



## 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.	Happy Valley Management Plan 2017-2021.
Service / service area responsible.	Development & Infrastructure.
Name of person carrying out the assessment and contact details.	Eileen Summers.
Date of assessment.	14/05/18.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	The Plan is a revised and updated version of a previous Happy Valley Management Plan which covered the period 2013-2017.

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	The management plan identifies a range of actions to enable maintenance and, where possible, improvement of the Happy Valley Local Nature Reserve.
State who is, or may be affected by this function / policy / plan, and how.	People who choose to visit and spend time at Happy Valley.
How have stakeholders been involved in the development of this function / policy / plan?	A local charitable organisation, The Friends of Happy Valley, have been involved in development of the management plan.
Is there any existing data and / or research relating to equalities issues in this policy	No.

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.	N/A.
2. Sex: a man or a woman.	N/A.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	N/A.
4. Gender Reassignment: the process of transitioning from one gender to another.	N/A.
5. Pregnancy and maternity.	N/A.
6. Age: people of different ages.	N/A.
7. Religion or beliefs or none (atheists).	N/A.
8. Caring responsibilities.	N/A.
9. Marriage and Civil Partnerships.	N/A.
10. Disability: people with disabilities (whether registered or not).	Currently, few parts of the Reserve are accessible to people with impaired mobility. The plan includes an action to install a boardwalk path in part of the Reserve, along with new seating. A bid for funding has already been submitted; if successful, this project would improve access for people with impaired mobility.

### 3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No.
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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?	The actions set out in the management plan will be carried out by the Council and Friends of Happy Valley, as appropriate. Certain actions are subject to external funding
Who will undertake it?	Development & Infrastructure officers and the Friends of Happy Valley.
When will it be done?	Regularly over the duration of the plan.
How will it be monitored? (e.g. through service plans).	Officers will monitor progress of the plan in conjunction with the Friends of Happy Valley.

Signature:



Date: 21/05/18

Name: EILEEN SUMMERS

(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](mailto:hrsupport@orkney.gov.uk)