

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	To consider the introduction of a fuel surcharge to the tariffs used by Loganair Ltd in operating the inter-island air services PSO contract.
Service/service area responsible	Development and Infrastructure – Transportation
Name of person carrying out the assessment and contact details	Director of Development and Infrastructure
Date of assessment	15 May 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New policy

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To reduce the overspend within the air services budget
State who is, or may be affected by this function/policy/plan, and how	<p>All service users could be affected by any changes to the way in which the service is configured or the charges raised.</p> <p>Currently an annual increase is applied to the fares by Loganair Ltd and this increase is retained by the company.</p> <p>The fuel surcharge would be an additional increase applied to the fares which Loganair Ltd would pay back to Orkney Islands Council.</p>
How have stakeholders been involved in the development of this function/policy/plan?	Orkney Islands Council are working with Loganair Ltd in order to implement this change successfully (should it be approved by the Council)

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)	This proposal is in line with the fuel surcharge mechanism implemented by Orkney Ferries and approved by the Council in 2011.
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
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
How could you minimise or remove any potential negative impacts?	Good communication with stakeholders via the OIC Communications Team following a decision by committee. If approved, a press release will be issued

	to Radio Orkney and the Orcadian informing them of the surcharge mechanism.
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?	Yes
What action is to be taken?	Further work with Loganair Ltd to ensure a smooth transition. Members of the public will be informed via a press release following a decision by committee.
Who will undertake it?	Transportation Service
When will it be done?	Following committee decision
How will it be monitored? (e.g. through service plans)	Passenger figures will be monitored and all complaints/concerns will be recorded by the Transportation Service

Signature

Date

15 May 2012

Name LAURA JANE CROMARTY
(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.