

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 Islands Council: Our Plan 2013-2018
Service/service area responsible	Chief Executive's Service
Name of person carrying out the assessment and contact details	Sue Blackburn, Policy Officer sue.blackburn@orkney.gov.uk
Date of assessment	7 November 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New – replaces the Corporate Strategic Plan 2008-2013

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	<p>There are a range of services which the Council must provide by law to the people of Orkney, with the vast majority of the budget being spent on these services. The Our Plan articulates where any extra money is targeted to make the most difference to the local community. This extra money is allocated against six community wide priorities and one internal (operational) priority which focuses on preparing for changes in legislation, joint or integrated working and activity to support the delivery of the priorities identified by Elected Members.</p> <p>Our Plan 2013-2018, retains the mission statement and values adopted in the previous Council Plan 2013-2018 which are:</p> <p>Mission statement:</p> <p>Working together for a better Orkney</p>

	<p>Our Values:</p> <p>Promoting survival: to support our growing communities</p> <p>Promoting sustainability: to make sure economic, environmental and social factors are balanced</p> <p>Promoting equality: to encourage services to provide equal opportunities for everyone</p> <p>Working together: to overcome issues more effectively through partnership working</p> <p>Working with communities: to involve community councils, community groups, voluntary sector groups and individuals in the process</p> <p>Working to provide better services: to improve the planning and delivery of services through performance management</p> <p>Our Plan 2013-2018 contains the following priorities:</p> <ol style="list-style-type: none"> 1. Care and support for those who need it 2. Promoting Successful, thriving communities 3. Housing to meet the needs of Orkney's people 4. A Low Carbon Orkney – Renewables, Energy and Opportunity 5. Orkney's Economic Development 6. Orkney's Transport Networks 7. The things we need to do to work efficiently and to ensure we can achieve our ambitions
State who is, or may be affected by this function/policy/plan, and how	<p>The Our Plan identifies projects and activities which will, in totality, have an affect on Orkney's communities as a whole. Some activities are specifically targeted at members of the community where there is an identified need for extra support; these include some of the equality strands listed below.</p> <p>Our Plan 2013-2018 priorities may also have an impact on existing and future employees of the Council through the focus of activities developed as a result of the plan.</p> <p>Individual Equality Impact Assessments will be completed as policy and projects are developed as a result of delivering the Our Plan 2008-1013 priorities and targets.</p>
How have stakeholders been involved in the development of this function/policy/plan?	<p>Our Plan contains the identified priorities of the Elected Members of Orkney Islands Council. The six month process of developing the Plan included:</p> <ul style="list-style-type: none"> • Ward Level and Other Group meetings (where Elected Members identified those issues important to their Ward constituents prior to, during and since the Council Elections in May

	<p>2012)</p> <ul style="list-style-type: none"> • Committee Level meetings (where Elected Members considered issues that specifically related to, or impacted on, the Council's Committees) • A series of meetings where Elected Members challenged the issues and identified the areas to be prioritised. <p>The Council's Senior Management Team facilitated the process and advised on areas of risk, Service delivery pressures and legislation which will impact on members on the community e.g. the Welfare Reform Act 2012 and the delivery of the Equality Act 2010.</p> <p>Some of the Council's Equality Outcomes have been (will be) identified as part of the Our Plan and will form part of the package of measures to evaluate the progress and success.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>Yes, data is available to support the areas of activity which propose positive support to those areas where there is an equalities group impact.</p> <p>Working age benefit claimants</p> <p>58% of Orkney's Job Seekers Allowance Claimants have been registered for more than 12 months.</p> <p>39% of all claimants are in the 18-24 age group, 45% in the 25-49 age group and 19% in 50-64 age group. Separate figures are not published for 16 and 17 year olds.</p> <p>Of those claimants in the 18-24 years age group, 17% have been claiming for more than 12 months. In the 25-49 age group, 29% have been claiming for more than 12 months. In the 50-64 age group, 50% have been claiming for more than 12 months.</p> <p>(Source: Nomis: ONS Claimant Count September 2012)</p> <p>There are 5.8 JSA claimants per unfilled jobcentre vacancy in Orkney compared to 5.1 JSA claimants per unfilled jobcentre vacancy in Scotland as a whole.</p> <p>(Source: Nomis: Jobcentre plus vacancies (September 2012))</p> <p>In February 2012, 1,020 (or 10.5%) of working age people in Orkney were in receipt of key out of work benefits as follows:</p> <ul style="list-style-type: none"> • Job seekers – 250 • ESA and incapacity benefits – 660 • Lone parents – 60 • Carers – 130

- Others on income related benefits – 50
- Disabled – 150
- Bereaved - 20

(Source: Nomis: Working age client group – key benefit claimants February 2012).

