



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.	Revised Data Protection Policy.
Service / service area responsible.	Corporate Services.
Name of person carrying out the assessment and contact details.	Gavin Mitchell, Head of Legal Services.
Date of assessment.	27 March 2018.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	That the Council's Data Protection Policy is amended and updated to reflect and comply with provisions contained in the new General Data Protection Regulation.
State who is, or may be affected by this function / policy / plan, and how.	All Elected Members and Officers who process personal data and all persons, including Elected Members, Officers, service users and other third parties, whose personal data is processed by the Council.
How have stakeholders been involved in the development of	The revised Data Protection Policy has been discussed and approved by the Council's

<p>this function / policy / plan?</p>	<p>Corporate Management Team. In addition, seminars on the General Data Protection Regulation have been presented to Elected Members and Officers.</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>No. The Policy is concerned with the protection of personal data of living individuals in order to comply with the General Data Protection Regulation. The protection applies to all data subjects regardless of whether they exhibit protected characteristics.</p>
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>None identified.</p>
<p>2. Sex: a man or a woman.</p>	<p>None identified.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	<p>None identified.</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another.</p>	<p>None identified.</p>
<p>5. Pregnancy and maternity.</p>	<p>None identified.</p>
<p>6. Age: people of different ages.</p>	<p>None identified.</p>
<p>7. Religion or beliefs or none (atheists).</p>	<p>None identified.</p>
<p>8. Caring responsibilities.</p>	<p>None identified.</p>
<p>9. Marriage and Civil Partnerships.</p>	<p>None identified.</p>
<p>10. Disability: people with disabilities (whether registered or not).</p>	<p>None identified.</p>

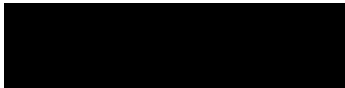
3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No.
How could you minimise or remove any potential negative impacts?	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?	N/A.
Who will undertake it?	N/A.
When will it be done?	N/A.
How will it be monitored? (e.g. through service plans).	N/A.

Signature:



Name: GAVIN MITCHELL

Date: 27 March 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 hrrsupport@orkney.gov.uk