



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.	The Council Plan 2018-2023.
Service / service area responsible.	Chief Executive's Service.
Name of person carrying out the assessment and contact details.	Karen Greaves, Head of Executive Support. Extension: 2202. karen.greaves@orkney.gov.uk
Date of assessment.	03 February 2018.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New – this Council Plan replaces the previous corporate strategic plan 2013-2018.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The Council Plan sets out the Council's strategic priorities for the period 2018-2023. The priorities do not represent everything that the Council does and are over and above the day to day activity undertaken by services. The intended outcomes are stated in the plan.
State who is, or may be affected by this function / policy / plan, and how.	Whole communities, group or individuals residing in Orkney will be positively affected by the plan. Individual Equality Impact Assessments will be completed as policy and projects are developed as a result of delivering the priorities.
How have stakeholders been involved in the development of	The Council Plan has been developed from the engagement with Orkney residents during the

this function / policy / plan?	election campaign in April / May 2017 and on-going engagements with members of the Community. In addition, internal engagement with internal stakeholders has taken place.
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).	Our Strategic Planning Framework ensures that our priorities and activities align to achieve positive outcomes for our communities. All public bodies support the Scottish Government National Outcomes in the work they do individually and in partnership and The Local Outcomes Improvement Plan (Community Plan) can be used to demonstrate how community planning contributes to these outcomes. The OIC Mission and Values set out our commitment to how we will make decisions and take action, and core to this is promoting equality and fairness. The Council Plan has been developed in accordance with this commitment.
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.	Yes. Positive impact to improve services to people of all ages.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	Yes. Positive impact to improve services to those requiring support.
9. Marriage and Civil Partnerships.	No.
10. Disability: people with	Yes. Positive impact to make transport and

disabilities (whether registered or not).	services more accessible either through infrastructure and timetabling or through digital means.
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3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No. A number of the priorities seek to address the disadvantage experienced by specific groups in our 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.
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?	Individual council services will revise or develop policy will undertake an EqlA to mitigate any potential differential impacts on any group.
Who will undertake it?	Senior Management Team.
When will it be done?	This will be carried out over the period 2018 - 2023.
How will it be monitored? (e.g. through service plans).	The Council Plan monitoring. Equalities Outcomes.

Signature: 

Name: KAREN GREAVES.

Date: 03 February 2018.

(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