

# 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.

<b>1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN</b>	
<b>Name of function/policy/plan to be assessed</b>	Orkney Islands Games Association (OIGA)- Funding
Service/service area responsible	Education Leisure & Housing/Leisure and Lifelong Learning
Name of person carrying out the assessment and contact details	Karen Greaves Ext. 2426 e-mail <a href="mailto:Karen.greaves@orkney.gov.uk">Karen.greaves@orkney.gov.uk</a>
Date of assessment	19 October 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The Council historically has given an annual grant to the OIGA in order to provide competitors some financial assistance to attend the Island Games.
<b>2. INITIAL SCREENING</b>	
What are the intended outcomes of the function/policy/plan?	Agreement on level of funding for forthcoming Bermuda Games
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	The competitors who are competing to represent Orkney as the level of financial assistance may be a factor in determining the feasibility of attending the Island Games.
How have stakeholders been involved in the development of this function/policy/plan?	Stakeholders have informed the Council of the estimated cost to attend the forthcoming Island Games
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise. e.g. consultations, national	No

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	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
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

<b>3. IMPACT ASSESSMENT</b>	
Does the analysis above identify any differential impacts which need to be addressed?	No
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?	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

19 October 2012

Name KAREN GREAVES  
(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 [hrsupport@orkney.gov.uk](mailto:hrsupport@orkney.gov.uk)**