In 2008 (latest available data) there were 9,300 employee jobs. Of these 5,500 (59.5%) were full-time and 3,800 (40.5%) were part-time.

(Source: Nomis: Employee jobs (2008))

Carers

“The 2001 Census identified 480,000 carers in Scotland of a total population of 5,000,000 - approximately 12% of the adult population. Most are aged between 45 and 64; 62% are women and 7% are parent carers; approximately 50% look after someone over 75; 49% combine caring and employment (either full or part-time); 26% are retired; and a further 25% are not in paid employment. In Scotland 63% of carers (310,000 people) care for up to 19 hours a week; 12.5% of carers (60,000 people) care for 20-49 hours per week; and 24% of carers (115,000 people) care for over 50 hours per week.

The 2001 Census identified 1,706 Carers in Orkney of whom 1,227 (72%) give 1-19 hours of unpaid care per week, 151 (9%) give 20-39 hours of unpaid care per week, and 327 (19%) give over 40 hours of unpaid care per week. Many have a caring role 24 hours, 7 days a week.”

(Source of text: NHS Orkney: Carers in Orkney Strategy 2008-2011 and Orkney Health & Care: Carers in Orkney Strategy)

Population

In Orkney, 14.5% of the population are aged 16-29 years. This is smaller than Scotland where 18.7% are aged 16-29 years. Persons over 60 and over make up 27.6% of Orkney's population. This is larger than Scotland where 23.3% are aged 60 and over. Life expectancy is growing, with life expectancy at birth for females being 81.4 years and for males 77.3 years.

In 2009-11 there was a net inflow of migrants of 107 people per year. The 16-29 year olds age group accounted for the largest group of in-migrants into Orkney (227) but it also accounted for the largest group of out-migrants (254).

By 2035 the population of Orkney is projected to be 21,479, an increase of 6.8% compared to the population of 2010 (estimated to be 20,110). The population of Scotland is projected to increase by

	<p>10.2% over the same period.</p> <p>Over the 25 year period, the age group that is projected to increase the most in Orkney is the 75+ age group. The population aged under 16 in Orkney is projected to decline by 4.6% over the 25 year period.</p> <p>(Source: National Records of Scotland: Orkney Islands Council Area – Demographic Factsheet 2/8/2012)</p> <p>Housing and Households</p> <p>The 2011 estimate for the number of dwellings in Orkney is 10,438. This is an increase of 1.7% from 2010 and compares to a 0.5% increase across Scotland as a whole. 90% are occupied, 5 per cent are vacant and 5% are second homes.</p> <p>The estimated number of households in Orkney in 2011 is 9,368. The proportion of these households receiving a single adult Council Tax discount is 32%. For Scotland this is 38%.</p> <p>The total number of households in Orkney is projected to change from 9,310 in 2010 to 11,470 in 2035 – an increase of 23% and the same as the projected increase for Scotland as a whole over the 25 year period.</p> <p>The number of lone households is projected to increase by 52% (Scotland: 49%) and the number of larger households is projected to fall, with the number of households of 2 or more adults with children decreasing by 22% over the 25 year period.</p> <p>Households headed by 60-74 year olds are projected to increase by 17% and those headed by the 75+ age group are projected to increase by 131% in the years 2010 to 2035.</p> <p>(Source: National Records of Scotland: Orkney Islands Council Area – Demographic Factsheet 2/8/2012)</p>
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 impact foreseen.
2. Sex: a man or a woman	<p>No direct impact however, the 2001 census identified that 62% of women were carers (2011 census information is not yet available).</p> <p>This group may proportionately benefit more from the support provided through the initiatives identified in the following priorities:</p> <p>1. Support and care for those who need it (appropriate support);</p> <p>1. Support and care for those who need it</p>

