country (Development Planning)(Scotland) Regulations 2008

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.