

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	Local Code of Corporate Governance
Service/service area responsible	Chief Executive
Name of person carrying out the assessment and contact details	Jim Love, Corporate Services Officer, Extension 2110, Email jim.love@orkney.gov.uk
Date of assessment	16 May 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Update of the existing Local Code of Corporate Governance

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	<p>Ensure that Orkney Islands Council's corporate governance arrangements are fully consistent with the principles - and reflect the requirements - of the <i>CIPFA/SOLACE Delivering Good Governance in Local Government: Framework</i></p> <p>Ensure that full annual assessments of the extent to which the Council complies with the requirements of the <i>CIPFA/SOLACE Delivering Good Governance in Local Government: Framework</i> are carried out</p>
State who is, or may be affected by this function/policy/plan, and how	Elected members and officers of the Council will be directly affected – more widely, the Orkney public will benefit from the Council having in place robust corporate governance arrangements
How have stakeholders been involved in the development of this function/policy/plan?	Key officers supported the development of the Local Code, and the draft was considered and amended by the Senior Management Team and by the Corporate

	Management Team
<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>	<p>The Local Code has been benchmarked against three local councils and the six CIPFA/SOLACE principles</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>Differential impacts? No.</p> <p>General beneficial impacts? Yes.</p> <p>Robust corporate governance arrangements, through helping to ensure good Council decision making and transparency, will benefit the whole community</p>
1. Race: this includes ethnic or national groups, colour and nationality	No differential impact
2. Sex: a man or a woman	No differential impact
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No differential impact
4. Gender Reassignment: the process of transitioning from one gender to another	No differential impact
5. Pregnancy and maternity	No differential impact
6. Age: people of different ages	No differential impact
7. Religion or beliefs or none (atheists)	No differential impact
8. Caring responsibilities	No differential impact
9. Marriage and Civil Partnership	No differential impact
10. Disability: people with disabilities (whether registered or not)	No differential impact

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which	No

need to be addressed?	
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

16 May 2012

Name JIM LOVE

(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.