

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	Skills Development Scotland Service Delivery Agreement
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 Karen.greaves@orkney.gov.uk
Date of assessment	19 th 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 enters into a service delivery agreement with Skills Development Scotland (SDS) on an annual basis. The proposed service from SDS has changed from previous years in order to allocate more resources to those who need it. Additional agreed activities were agreed with OCP partners.
2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	Agreed Service Delivery Agreement
State who is, or may be affected by this function/policy/plan, and how	The young people who receive the service will be affected. Those who need the service more will receive more targeted help from SDS.
How have stakeholders been involved in the development of this function/policy/plan?	Partners of the Orkney Community Planning Partnership were involved in the development of the agreement.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.	An EqIA was undertaken on the previous SDA

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	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	SDS service is restricted to School age pupils
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

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	No
How could you minimise or remove any potential negative impacts?	No
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?	Yes
What action is to be taken?	SDS Agreement to be agreed by OCPP
Who will undertake it?	SDS
When will it be done?	Dec 2012
How will it be monitored? (e.g. through service plans)	SDS monitoring process

Signature

Date

19 October 2012

Name KAREN GREAVES
(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.