

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	Summer 2013 Air Services Timetable
Service/service area responsible	Transportation Services
Name of person carrying out the assessment and contact details	Laura Cromarty
Date of assessment	22 May 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Timetables are presented to the Air Services Consultative Committee twice per annum to discuss the summer and winter timetables. The service is carried out under the PSO contract which will be up for renewal on 1 April 2013.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To maintain the level of service provided to the outer islands.
State who is, or may be affected by this function/policy/plan, and how	<p>The island communities rely on transport by air and ferry for social inclusion purposes. The timetable therefore aims to provide the best level of service where possible to all islands.</p> <p>The proposed drop to Eday on a Monday morning will be beneficial to the S1/2 KGS pupils on the island as they will be able to stay an extra night at home. This is on par with the level of service provided to North Ronaldsay and Papa Westray pupils.</p>
How have stakeholders been involved in the development of this function/policy/plan?	The timetables were discussed at the Air Services Consultative Committee meeting in August. Transport Representatives from each island community have provided comments and amendments have been

	made to the timetable where possible.
<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>Passenger figures are available from Loganair Ltd</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>No</p>
<p>2. Sex: a man or a woman</p>	<p>No</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>No</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>No</p>
<p>5. Pregnancy and maternity</p>	<p>No</p>
<p>6. Age: people of different ages</p>	<p>Yes. (Positive) It is intended that S1/2 aged pupils to attend Kirkwall Grammar School can stay a further night at home and will then travel in on Monday morning for the start of the school day.</p>
<p>7. Religion or beliefs or none (atheists)</p>	<p>No</p>
<p>8. Caring responsibilities</p>	<p>Yes. (Positive) The provision of this flight for the S1/2 Eday pupils (aged 11) will enable a smoother transition to secondary school.</p>
<p>9. Marriage and Civil Partnership</p>	<p>No.</p>
<p>10. Disability: people with disabilities (whether registered or not)</p>	<p>No.</p>

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No differential impacts to be addressed. The proposed drop to Eday will provide transport for young people on Eday to enable them to attend Kirkwall Grammar School.
How could you minimise or remove any potential negative impacts?	<p>Although there are no differential impacts to be addressed it should be noted that the proposed drop to Eday is a negative for the North Ronaldsay community who currently received this as a dedicated flight. In order to minimise the impact of the drop, the provision will be for the 3 pupils during term time only. The North Ronaldsay community will therefore have a dedicated service during the school holidays.</p> <p>It should also be noted that as the pupils are of 11 years of age, the flight is capable of carrying 9 passengers instead of 8.</p>
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?	The level of service to Eday and North Ronaldsay needs to be considered in future timetables submitted to members for approval.
Who will undertake it?	Orkney Islands Council Transport Services
When will it be done?	Consultation at the next Consultative Committee Meeting in March
How will it be monitored? (e.g. through service plans)	Observing passenger figures from Loganair Ltd

Signature

Date 24 May 2012

Name LAURA CROMARTY
(BLOCK CAPITALS)

Date 29 August 2012

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.