



ORKNEY
ISLANDS COUNCIL

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	Fleet and Plant Asset Management Plan 2013-2018
Service/service area responsible	Corporate Services – Buildings and Facilities
Name of person carrying out the assessment and contact details	David Rendall, Head of Buildings and Facilities; Ext 2309. Email: david.rendall@orkney.gov.uk
Date of assessment	14 May 2014
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	The Fleet and Plant Asset Management Plan 2013-2018 is a new plan developed as part of the integrated asset management and capital planning framework adopted in principle by Council on 5 March 2013 and developed in conjunction with the Corporate Asset Management Plan 2013-2018 adopted by Council on 8 October 2013.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	The aim of the Fleet and Plant Asset Management Plan 2013-2018 is to provide an efficient and effective Fleet Management and vehicle Maintenance Service to support service delivery. It is developed in conjunction with the “umbrella” document The Corporate Asset Management Plan 2013-2018 which ensures that the Councils’ individual asset management plans are effectively integrated with the rest of the Councils’ policy making and corporate/service planning activities.
State <i>who</i> is, or may be affected by this function/policy/plan, and <i>how</i>	The plan covers all fleet and plant assets owned and used by the Council to deliver services in support of the Council’s corporate priorities in Our Plan 2013-2018. Services and service users will benefit from the Council’s corporate assets being managed in an effective and efficient manner. The processes contained in the plan will assist Services within the

	Council to identify future fleet and plant asset needs and to plan for future provision of services.
How have stakeholders been involved in the development of this function/policy/plan?	All Heads of Service are directly involved in a review of the fleet and plant assets used by their Service that require replacement. The process for assessing the suitability of individual items of fleet and plant asset is founded on consultation with users by means of a "User Vehicle Questionnaire". The draft plan will be presented to CMT acting as the Officers' Capital Working Group.
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)	The plan and the overarching integrated asset management and capital planning framework have been developed taking account of "A Guide To Asset Management And Capital Planning In Local Authorities" published by CIPFA. In terms of the Equality Act 2010 the Council has a duty to advance equality of opportunity and make reasonable adjustments for people with disabilities and one of the the key drivers of the Plan is accessibility.
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. There is no differential impact
2. Sex: a man or a woman	No. There is no differential impact
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No. There is no differential impact
4. Gender Reassignment: the process of transitioning from one gender to another	No. There is no differential impact
5. Pregnancy and maternity	No. There is no differential impact
6. Age: people of different ages	No. There is no differential impact
7. Religion or beliefs or none (atheists)	No. There is no differential impact
8. Caring responsibilities	No. There is no differential impact
9. Marriage and Civil Partnership	No. There is no differential impact
10. Disability: people with disabilities (whether registered or not)	Yes. There is a positive impact. One of the key drivers contained in the plan is "Accessibility" and is linked to the Equality Act 2010 and how much the asset is accessible to people with disabilities.

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	None
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?	Yes
What action is to be taken?	Fleet and plant assets require to be reviewed annually, measured for performance and reported on throughout the life of the plan
Who will undertake it?	Executive Director of Corporate Services and Head of Buildings and Facilities
When will it be done?	The process of review is continuous. Reporting will be annually to a time table yet to be established.
How will it be monitored? (e.g. through service plans)	Performance will be measured and reported to the Capital Planning and Asset Management Strategy Group, SMT acting as the Officers' Capital Working Group and to the Asset Management Sub-committee.

Signature



Date: 14 May 2014

Name: DAVID J RENDALL

