



## 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	Orkney College UHI Operational Plan 2018 – 2019
Service/service area responsible	Education, Leisure and Housing (Orkney College)
Name of person carrying out the assessment and contact details	William Ross <a href="mailto:bill.ross@orkney.uhi.ac.uk">bill.ross@orkney.uhi.ac.uk</a>
Date of assessment	20/08/2018
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Newly updated operational plan
<b>2. INITIAL SCREENING</b>	
What are the intended outcomes of the function/policy/plan?	To agree the operational plan of the College for the period 2018 – 2019.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	The strategic plan sets the direction to be taken by the College in terms of the work of staff and the availability of curriculum to students
How have stakeholders been involved in the development of this function/policy/plan?	Staff engage in annual curriculum planning, employers engage with curriculum areas in an advisory capacity. Staff engage in various external bodies, including the community planning partnership and UHI and the plans reflect the priorities of these bodies. The College Management Council has considered a previous draft version of the plan in a workshop and feedback from that session has been incorporated in to the plan.
Is there any existing data and/or	Orkney College undertakes equality impact

<p>research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>assessment of other policies used in the College and complies with other OIC policies that have been equalities impact assessed. The strategic plan incorporates the College's commitment to the achievement of equality and the implementation of the single equality Act within the College. New courses in the College are assessed from the perspective of equality of opportunity and the College reviews its overall curriculum to ensure that it is catering for a diverse and representative student audience.</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>There should be no differential impact relating to race</p>
<p>2. Sex: a man or a woman</p>	<p>There should be no differential impact relating to sex</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>There should be no differential impact relating to sexual orientation</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>There should be no differential impact relating to gender reassignment</p>
<p>5. Pregnancy and maternity</p>	<p>There should be no differential impact relating to pregnancy and maternity</p>
<p>6. Age: people of different ages</p>	<p>Other than the implementation of government priorities to prioritise the skills training of young people to improve their employability there are no intended actions that would create differential treatment by age.</p>
<p>7. Religion or beliefs or none (atheists)</p>	<p>There should be no differential impact relating to religion</p>
<p>8. Caring responsibilities</p>	<p>There should be no differential impact relating to caring responsibilities</p>
<p>9. Marriage and Civil Partnership</p>	<p>There should be no differential impact relating to marriage and civil partnership</p>
<p>10. Disability: people with disabilities (whether registered or not)</p>	<p>There should be no differential impact relating to disability</p>

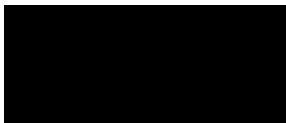
### **3. IMPACT ASSESSMENT**

<p>Does the analysis above identify any differential impacts which</p>	<p>Other than the implementation of government priorities to prioritise the skills training of young people to</p>
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need to be addressed?	improve their employability there are no intended actions that would create differential treatment by age.  If future changes in funding resulted in a revision in budget that required savings to be made further Equality Impact Assessments would be carried out.
How could you minimise or remove any potential negative impacts?	The College is seeking to maintain front line provision of teaching for students. This is being achieved by seeking additional diverse income sources and implementing reductions in expenditure in other areas of college business. This includes appropriate and careful management of the budget
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

<b>4. CONCLUSIONS AND PLANNED ACTION</b>	
Is further work required?	Yes
What action is to be taken?	The strategic and operational plan will be monitored on a rolling basis throughout the period of implementation. Budget will be adjusted to reflect funding announcements and any required savings and activities will be managed accordingly.
Who will undertake it?	College Management Team
When will it be done?	Over the three year period of the Strategic Plan. The Strategic Plan will be formally reviewed on an annual basis. Some elements will be reviewed on an on-going basis as information becomes available with regards to funding and project income secured.
How will it be monitored? (e.g. through service plans)	Monitored by the College Management Team with mid-year reporting to the College Management Council.

Signature



Date 20/08/18

Name WILLIAM C C ROSS  
(BLOCK CAPITALS)

**Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.**