	<p>(replacement for St. Peter's Care Facility) this may impact on people currently caring for someone at home who may get a place in this facility.</p> <p>2. Promote successful, thriving communities (digital communications equality – access to public services or ability to work from home) and decentralisation (ability to work from home or in a locality close to home);</p> <p>3. Housing to meet the needs of Orkney's people – support for independent living;</p> <p>6. Orkney's Transport Networks – integrated transport network (in particular looking at the integration of health, education and social needs transport); 7. The things we need to do to work efficiently and to ensure that we can achieve our ambitions (in particular - The impact of legislative change).</p> <p>Women may proportionally benefit more from initiatives and projects which seek support older age groups as women have a longer life expectancy than men (see below).</p> <p>There may be a beneficial effect for women from the proposals in 4. Low Carbon Orkney – Renewables, Energy and Opportunity, specifically 7. Ensuring a skilled workforce and training in Orkney to optimise opportunities in the Renewables Sector. Some of the activity in this target area aims to explore ways of linking renewables training through schools, colleges and investors based in Orkney.</p> <p>There are a wide range of statistics which show the low take up of science, engineering, technology and math subjects and careers by girls. According to the Times Educational Supplement Report: STEM – Minority Report (20 May 2012), <i>"Girls fall off the science and engineering career path at every stage of the route from school to work."</i></p> <p>Tapping our Talents (The Royal Society of Edinburgh, April 2012) states that Science, engineering and technology are vital to Scotland's future. However 73% of woman graduates are lost from STEM compared to 48% of male graduates.</p> <p>Developing Renewables opportunities and exposure to the range of potential career options in the sector will benefit all, but may have a heightened impact on women who hadn't considered a science and engineering based career path.</p> <p>Lack of career opportunity has been cited as being a reason for leavers, in particularly women, not to return to Orkney.</p> <p>According to the Orkney Population Change Study (Hallaitken; Executive Summary, April 2009), "Those that leave the islands and remain away are more likely to be motivated by employment progression. Twice as many identified opportunities for career progress as a</p>
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	<p>reason for leaving. And twice as many female leavers as male leavers rule out returning reflecting the perception of limited job opportunities on Orkney. For those who consider returning, jobs and career progression are the most common barriers.</p>
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No impact foreseen.
4. Gender Reassignment: the process of transitioning from one gender to another	No impact foreseen.
5. Pregnancy and maternity	<p>Yes. Positive support for:</p> <p>1. Care and support for those in need</p> <p>Includes activity to develop a Care Campus, a, Appropriate Care and Support, Supporting our children, A new Children's House and activity to support those in the community who may be impacted by the benefit changes due to be introduced as a result of the Welfare Reform Act 2012.</p> <p>This will include support for very young or disabled expectant mothers who fall into these categories of support.</p>
6. Age: people of different ages	<p>Yes.</p> <p>Employment and skills initiatives in:</p> <p>5. Orkney's Economic Development (in particular 1. A Skilled Workforce which seeks to take action in relation to youth and long term unemployment. Some age bands have a greater proportion of long term unemployment or larger than expected proportion of the overall Job Seekers Allowance claimant count. This initiative also seeks to mitigate the effects of outward migration of younger age groups with the provision of skills and in the priority as a whole, the growth of Orkney's economy to provide jobs.</p> <p>Older age groups can be expected to benefit proportionally more from areas of activity within the following priorities:</p> <p>1. Care and Support for those who need it (in particular:</p> <p>1. Care Campus;</p> <p>2. Replacement for St Peter's Care Facility; 3. Appropriate care support);</p> <p>3. Housing to meet the needs of Orkney's people (in particular 4. Support for independent living).</p> <p>In Scotland, 13% of those aged 70 or over in Scotland have both a long-term illness and a disability, compared to 3% of 40-49 year olds. (Source: Key</p>

