

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	Verge Maintenance Specification 2012
Service/service area responsible	Development and Infrastructure Services
Name of person carrying out the assessment and contact details	Simon Butcher, Roads Services Manager Ext 2725 e-mail simon.butcher@orkney.gov.uk
Date of assessment	02 February 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The verge maintenance specification is reviewed annually and changed if required following consultation with Members and Community Councils
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	OIC as Roads Authority has a duty to maintain the public roads and ensure as far as possible that they are safe for all road users, this includes the roadside verge. The cutting of vegetation on roadside verges is done primarily for road safety purposes and to provide a refuge for pedestrians. It also recognises that the Council has a duty under the Nature Conservation (Scotland) Act 2004 to conserve and enhance biodiversity in Orkney. The objective of the verge maintenance plan is to provide a specification for the cutting of roadside verges in Orkney
State who is, or may be affected by this function/policy/plan, and how	All road users travelling on the public roads.
How have stakeholders been	Through consultation with Councillors, Community

involved in the development of this function/policy/plan?	Councils and other bodies such as Scottish Natural Heritage and from comments, compliments and complaints received from the public.
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)	Reference can be made to the Councils Roads Management and Maintenance Plan and to the code of good practice 'Well Maintained Highways'
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. 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
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How could you minimise or remove any potential negative impacts?	N/A
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?	Not at this time
What action is to be taken?	The verge maintenance specification will be reviewed annually.
Who will undertake it?	The council's Roads service
When will it be done?	Annually at the end of the season
How will it be monitored? (e.g. through service plans)	Through a review of the comments, compliments and complaints received from the public and consultation with Councillors, Community Councils and other relevant bodies.

Signature

Date

02 February 2012

Name SIMON BUTCHER
(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.