

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	Proposed establishment of a Marine Energy Park for the Pentland Firth and Orkney Waters (PFLOW)
Service/service area responsible	Development and Infrastructure
Name of person carrying out the assessment and contact details	Gavin Barr
Date of assessment	27/2/12
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The establishment of a Marine Energy Park will be a new designation for the PFLOW. There is a degree of uncertainty regarding the powers which will be attached to MEP status but it could act as a lever in future Government policy and decision making.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To work with Government to establish the range of practical functions that the Marine Energy Park status could have, including acting as a basis for future planning and administrative processes which could improve the environment for development of the renewables sector in Orkney.
State who is, or may be affected by this function/policy/plan, and how	The establishment of a MEP may impact on the local community. MEP status would create a positive business environment to attract investment which would generate jobs and business opportunities for Orkney and the surrounding area as well as securing low carbon energy.
How have stakeholders been involved in the development of this function/policy/plan?	During 2011 the Chief Executive and Executive Director of Development and Infrastructure worked closely with Highland Council, HIE and Scottish Government officials to promote the Pentland Firth and Orkney Waters area as having the key credentials to

	<p>qualify for Marine Energy Park status.</p> <p>The promotional activity included a presentation to the UK Marine Energy Programme Board. The UK Marine Energy Programme was established by the UK Government in 2011 to focus on enhancing the UK marine energy sector's ability to develop and deploy wave and tidal energy devices on a commercial scale. The Programme aims to put in place a coherent programme of policies across Government, led by the Department of Energy and Climate Change (DECC), to enable the UK Marine Energy sector to move from prototype testing to commercial deployment over the coming 5 years; and provide a direct link between DECC Ministers and sector stakeholders. Work is ongoing to ensure that the next Programme Board meeting includes a significant part of the agenda in Orkney.</p> <p>Local stakeholders will be involved as the proposal develops.</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>	N/A at this stage
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	(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
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No
4. Gender Reassignment: the process of transitioning from one gender to another	No
5. Pregnancy and maternity	No
6. Age: people of different ages	No

7. Religion or beliefs or none (atheists)	No
8. Caring responsibilities	No
9. Marriage and Civil Partnership	No
10. Disability: people with disabilities (whether registered or not)	No

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No. The Council is being asked at this stage to support the principle of the UK Government designating the Pentland Firth and Orkney Waters as a Marine Energy Park. This is a strategic decision which does not include any level of detail as to what activities would occur and to what extent. As such, it is not possible at this stage to identify exact physical outcomes and consequently identify any differential impacts. Further equality impact assessments will be carried out if necessary at a later stage when greater detail is known or when individual aspects are considered.
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?	No
What action is to be taken?	N/A
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

27 February 2012

Name GAVIN BARR
(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.