

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	Orkney Development Trusts – core funding
Service/service area responsible	Economic Development
Name of person carrying out the assessment and contact details	Morag Robertson, Development Officer Ext : 2852, e-mail: morag.robertson@orkney.gov.uk
Date of assessment	10 October 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Proposed approval to continue providing core funding towards several development trusts in Orkney

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	It is intended that this approval will enable the identified trusts to cover the core costs of the trusts as the larger of the trusts have achieved sufficient income generation from wind turbine projects or other contract activities to enable these costs to be covered in a sustainable manner.
State who is, or may be affected by this function/policy/plan, and how	The residents and organisations within the communities in which each trusts exists could be affected by the success or otherwise of the local development trusts. The survival of the identified trusts themselves would be assisted by the continued provision of core funding for a period of time. The future of businesses and therefore individual in the trust area potentially could be improved by the successful project activities of the trusts.
How have stakeholders been involved in the development of	Each trust has been invited to submit a financial review of the trust at present and the envisaged financial

this function/policy/plan?	position of the trust over a 3 year period. The trusts have also been invited to predict when clear income is likely to be available to the trust in particular from those trusts which have progressed wind turbine projects.
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)	The proposed continuation of the Council providing core funding for the identified trusts for eg 3 year period will have no impact on equality issues.
Could the function/policy have a differential impact on any of the following equality strands?	No
1. Race: this includes ethnic or national groups, colour and nationality	N/A
2. Sex: a man or a woman	N/A
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	N/A
4. Gender Reassignment: the process of transitioning from one gender to another	N/A
5. Pregnancy and maternity	N/A
6. Age: people of different ages	N/A
7. Religion or beliefs or none (atheists)	N/A
8. Caring responsibilities	N/A
9. Marriage and Civil Partnership	N/A
10. Disability: people with disabilities (whether registered or not)	N/A

3. IMPACT ASSESSMENT

Does the analysis above identify	The only differential impact would be that some trust
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any differential impacts which need to be addressed?	would reach a position quicker than others where the trust achieved income generation resulting in that particular trust no longer receiving support towards core funding.
How could you minimise or remove any potential negative impacts?	Investigations would be made to ensure that income generated was clear income available to the trusts.
Do you have enough information to make a judgement? If no, what information do you require?	The request for financial status reviews from each trust plus a written / oral justification of need has provided sufficient information to make an informed judgement on evidence of need.

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	No
What action is to be taken?	If
Who will undertake it?	Executive Director of Development and Infrastructure via the Development Officer.
When will it be done?	If the new level of support recommended is approved a review on the financial status of the trusts and the trusts ability to cover core cost will be initiated after the 3 year support period.
How will it be monitored? (e.g. through service plans)	This support mechanism will be monitored on an ongoing basis through the application process. Trusts will have to demonstrate need before support will be provided. A record of these applications will be kept for reporting purposes.

Signature

Date

10 October 2012

Name MORAG ROBERTSON
(BLOCK CAPITALS)

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrrsupport@orkney.gov.uk