



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	Use of Kirkwall Town Hall and Community Centre by Voluntary Action Orkney as office accommodation
Service/service area responsible	Corporate Services – Estates
Name of person carrying out the assessment and contact details	Graeme Christie, Estates Manager Ext 2303
Date of assessment	29 August 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Review of proposals following public consultation and engagement exercise.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	Originally intended to see Voluntary Action Orkney being offered the use of the Kirkwall Town Hall and Community Centre to support the organisation with its search for suitable premises
State who is, or may be affected by this function/policy/plan, and how	<p>Who : public at large and users of the town hall</p> <p>How : If the Kirkwall Town Hall and Community Centre was to be used by Voluntary Action Orkney as office accommodation the extent of existing Council services delivered within the building would have to reduce to free up space for conversion to offices. Full implications are not identifiable because work to determine exactly what space would be required could not be completed in full due to resource and time implications.</p> <p>Committee decisions on changing the shape of any existing services which could be affected could not be</p>

	obtained for the same reason.
How have stakeholders been involved in the development of this function/policy/plan?	A public consultation has been carried out in accordance with the Orkney Community Planning Partnerships Community Consultation & Engagement Guide. The consultation process was agreed by the Policy and Resources Committee at its meeting on 13 March 2012.
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)	No. Full details and results of the consultation responses will be available to elected members prior to consideration of a report to the Policy and Resources Committee, scheduled for 25 September.
Could the function/policy have a differential impact on any of the following equality strands?	No. The proposed report to Policy and Resources Committee recommends that the Kirkwall Town Hall and Community Centre is not an appropriate solution for Voluntary Action Orkney and that an alternative option should be identified. Therefore no changed Council Service provision is proposed.
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 process of transitioning from one gender to another	No
5. Pregnancy and maternity	No. The consultation responses indicate that there is a high degree of accessibility available to users of the Kirkwall Town Hall and Community Centre.
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	No. The consultation responses indicate that there is a

disabilities (whether registered or not)	high degree of accessibility available to users of the Kirkwall Town Hall and Community Centre.
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3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No. The proposed report to Policy and Resources Committee recommends that the Kirkwall Town Hall and Community Centre is not an appropriate solution for Voluntary Action Orkney and that an alternative option should be identified.
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?	n/a

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	No. The Council will continue working with Voluntary Action Orkney to identify a property solution. Any equality issues arising from that work will be dealt with through the established equalities policy.
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

Name GRAEME CHRISTIE

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.