

# 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.

<b>1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN</b>	
<b>Name of function/policy/plan to be assessed</b>	Community Development Fund (CDF)
Service/service area responsible	Development and Infrastructure / Economic Development
Name of person carrying out the assessment and contact details	Gavin Cameron, Business Development Officer Ext: 2512, E-mail: gavin.cameron@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)	Proposed approval of a new £1M tranche of CDF funding.
<b>2. INITIAL SCREENING</b>	
What are the intended outcomes of the function/policy/plan?	<p>CDF exists to provide grants towards capital projects developed by community groups, such as community councils, community associations, heritage trusts and sporting groups. Projects should have a widespread community benefit. The CDF is currently closed to new applications as all approved funds have been committed.</p> <p>As well as the proposal to re-open the CDF with a further £1M tranche, proposed minor amendments to CDF policy and procedures are due to be considered by the Policy and Resources Committee on 13 March 2012: these are detailed in section 8 of the report.</p>
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	Orkney residents and visitors, by way of access to community facilities supported by the CDF.
How have stakeholders been	Proposed amendments to CDF policy have arisen as a

involved in the development of this function/policy/plan?	<p>result of stakeholder engagement and feedback.</p> <p>Proposed amendments have been discussed with the CDF Sub-committee, with support expressed for the proposed amendments.</p>
<p>Is there any existing data and/or research relating to equalities 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>Proposed amendments will have no impact on eligibility, but are intended to improve administration and delivery of the CDF in order to make it more responsive to user needs and to support the CDF objective to attract as much external funding into the county as possible.</p>
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	<p>No. Proposed amendments will have no differential impact on eligibility. The CDF is intended to benefit the community as a whole, by supporting capital projects with widespread community benefits, as developed by community groups. There are possible positive impacts/benefits as Orkney residents, by way of access to community facilities supported by the CDF. Approximately £3.7M has been invested in local community projects by the CDF since 1998.</p>
2. Sex: a man or a woman	As 1 above.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	As 1 above.
4. Gender Reassignment: the process of transitioning from one gender to another	As 1 above.
5. Pregnancy and maternity	As 1 above.
6. Age: people of different ages	As 1 above.
7. Religion or beliefs or none (atheists)	As 1 above.
8. Caring responsibilities	As 1 above.
9. Marriage and Civil Partnership	As 1 above.
10. Disability: people with disabilities (whether registered or not)	As 1 above.

<b>3. IMPACT ASSESSMENT</b>	
Does the analysis above identify any differential impacts which need to be addressed?	No
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?	N/A

<b>4. CONCLUSIONS AND PLANNED ACTION</b>	
Is further work required?	No
What action is to be taken?	If new funding and proposed amendments are approved by Council, the policy and procedures will be amended accordingly and the fund re-opened to new applications
Who will undertake it?	Executive Director of Development and Infrastructure via the Business Development Officer
When will it be done?	If approved, procedures will be amended in time for CDF to re-open to new applications on 1 June 2012, or whichever date Council approves
How will it be monitored? (e.g. through service plans)	On an ongoing basis through operational delivery of the CDF and via reports on applications to the CDF Sub-committee

Signature

Date 15.02.12

Name GAVIN CAMERON  
(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.**