



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	Sustainable Transport Project Development Plan
Service/service area responsible	Development and Infrastructure
Name of person carrying out the assessment and contact details	Michael Harvey, Policy Planner (Development and Marine Planning)
Date of assessment	21 May 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?	Development of a list of Sustainable Transport infrastructure projects and behaviour change initiatives.
State who is, or may be affected by this function/policy/plan, and how	Users of the footpath/cycle network in Orkney
How have stakeholders been involved in the development of this function/policy/plan?	Some of the projects on the list emerged from the Your Kirkwall community engagement exercise. The project also responds directly to the Connected Communities theme of the Council Plan which has undergone public consultation.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise. e.g. consultations, national	Guidance from a variety of stakeholders is available. Projects will be designed to improve accessibility of the footpath/cycle infrastructure in Orkney.

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	No
2. Sex: a man or a woman	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No
4. Gender Reassignment: the process of transitioning from one gender to another	No
5. Pregnancy and maternity	Yes
6. Age: people of different ages	Yes
7. Religion or beliefs or none (atheists)	No
8. Caring responsibilities	No
9. Marriage and Civil Partnership	No
10. Disability: people with disabilities (whether registered or not)	Yes

3. IMPACT ASSESSMENT	
Does the analysis above identify any differential impacts which need to be addressed?	Yes
How could you minimise or remove any potential negative impacts?	The guidance available from various stakeholder groups will be used to inform the design process.
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?	The guidance available from various stakeholder groups will be used to inform the design process
Who will undertake it?	Design Teams
When will it be done?	During the design stage of each project
How will it be monitored? (e.g. through service plans)	N/A

Signature

Date 21/05/18



Name Michael Harvey
(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.