
Orkney Islands Area Licensing Board Equality Impact Assessment

The purpose of an Equality Impact Assessment (EIA) is to improve the work of Orkney Islands Area Licensing Board 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 Area Licensing Board Multi-Equality Strategy
Service/service area responsible	Corporate Services – Legal Services on behalf of the Orkney Islands Area Licensing Board
Name of person carrying out the assessment and contact details	Fraser Bell, Clerk to the Board Email: licensing@orkney.gov.uk Tel: 01856 873535 ext. 2210
Date of assessment	30 August 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 set out how the Orkney Islands Area Licensing Board is meeting its duties in terms of equality legislation.
State who is, or may be affected by this function/policy/plan, and how	<p>Licence holders, by being subject to and going through the regulatory process and their customers, by getting the benefit/protection of the regulatory process. General public also by getting the benefit/protection of the regulatory process.</p> <p>The Board will develop an action plan, along with a monitoring and reporting framework, and the strategy will replace the previous combined race, disability and gender equality scheme.</p> <p>This will ensure that the Board will have a clear understanding of what actions it will take to meet its equality duty.</p>

	Individual members of the public may be positively affected by actions taken to reduce inequality.
How have stakeholders been involved in the development of this function/policy/plan?	The Board will consult widely on the draft Strategy, including the general public, all members of the Board and its staff, the local Licensing Forum, the Orkney Equality Forum, the Orkney Community Planning Partnership, Orkney Alcohol Counselling and Advisory Service and the Citizens Advice Bureau. Any comments will be taken on board in the preparation of the final document.
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)	<p>The Strategy has been informed by research into procedures in other licensing board areas and best practice and is legislatively compliant.</p> <p>The Strategy will help the Board meet its public sector equality duty. As stated by the Equality and Human Rights Commission¹, the specific duties are designed to help public authorities develop better policies and practices and take action on inequality. Their research has found that the challenges of inequality in Scotland are significant and the duties will help to eliminate unlawful discrimination, harassment and victimisation and advance equality of opportunity.</p> <p>Kaliani Lyle, EHRC Scotland Commissioner stated: 'We believe the duties are robust without being overly-prescriptive. We believe that they will move Scotland beyond an approach to equality that has too often in the past been dismissed as "box ticking" and into a new phase focused on outcomes; achieving genuine change in processes, policies and decisions that will bring real benefits for many individuals whose lives are blighted by inequality.'</p> <p>Guidance from the Equality and Human Rights Commission has been followed when preparing the strategy.</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
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	No

¹ <http://www.equalityhumanrights.com/scotland/scottish-news/press-releases-2012/new-equality-duties-for-public-authorities-in-scotland/>

process of transitioning from one gender to another	
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?	No. There are no differential impacts. The strategy should have a positive impact on all the equality strands.
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?	An action plan will be prepared for the Board
Who will undertake it?	Officers Corporate Services – Legal Services on behalf of the Board
When will it be done?	Following approval of the Strategy
How will it be monitored? (e.g. through service plans)	Through the monitoring and reporting requirements of the specific duties.

Signature

Date

30 August 2012

Name FRASER BELL, Clerk to the Board

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