

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	Supplementary Guidance Natural Heritage
Service/service area responsible	Development and Marine Planning
Name of person carrying out the assessment and contact details	James Green, james.green@orkney.gov.uk Tel: 01856 873535 Ext. 2804
Date of assessment	11 th May 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The Supplementary Guidance Natural Heritage is existing guidance that has been revised since initial consultation in April 2011. The guidance has been updated following a decision from Elected Members to remove the Local Nature Conservation Site designations from the Modified Proposed Plan.
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	The Supplementary Guidance Natural Heritage supports Policy N2 in the Orkney Local Development Plan which aims to propose Local Nature Conservation Sites across the County.
State who is, or may be affected by this function/policy/plan, and how	This Supplementary Guidance may affect landowners planning to develop land which has a Local Nature Conservation Site designation. This proposed designation does not prohibit development but may be used to shape an application ensuring the natural heritage of the site is taken into consideration.
How have stakeholders been involved in the development of this function/policy/plan?	The Scottish Government, National Farmers Union Scotland and Scottish Natural Heritage have been consulted while revising the draft Supplementary Guidance Natural Heritage

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)	The Equalities Act 2010 requires that no-one be disadvantaged in receiving services from public agencies as a result of disability.
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
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4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	Yes
What action is to be taken?	Further work is required to this Supplementary Guidance as it is a draft that requires public consultation, possible redrafting and then approval from the relevant OIC Committee.
Who will undertake it?	Development and Marine Planning
When will it be done?	2012
How will it be monitored? (e.g. through service plans)	Through the monitoring processes of the Orkney Local Development Plan

Signature

Date

11th May 2012

Name JAMES GREEN
(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.