	<p>Trends for Scotland (2008) cited: Age Scotland: At home with Scotland's Older People Facts and Figures 2011-12). Scottish men can expect to live their last 13.6 years with a disability. For women, the average is 17 years. (Source: ONS, 2010, Health expectancies at birth and at age 65, United Kingdom 2006-08, cited in Age Scotland: At home with Scotland's Older People Facts and Figures 2011-12).</p> <p>Also older (60-74 years and 75+ years) households are expected to significantly increase by 2035.</p> <p>Specific support is provided for children in priority:</p> <ol style="list-style-type: none"> 1. Care and Support for those who need it (in particular, 4. Supporting our children and 5. A new Children's Home. <p>Support for young people is provided in:</p> <ol style="list-style-type: none"> 3. Housing to meet Orkney's needs (in particular 4. Supported for independent living, which includes looking at looking at housing and educational support for the young and disaffected). <p>Activity resulting from 2. Promote successful, thriving communities; 2. Communities at risk may have an impact on families with/and school age children. This looks at the sustainability of communities at risk from falling school rolls.</p>
7. Religion or beliefs or none (atheists)	No impact foreseen.
8. Caring responsibilities	<p>Yes.</p> <p>This group will benefit from the support provided through the initiatives identified in the following priorities:</p> <ol style="list-style-type: none"> 1. Support and care for those who need it (appropriate support); 2. Promote successful, thriving communities (digital communications equality – access to public services or ability to work from home) and decentralisation (ability to work from home or in a locality close to home); 3. Housing to meet the needs of Orkney's people – support for independent living; 6. Orkney's Transport Networks – integrated transport network (in particular looking at the integration of health, education and social needs transport); 7. The things we need to do to work efficiently and to ensure that we can achieve our ambitions (in particular - The impact of legislative change).
9. Marriage and Civil Partnership	No impact foreseen.

<p>10. Disability: people with disabilities (whether registered or not)</p>	<p>Yes.</p> <p>This group will benefit from the support provided through the initiatives identified in the following priorities:</p> <ol style="list-style-type: none"> 1. Support and care for those who need it (Care Campus, Replacement for St Peter's Care facility, Appropriate care support, Supporting our children, A new Children's Home and activity to support those in the community who may be impacted by the benefit changes due to be introduced as a result of the Welfare Reform Act 2012); 2. Promote successful, thriving communities (digital communications equality – access to public services or ability to work from home) and decentralisation (ability to work from home or in a locality close to home); 3. Housing to meet the needs of Orkney's people – support for independent living; 6. Orkney's Transport Networks – integrated transport network (in particular looking at the integration of health, education and social needs transport); 7. The things we need to do to work efficiently and to ensure that we can achieve our ambitions (in particular - The impact of legislative change).
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3. IMPACT ASSESSMENT	
<p>Does the analysis above identify any differential impacts which need to be addressed?</p>	<p>No. A number of priorities across Our Plan seek to address the disadvantage experienced by specific groups.</p> <p>Our Plan aims to provide balance. Where there are advantages experienced by particular groups, there are other areas of activity which benefit the wider community.</p> <p>For example: 5. Orkney's Economic Development 5.1 A Skilled Workforce (which seeks to support youth and long-term unemployed) is also supported through skills provision connections made through:</p> <ol style="list-style-type: none"> 2. The skills our businesses need – making the connections between employer and educator 4. A Low Carbon Economy – Renewables, Energy and Opportunity and: 7. Renewables training, research and development seek to make provision across the whole of the community. <p>Housing initiatives to support independent living is just one measure in the housing section which includes:</p> <ol style="list-style-type: none"> 1. Affordable Housing, 2. New Housing and

	3. Improving Housing Stock. These address the needs of the wider community.
How could you minimise or remove any potential negative impacts?	Equality Impact Assessments will be required for all the areas of activity which results in new policy, a change in policy, new services, changes to services or new projects as a result of the priorities identified in Our Plan 2013-2017. Particular care should be taken to ensure unintended impacts are mitigated.
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?	Our Plan 2013-2018 will require the approval of Policy and Resources Committee and Full Council. It will also be aligned to the Budget Setting Process. Activity generated through the identified priority areas will be developed across all the Services within Orkney Islands Council.
Who will undertake it?	Senior Management Team
When will it be done?	2013-2018
How will it be monitored? (e.g. through service plans)	Corporate Plan and Service Plans. Equalities Outcomes

Signature

Date 16.11.12

Name SUE BLACKBURN
(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.