

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	To consider a policy with regard to community development relating to marine renewable energy generation
Service/service area responsible	Development and Infrastructure
Name of person carrying out the assessment and contact details	Shona Croy
Date of assessment	22 August 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The establishment of a policy with regard to community benefit relating to marine renewable energy will be a new policy for the Council.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	The policy seeks to maximise local benefits arising from the use of local resources and seeks community compensation for the disruption and inconvenience associated with marine renewable energy developments. The Council wishes to meet with marine renewable developers within Orkney waters to seek a contribution towards investment in infrastructure and services to support commercialisation of the sector and to consider a mechanism to provide community benefit that would be triggered upon the industry being established on a commercial footing;
State who is, or may be affected by this function/policy/plan, and how	The establishment of a community fund could impact on all residents of Orkney. In the case of offshore developments, defining local and benefit will be more problematic.
How have stakeholders been involved in the development of	Local stakeholders will be consulted as the policy develops. It is proposed that the Council meet with

this function/policy/plan?	relevant bodies such as The Crown Estate, Highland Council and marine renewable developers following consideration of the Committee report.
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 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	None at this stage
2. Sex: a man or a woman	None at this stage
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	None at this stage
4. Gender Reassignment: the process of transitioning from one gender to another	None at this stage
5. Pregnancy and maternity	None at this stage
6. Age: people of different ages	None at this stage
7. Religion or beliefs or none (atheists)	None at this stage
8. Caring responsibilities	None at this stage
9. Marriage and Civil Partnership	None at this stage
10. Disability: people with disabilities (whether registered or not)	None at this stage

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	None at this stage.
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How could you minimise or remove any potential negative impacts?	
Do you have enough information to make a judgement? If no, what information do you require?	No the Council is being asked to consider a high level policy at this stage. This is a strategic decision and there is insufficient detail to consider physical outcomes and identify consequential impacts at this stage.

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	yes
What action is to be taken?	Further EqIA will be undertaken and community consultation as the policy develops
Who will undertake it?	Executive Director of Development and Infrastructure Services
When will it be done?	Further reports to the Development and Infrastructure Committee
How will it be monitored? (e.g. through service plans)	

Signature

Date

22 August 2012

Name SHONA CROY
(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.