

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	Roads Asset Replacement Programme 2012/13
Service/service area responsible	Development and Infrastructure
Name of person carrying out the assessment and contact details	Simon Butcher, Roads Services Manager Ext 2725 Email simon.butcher@orkney.gov.uk
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)	The Roads Asset Replacement Programme is an annual programme of works which is reviewed and updated on an annual basis.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	OIC as Roads Authority has a duty to maintain the Roads Asset in a serviceable condition. The Roads Asset Replacement Programme will contribute to this by replacing those parts of the asset that are worn out and are no longer serviceable.
State who is, or may be affected by this function/policy/plan, and how	All road users
How have stakeholders been involved in the development of this function/policy/plan?	Stakeholders are not directly involved in the development of the plan which is a works programme based on an assessment of the asset condition.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.	Reference can be made to the Councils Roads Management and Maintenance Plan and to the Code of good practice 'Well Maintained Highways'

e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	
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	Yes
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)	Yes

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?	<p>Deterioration of the Roads Asset will have a disproportionate impact on the Elderly and those with physical disabilities.</p> <p>Maintaining the asset in a serviceable condition will make a positive contribution to their well being.</p>
Do you have enough information to make a judgement? If no, what	Yes

information do you require?	
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4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	Not at this time
What action is to be taken?	Continue to seek approval for an annual Roads Asset Replacement Programme.
Who will undertake it?	The Councils Roads Services Team
When will it be done?	Annually
How will it be monitored? (e.g. through service plans)	Through continued monitoring and inspection of the Roads Asset.

Signature

Date

15 May 2012

Name SIMON BUTCHER
(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.