



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 2023 – 2028.
Service / service area responsible.	Strategy, Performance and Business Solutions.
Name of person carrying out the assessment and contact details.	Emma Chattington Emma.chattington@orkney.gov.uk
Date of assessment.	Draft EqIA – 11 November 2022
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 Council Plan 2018-2023.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	<p>The Council Plan sets out the Council’s strategic priorities for the period 2023-2028.</p> <p>The priorities do not represent everything that the Council does and are over and above the day to day activity undertaken by services. The draft intended outcomes are:</p> <p>Growing our Economy:</p> <ul style="list-style-type: none"> We will reduce poverty and disadvantage and minimise the impact of the cost of living crisis.

	<ul style="list-style-type: none"> • We will create favourable conditions for sustainable growth. • We will drive towards net zero. <p>Strengthening our Communities:</p> <ul style="list-style-type: none"> • We will support communities to develop local solutions and deliver what is important to them. • We will establish the highest standards of public support and protection. • We will widen access to opportunities for better learning, achievement and wellbeing. <p>Developing our Infrastructure:</p> <ul style="list-style-type: none"> • We will invest in homes, supporting choice, inclusion and economic growth. • We will remove barriers to the delivery of critical transport and digital connectivity. • We will invest in strategic projects that advance our economic ambitions. <p>Transforming our Council:</p> <ul style="list-style-type: none"> • We will develop ways of working that put people at the heart of what we do. • We will establish a culture that motivates staff to do the right things at the right time. • We will develop fit for purpose business approaches and facilitate direct access to services wherever possible. <p>The overarching principles which will underpin all priorities within the Council Plan are:</p> <ul style="list-style-type: none"> • Protecting our environment and combating climate change. • Equality, fairness and inclusion. • Sustainable and accessible services for all. • Community wellbeing and mental health. • Community wealth building for future generations.
Is the function / policy / plan strategically important?	Yes.
State who is, or may be affected by this function / policy / plan, and how.	Whole communities, groups or individuals residing in Orkney. Visitors to Orkney, Employees of Orkney Islands Council.

<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>An extensive consultation exercise run by the Council, Voluntary Action Orkney and the LEADER Local action group took place between October 2021 and March 2022. This consultation, Orkney Matters, used a variety of methods to encourage and engage members of the community including those lesser-heard voices, residents of ferry-linked isles and young people. Evidence has also been drawn from the National Islands Plan Survey conducted in October 2020 in relation to issues including employment, transport, housing, fuel poverty, health and social care, climate change and education.</p> <p>Further Public Consultation will take place following the approval of the draft plan.</p>
<p>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>	<p>There is a growing body of research on equalities issues on islands, much of which is concerned with socio-economic inequality, and unequal access to services, in addition to the protected characteristics in the Equality Act 2010.</p> <p>The Orkney Partnership has long considered peripherality to be an equality issue and this is reflected in the Scottish Index of Multiple Deprivation (SIMD), last issued in 2020. Orkney's most deprived datazones overall are heavily skewed towards the ferry-linked isles and certain areas of Kirkwall. Looking at individual domains within the SIMD, 14 of Orkney's 29 datazones are among the most deprived 10% in Scotland for 'Access' (to services) with a score of 698 or less, with Hoy, Walls and Flotta scoring only 12.</p> <p>The ferry-linked isles were selected as the area covered by Orkney's first Locality Plan 2018-21 and a Place Standard consultation was conducted to inform this plan, the results of which can be found here.</p> <p>The Scottish Government's Islands Team commissioned a survey in 2020 from the James Hutton Institute to inform the implementation of the National Islands Plan. This survey covered all six local authorities with islands in Scotland and, in response to requests from the island Local Authorities, divides respondents into "mainland" and "isles" so for Orkney, they are reported as Orkney Mainland (including the linked south isles) and Orkney Outer Isles. Fieldwork took place in October 2020 and it is planned to repeat the survey every two years, providing a resource for</p>

