

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	Equality and Diversity Strategy – Orkney Community Planning Partnership
Service/service area responsible	HR & Performance, Corporate Services
Name of person carrying out the assessment and contact details	Marie Love, Policy Officer (Equalities) ext 4052 marie.love@orkney.gov.uk
Date of assessment	01.06.12
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To set out how the Orkney Community Planning Partnership and partner agencies are meeting their duties in terms of equality legislation, the needs of the local community and aspirations set out in the Community Plan.
State who is, or may be affected by this function/policy/plan, and how	<p>All partners will use the strategy for their own organisations by adding their own operational detail and action plans.</p> <p>The Council will develop an action plan, along with a monitoring and reporting framework, and the strategy will replace the Council's race, disability and gender equality schemes.</p> <p>This will ensure all partner agencies, including the Council, and their employees will have a clear understanding of what actions they will take to meet their equality duties.</p> <p>Individual members of the public may be positively</p>

	affected by actions taken to reduce inequality.
How have stakeholders been involved in the development of this function/policy/plan?	<p>Input received from the public through a number of consultation exercises carried out by the Council and by partner agencies in recent years was used. The strategy was developed concurrently with the Orkney Community Plan 2011-14 which was itself the subject of a consultation exercise.</p> <p>The Orkney Equality Forum had input into the development of the strategy.</p> <p>The Council's SMT, the partner agencies of the OCPP and Orkney Equality Forum have had input into the development of the strategy.</p>
<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 strategy and will help the Council meet its public sector equality duties. As stated by the Equality and Human Rights Commission¹, the specific duties are designed to help public authorities develop better policies and practices and take action on inequality. Their research has found that the challenges of inequality in Scotland are significant and the duties will help to eliminate unlawful discrimination, harassment and victimisation and advance equality of opportunity.</p> <p>Kaliani Lyle, EHRC Scotland Commissioner stated: 'We believe the duties are robust without being overly-prescriptive. We believe that they will move Scotland beyond an approach to equality that has too often in the past been dismissed as "box ticking" and into a new phase focussed on outcomes; achieving genuine change in processes, policies and decisions that will bring real benefits for many individuals whose lives are blighted by inequality.'</p> <p>Guidance from the Equality and Human Rights Commission has been followed when preparing the strategy.</p>
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	No

¹ <http://www.equalityhumanrights.com/scotland/scottish-news/press-releases-2012/new-equality-duties-for-public-authorities-in-scotland/>

process of transitioning from one gender to another	
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. There are no differential impacts. The strategy should have a positive impact on all the equality strands.
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?	An action plan will be prepared for the Council
Who will undertake it?	Officers within HR & Performance
When will it be done?	Following approval of the strategy
How will it be monitored? (e.g. through service plans)	Through the monitoring and reporting requirements of the specific duties.

Signature

Date 01.06.12

Name MARIE LOVE
(BLOCK CAPITALS)