



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 | |
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| Name of function/policy/plan to be assessed | Pledge to go plastic straw free in school and civic catering |
| Service/service area responsible | Corporate Services - Strategy |
| Name of person carrying out the assessment and contact details | Anna Whelan anna.whelan@orkney.gov.uk 01856 873535 x 2160 |
| Date of assessment | 19 January 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? | The purpose of the policy is to contribute to the reduction of plastic waste. All of Scotland's local councils have been asked by Kate Forbes MSP to eliminate the use of plastic straws in Council catering outlets, as part of her Final Straw campaign. This request has been backed by local primary school pupils. |
| State who is, or may be affected by this function/policy/plan, and how | The only plastic drinking straws currently sold by the Council are those attached to small cardboard juice cartons. These are sold in secondary schools and civic catering outlets. Customers who may be affected are secondary school pupils and the general public. |

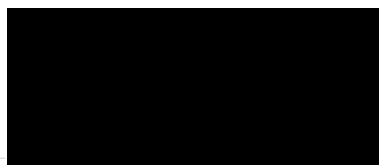
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| <p>How have stakeholders been involved in the development of this function/policy/plan?</p> | <p>Pupils at Glaitness School and St Andrews Primary School wrote to their ward members asking them to take action on the Final Straw campaign. Members responded to the letters and met with some of the pupils involved.</p> <p>A key stakeholder group nationwide is people with disabilities which make swallowing difficult, and their carers. On their behalf, the campaigning group One in Five wrote to Kate Forbes MSP on 15 February 2018, noting that some people with disabilities were dependent on straws to be able to drink, and there were currently no safe alternatives to plastic straws for use with hot drinks or where a bendable straw was required (letter viewable here). In reply, Ms Forbes agreed that alternatives to plastic straws should continue to be readily available for those who needed them, and noted that the Cabinet Secretary for the Environment, Climate Change and Land Reform would be appointing a disability advisor in order to ensure that any changes in legislation on products like plastic straws, which might be taken to improve the environment, would have no adverse impact on people with disabilities (letter viewable here).</p> |
| <p>Is there any existing data and/or 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>The campaign group One to Five has researched alternatives to plastic, and has called on manufacturers to produce a biodegradable straw that meets the requirements of people with disabilities. Their Facebook page is at https://www.facebook.com/oneinfivecampaign</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>No.</p> |
| <p>2. Sex: a man or a woman</p> | <p>No.</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>No.</p> |
| <p>4. Gender Reassignment: the process of transitioning from one gender to another</p> | <p>No.</p> |
| <p>5. Pregnancy and maternity</p> | <p>No.</p> |

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| 6. Age: people of different ages | Yes. Plastic straws are currently available attached to juice drinks in secondary schools, so the pledge will affect secondary school pupils. However, it is primary school pupils who are the prime movers behind the policy. |
| 7. Religion or beliefs or none (atheists) | No. |
| 8. Caring responsibilities | Yes, if caring for a person with disabilities who needs plastic straws to drink safely. |
| 9. Marriage and Civil Partnership | No. |
| 10. Disability: people with disabilities (whether registered or not) | Yes, if their disability is such that they need plastic straws to drink safely. |

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| 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? | Plastic straws should continue to be available on request in case settings and at all Council catering outlets in case of need. |
| Do you have enough information to make a judgement? If no, what information do you require? | Yes. |

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| 4. CONCLUSIONS AND PLANNED ACTION | |
| Is further work required? | Yes. |
| What action is to be taken? | Ensure that plastic straws remain available in case of need at all Council catering outlets. |
| Who will undertake it? | Hayley Green, Head of IT and Facilities. |
| When will it be done? | Immediately on implementation of the Pledge. |
| How will it be monitored? (e.g. through service plans) | Catering outlets will take a stock check periodically and keep an eye on usage levels, and will take note of customer/staff feedback. |

Signature



Date

19 January 2018

Name

ANNA WHELAN

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