	<p>longitudinal analysis. The first National Islands Plan Survey report was published in July 2021 and the base data can be interrogated in detail in a data explorer.</p> <p>The most reliable source for data relating to the Equality Act's protected characteristics is Scotland's Census. Census equality data from 2011 is now out of date and has not been included in the new Council Plan for that reason. The new census data should be available for review from 2023 onwards.</p> <p>A key equality issue over the past two year has been the impact of Covid-19 and the Scottish Government research on this is available here. Many inequalities have been deepened by the pandemic and these impacts remain ongoing.</p>
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.</p> <p>E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Guidance for Public Bodies for further information.</p>	<p>Our Strategic Planning Framework ensures that our priorities and activities align to achieve positive outcomes for our communities. The Council Plan is a high-level strategic plan and its strategic priorities aim to address persistent inequality of opportunity and socio-economic disadvantage. A wide range of evidence has been considered in helping to inform the plan with the main sources being:</p> <p>Scottish Index of Multiple Deprivation National Islands Plan Survey report Scottish Government Child Poverty Dashboard Scottish Household Survey Scottish House Condition Survey (includes data on fuel poverty and home energy efficiency)</p>
<p>Could the function / policy have a differential impact on any of the following equality areas?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p> <p>Equality, fairness and inclusion are overarching principles for the delivery of the Council Plan and each project will have an individual Equality Impact Assessment as part of the usual governance process demonstrating due regard to the aims of the Equality Act (2010).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>No differential impact currently identified.</p>
<p>2. Sex: a man or a woman.</p>	<p>No differential impact currently identified.</p>

3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No differential impact currently identified.
4. Gender Reassignment: the process of transitioning from one gender to another.	No differential impact currently identified.
5. Pregnancy and maternity.	No differential impact currently identified.
6. Age: people of different ages.	Likely positive impact for all age groups. A significant area of focus in the plan is increasing opportunities for young people, and families with children to remain in or move to Orkney to improve the demographic imbalance in Orkney. Outcomes also seek to improve experiences for older people in terms of increased choice over support and services.
7. Religion or beliefs or none (atheists).	No differential impact currently identified.
8. Caring responsibilities.	Likely positive impact. Outcomes seek to improve experiences for people in terms of increased choice over support and services.
9. Care experienced.	Likely positive impact. Outcomes relating to access to opportunities being fairer and more equitable and flexible pathways in employment support improved experiences for those who are care experienced.
10. Marriage and Civil Partnerships.	No differential impact currently identified.
11. Disability: people with disabilities (whether registered or not).	(Includes physical impairment, sensory impairment, cognitive impairment, mental health) Likely positive impact. The Council Plan seeks to focus on the most vulnerable in the community and accessibility is identified as an overarching principle for the delivery of the plan. Outcomes relating to living independently with increased choice, access to opportunities being fairer and more equitable and flexible pathways in employment support improved experiences for those with disabilities. Outcomes also seek to promote the wellbeing of our communities including improved mental health
12. Socio-economic disadvantage.	Likely positive impact. Many people have experienced hardship during the pandemic, which has exacerbated underlying long term disadvantage. Others have experienced socio-

	economic disadvantage for the first time. Outcomes address hardship with a key focus on the reduction of poverty and disadvantage.
--	--

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	Yes.
How could you minimise or remove any potential negative impacts?	The Council Plan is intended to impact positively on the groups above.
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?	Consultation on the draft Council Plan. Implementation of the Council Plan via the Delivery plan and other actions plans. Individual council services will develop relevant EqIAs for the related projects and plans to identify and mitigate any negative impacts and seek to improve equality outcomes.
Who will undertake it?	Consultation on the draft Council Plan will be undertaken by the drafting team from SPBS headed by the Improvement and Performance service. Implementation of the plan will be headed up by the Corporate Leadership Team.
When will it be done?	Consultation on the draft Council Plan will take place December into January 2023. Implementation will take place over the duration of the Council Plan.
How will it be monitored? (e.g. through service plans).	Council Plan Monitoring.



Signature:

Name: Alex J Rodwell

Date: 14 November 2022

(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