

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	Proposal to declare Happy Valley as a Local Nature Reserve, to be considered at PPS committee, 22 Feb 2012.
Service/service area responsible	Development Planning and Regeneration
Name of person carrying out the assessment and contact details	Julian Branscombe; julian.branscombe@orkney.gov.uk Tel: 01856 852037
Date of assessment	31 st 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 site is existing, but the proposal for LNR declaration is new.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	Getting increased recognition for, and encouraging use of Happy Valley as a Local Nature Reserve.
State who is, or may be affected by this function/policy/plan, and how	Indirectly LNR declaration will have an affect on all members of the public and visitors to the County.
How have stakeholders been involved in the development of this function/policy/plan?	It has been discussed internally in OIC, and with Jenny Taylor (Orkney Woodland Group) and with Friends of Happy Valley, which also involves active members of Firth & Stenness Community Council.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.	Not specific to Happy Valley.

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 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?	No.
What action is to be taken?	None.
Who will undertake it?	N/a
When will it be done?	N/a
How will it be monitored? (e.g. through service plans)	N/a

Signature

Date

31st January 2012

Name JULIAN BRANSCOMBE
(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.