

# Equality Impact Assessment

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	The Orkney Local Biodiversity Action Plan 2013-2016
Service/service area responsible	Development and Marine Planning
Name of person carrying out the assessment and contact details	Eileen Summers, eileen.summers@orkney.gov.uk Tel: 01856 873535 Ext. 2828
Date of assessment	3 <sup>rd</sup> August 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	This is the second targeted revision of the Orkney Local Biodiversity Action Plan (2002)

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	The purpose of the Orkney Local Biodiversity Action Plan (LBAP) is to contribute to the process of conservation of biodiversity. The LBAP provides a summary of recent changes to environmental legislation and policy and identifies further objectives, targets and actions for a set of 10 Habitat Action Plans. Appendices to the Plan provide further information on priority habitats and species that are known to occur in Orkney as well as a list of internationally recognised goals and targets for biodiversity conservation.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	The LBAP potentially will affect a number of stakeholders. The main stakeholders here are OIC, SEPA, SNH, RSPB, SGRPID, ICIT and the Scottish Agricultural Collage. This is because it will provide local guidance to these sectors. Note that a number of these agencies have their own set procedures within

	this sector.
How have stakeholders been involved in the development of this function/policy/plan?	<p>New objectives, targets and actions were identified by the LBAP Steering Group members.</p> <p>The introductory section and appendices were prepared by the Council's Environment Officer and circulated round the LBAP Steering Group for their approval.</p> <p>The LBAP Steering Group consists of representatives from Scottish Natural Heritage, the Scottish Environment Protection Agency, the Scottish Government Rural Payments and Inspections Directorate, the Royal Society for the Protection of Birds, the Scottish Agricultural College, the International Centre for Island Technology, a local ecologist and two officials of Orkney Islands Council.</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>	The Equalities Act 2010 requires that no-one be disadvantaged in receiving services from public agencies as a result of disability.
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

Is further work required?	Should the Orkney Local Biodiversity Action Plan 2013-2016 be approved by the Council, it will be submitted for formal consultation on 12 December 2012 for a seven-week period with a deadline for responses of 30 January 2013.
What action is to be taken?	Public consultation, possible redrafting and approval from relevant OIC Committee.
Who will undertake it?	Development and Marine Planning
When will it be done?	December 2012 - March 2013
How will it be monitored? (e.g. through service plans)	Through the monitoring processes of the Orkney Local Biodiversity Action Plan

Signature

Date

3 August 2012

Name EILEEN SUMMERS  
(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.**