

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	PE Support Programme
Service/service area responsible	Education, Leisure and Housing
Name of person carrying out the assessment and contact details	Peter Diamond, Head of Schools, ext 2401 peter.diamond@orkney.gov.uk
Date of assessment	24-10-2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To support schools in the delivery of 2 hours physical education.
State who is, or may be affected by this function/policy/plan, and how	All students not currently participating in 2 hours physical education per week will be affected the programme.
How have stakeholders been involved in the development of this function/policy/plan?	The plan has been drawn up in collaboration with Sports Scotland and Education Scotland who are acting on behalf of the Scottish Government to oversee the investment of £5.8m over a two year period across Scotland. The Council is a stakeholder and representatives of the Council have been involved in designing the programme for Orkney.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.	There have been a number of reports and studies carried out in relation to the diminishing participation in physical activity by children and young people. In particular these have highlighted a link between

e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	physical activity and overall health or wellbeing. The current targets are part of a wider strategy to improve Scotland's health and reduce the financial burden created through sustaining lifestyles that lead to ill health.
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

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	<p>No. There are no new negative differential impacts with respect to students (provision of PE in schools already needs to take account of a number of equalities issues) – increased health benefits would be considered advantageous if sustained.</p> <p>The creation of a part-time temporary post to support the programme offers opportunities to all existing and prospective staff; there are no new differential impacts introduced and standard recruitment and selection processes will ensure equality of opportunity.</p>

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)	Programme includes monitoring criteria and approaches

Signature

Date 24.10.12

Name PETER DIAMOND
(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