

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 Islands Council- Harbour Authority Ballast Water Management Policy
Service/service area responsible	Marine Services
Name of person carrying out the assessment and contact details	David Sawkins, ext 3601, email david.sawkins@orkney.gov.uk
Date of assessment	15 February 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Existing Policy to be revised

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To revise the existing Ballast Water Management Policy in order to allow, under strictly controlled conditions, vessels to discharge ballast water into Scapa Flow.
State who is, or may be affected by this function/policy/plan, and how	Employees of the Council, Orkney Towage who will require to implement the policy and other marine users of Scapa Flow ie: fishermen with regard to ensuring that the environment of Scapa flow is maintained.
How have stakeholders been involved in the development of this function/policy/plan?	Yes, via the Strategic Environment Assessment, Environment Impact Assessment, Sustainability Assessment and Appropriate Assessment process that has been undertaken over the last two years. There have been meetings with statutory consultees and stakeholders throughout the process.
Is there any existing data and/or research relating to equalities	Yes, there has been a full Appropriate Assessment carried out, completed, which details sources of

<p>issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>information, new information and the application and methods used during the Appropriate Assessment.</p> <p>This has involved working with and details from Marine Scotland, Scottish Natural Heritage and Scottish Environmental Protection Agency – plus other technical and developed details regarding the tidal and residual water flows around Orkney, the northern Atlantic Ocean, the North Sea and Scapa Flow.</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>No</p>
<p>2. Sex: a man or a woman</p>	<p>No</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>No</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>No</p>
<p>5. Pregnancy and maternity</p>	<p>No</p>
<p>6. Age: people of different ages</p>	<p>No</p>
<p>7. Religion or beliefs or none (atheists)</p>	<p>No</p>
<p>8. Caring responsibilities</p>	<p>No</p>
<p>9. Marriage and Civil Partnership</p>	<p>No</p>
<p>10. Disability: people with disabilities (whether registered or not)</p>	<p>No</p>

<p>3. IMPACT ASSESSMENT</p>	
<p>Does the analysis above identify any differential impacts which need to be addressed?</p>	<p>The results of the Appropriate Assessment show that the proposed change in policy is in the order of 300 to 10,000 better than the requirements as specified by the International Maritime Organisation's International Convention for the Control and Management of Ships' Ballast Water and Sediments, 2004</p> <p>Note: All documents and reports from Consultants will be available from Marine Services on request, and are</p>

	<p>as detailed:</p> <p>SEA / SA Revised Ballast Water Management Policy, 16 March 2010, Cascade Consulting Ltd</p> <p>Addendum to the SEA / SA of Revised Ballast Water Management Policy, 3 February 2012, Intertek METOC Ltd</p> <p>Draft Revised Ballast Water Management Policy, Habitats Regulation Appraisal Appropriate Assessment Scapa Flow Discharge, 3 January 2012, Intertek METOC Ltd</p> <p>Draft Revised Ballast Water Management Policy Habitats Regulation appraisal Appropriate Assessment Eastern Exchange Zone, 3 February 2012, Intertek METOC Ltd.</p>
How could you minimise or remove any potential negative impacts?	The Consultants Reports, referred to in the previous section taking into consideration the SEA, EIA, SA and AA clearly states that no mitigating measures are required as a result of the proposed change to the existing ballast water management policy
Do you have enough information to make a judgement? If no, what information do you require?	Yes. The Consultants Report taking into consideration the SEA, EIA, SA and AA clearly states that no mitigating measures are required as a result of the proposed change to the existing ballast water management policy

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	Yes
What action is to be taken?	Report to Transport and Infrastructure and Policy and Resources Committee's of the Council on 28 Feb 12 and 13 March 12 respectively, seeking approval to change the existing policy
Who will undertake it?	Executive Director Development and Infrastructure & Interim Director of Marine Services
When will it be done?	Council Committee Meetings Feb / March 12
How will it be monitored? (e.g. through service plans)	Strict monitoring of revised policy is built into the procedures to be taken in allowing vessels to discharge ballast water into Scapa Flow

Signature

Date 15.02.12

Name DAVID SAWKINS
(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.