



## 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.

<b>1. Identification of Function, Policy or Plan</b>	
Name of function / policy / plan to be assessed.	Amended Orkney Core Paths Plan
Service / service area responsible.	Development and Infrastructure
Name of person carrying out the assessment and contact details.	Ross Irvine <a href="mailto:ross.irvine@orkney.gov.uk">ross.irvine@orkney.gov.uk</a> Extension: 2541
Date of assessment.	14 August 2018
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	To produce an amended Orkney Core Paths Plan.
State who is, or may be affected by this function / policy / plan, and how.	Land managers and those taking access to the countryside in Orkney.
How have stakeholders been involved in the development of this function / policy / plan?	Through an informal public consultation as detailed in the report of which this assessment forms an appendix.
Is there any existing data and / or research relating to equalities issues in this policy	The Orkney Outdoor Access Strategy.

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).	
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 Partnerships.	No.
10. Disability: people with disabilities (whether registered or not).	Yes.

### **3. Impact Assessment**

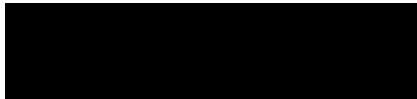
Does the analysis above identify any differential impacts which need to be addressed?	No.
How could you minimise or remove any potential negative impacts?	Not applicable.

Do you have enough information to make a judgement? If no, what information do you require?	Yes.
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#### **4. Conclusions and Planned Action**

Is further work required?	No.
What action is to be taken?	Not applicable.
Who will undertake it?	Not applicable.
When will it be done?	Not applicable.
How will it be monitored? (e.g. through service plans).	Not applicable.

Signature



Date: 14 August 2018

Name: Ross Irvine.

(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 [hrrsupport@orkney.gov.uk](mailto:hrrsupport@orkney.gov.uk)