

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	Kirkwall CARS and THI
Service/service area responsible	Development and Marine Planning
Name of person carrying out the assessment and contact details	Stuart West stuart.west@orkney.gov.uk Tel: 01856 873535 Ext. 2816
Date of assessment	16 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)	There is an opportunity to apply for funding from Historic Scotland and the Heritage Lottery Fund to contribute towards regeneration projects within the conservation area.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To secure funding for projects in the Kirkwall Conservation Area.
State who is, or may be affected by this function/policy/plan, and how	The potential projects would affect the area concerned in the heart of the town; namely households in this area and the proprietors of business in the area.
How have stakeholders been involved in the development of this function/policy/plan?	Informal consultation with Historic Scotland and Heritage Lottery Fund.
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	The Equalities Act 2010 requires that no-one be disadvantaged in receiving services from public agencies as a result of disability.

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 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

4. CONCLUSIONS AND PLANNED ACTION
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Is further work required?	Present to committee to consider for approval. If approved, a submission would be made to relevant agencies for funding.
What action is to be taken?	Seek approval from Committee and if successful submit a bid for the funding.
Who will undertake it?	Development and Marine Planning
When will it be done?	2012/2013
How will it be monitored? (e.g. through service plans)	A structured plan will be in place to monitor the submission process.

Signature

Date

16TH March 2012

Name STUART WEST
(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.