



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.	Locality Plan 2018 to 2021 for the Non-inked Isles.
Service / service area responsible.	Corporate Services.
Name of person carrying out the assessment and contact details.	Marie Love. Community Planning Business Manager. Telephone 01856 873535 Extension 2153. E-mail: marie.love@orkney.gov.uk .
Date of assessment.	27 April 2018.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	Locality Planning is a requirement of the new Community Empowerment (Scotland) Act 2015. It sets out local areas that are relatively disadvantaged in terms of social and economic opportunities and sets out what the partnership will do to improve outcomes in the area. The locality plan takes account of existing work and identifies any gaps or issues that need to be addressed.
State who is, or may be affected by this function / policy / plan, and how.	Those most likely to be affected are current and future isles residents who will benefit from individual the actions in the locality plan.

<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>An extensive consultation and engagement exercise took place during 2016 to 2017 when the Orkney Partnership worked together with Orkney Health and Care, and took a new approach in linking their engagement activity with a participatory budgeting project run by Voluntary Action Orkney.</p> <p>Initially a questionnaire was available online and in hard copy during October and November 2016. Island visits were then carried out in November and December 2016. The teams visiting the islands included representatives from VAO, The Orkney Partnership and Orkney Health and Care. At the meetings participants were given the survey results for their island and provided an opportunity to provide additional information which was then added to the survey results. Additional drop in sessions were also held to provide additional information about locality planning. The results can be seen in the Local Consultations Orkney Non Linked Island Summary.</p> <p>A workshop for Board members and elected members for the multi-member wards representing the non-linked isles was held on 1 September 2017. The Orkney Partnership Board who established a working group to develop the Locality Plan. The working group included officers from Partner organisations as well as elected members representing the isles.</p> <p>A public consultation on the draft locality plan was carried out in February / March 2018. The comments were considered by the Orkney Partnership Board on 19 March 2018 following which the locality plan was finalised and approved. No negative equality impacts were identified.</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>The non-linked isles was the locality chosen for The Orkney Partnership's first locality plan. Although not a formal equality strand, Orkney Community Planning Partnership's Equality and Diversity Strategy, published in 2012, acknowledges that 'Peripherality – being on the edge – is an equality issue in Orkney because access to goods and services can depend very much on where you live.'</p> <p>Equality and fairness do not mean treating everyone the same – but recognising that sometimes we have to treat people differently to allow them the same opportunities to participate. While the Orkney Partnership cannot claim it is going to give people on the isles the same access to services as those on the mainland of Orkney, what it can do is ensure</p>

that decisions about services provided to them are made at the most local level possible. In that way barriers can be removed where possible.

The following themes and outcomes were identified by consultees in the isles during the 2016-2017 consultation period as their top priorities, a conclusion supported by all the independent evidence:

- Digital connectivity
- Work and local economies
- Housing and communities
- Getting around
- Influence and engagement

A wide range of statistical information was considered during development of the Locality Plan.

The results of the [Scottish Index of Multiple Deprivation 2016](#) shows poorer outcomes for Orkney's non-linked isles:

Detailed information on population on the [National Records of Scotland Statistical Bulletin on the 2011 Census results](#) demonstrates the population trend in the Mainland and linked south isles has been upwards, and in the non-linked isles downwards.

The [National Records of Scotland 2012 based small area population projections](#) show a general decrease in the isles populations.

[The Inhabited Islands analytical report](#) presents further statistics from the 2011 Census on the characteristics of the populations of Scotland's islands and data for the figures and tables in the report can be found in the background [tables](#). These show that Orkney's demographic profile is changing, with a shift towards an older average age with significant increases in the over 65 age bracket, along with reductions in the working age population. A greater percentage of people in the isles are over 65 and this was broken down further to show the figures for each island, with North Ronaldsay having twice as many of the population aged 65+ as aged 45 to 64. Between 1996 and 2015, the isles have seen the 65+ age group increase in all areas, and significantly in the isles that have seen population numbers drop in all other age brackets.

[Orkney Islands Council's Housing Needs and Demand Assessment](#) provided information on demographic trends, population and household projections, dependency ratios as well as economic factors.

	Information around housing and fuel poverty was accessed from the Affordable Warmth Survey 2015 and Orkney's Fuel Poverty Strategy 2017-2022 .
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 impact.
2. Sex: a man or a woman.	No impact.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No impact.
4. Gender Reassignment: the process of transitioning from one gender to another.	No impact.
5. Pregnancy and maternity.	No impact.
6. Age: people of different ages.	Positive Impact: <ul style="list-style-type: none"> • Working aged people - greater employment opportunities. • Young people and working aged people - better local access to further and higher education, research and development, and training programmes in key skills.
7. Religion or beliefs or none (atheists).	No impact.
8. Caring responsibilities.	No impact.
9. Marriage and Civil Partnerships.	No impact.
10. Disability: people with disabilities (whether registered or not).	No impact.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	Not with regard to the locality plan. Any subsidiary plans or projects arising from the plan, and progressed by the delivery groups or partner organisations, will be assessed separately for equality impacts at the appropriate stages of their development.
How could you minimise or	It is intended that impacts will be positive.

remove any potential negative impacts?	However, each delivery group will be regularly reviewing progress, so any unforeseen negative impacts will be promptly identified.
Do you have enough information to make a judgement? If no, what information do you require?	Yes, with regard to the locality plan. Further assessment of specific projects will be done as an ongoing process.

4. Conclusions and Planned Action

Is further work required?	Yes.
What action is to be taken?	Any subsidiary plans or projects arising from the locality plan will be assessed separately for equality impacts at the appropriate stages of their development. The Orkney Partnership Board will review progress on a regular basis and appropriate action will be taken as required. Follow up work will also be carried out with non-linked isles.
Who will undertake it?	Members of the three delivery groups, headed by the Chairs: <ul style="list-style-type: none"> • Strong Communities (Gail Anderson). • Living Well (Gerry O'Brien). • Vibrant Economy (Graeme Harrison).
When will it be done?	During the lifetime of the plan i.e. 2018 - 2021.
How will it be monitored? (e.g. through service plans).	Through regular review by each of the Delivery Groups and reports to the Orkney Partnership Board.

Signature:



Date: 27 April 2018.

Name: MARIE LOVE.

(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