



## 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.	Corporate Risk Register update as at May 2018.
Service / service area responsible.	Corporate Services – IT and Facilities.
Name of person carrying out the assessment and contact details.	Malcolm Russell, Safety and Contingencies Manager, extension 2255. <a href="mailto:malcolm.russell@orkney.gov.uk">malcolm.russell@orkney.gov.uk</a> .
Date of assessment.	24 May 2018.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	The Corporate Risk Register update as at May 2018 updates and revises previous versions to reflect the current risks to the Council and to strengthen the promotion of risk management within the Council.

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	To ensure that risk management procedures are in place throughout the Council in order to identify, assess and control risks, reduce and where possible remove risks.
State who is, or may be affected by this function / policy / plan, and how.	The Council's risk management policy and strategy covers all services of the Council and places responsibilities on Senior Managers, Heads of Services and particularly Executive Directors to ensure that risk management is consistently embedded in the culture of the Council. All employees and everyone who uses Council services will benefit from the effective and efficient application of risk management, which

	includes the production and review of service and corporate risk registers.
How have stakeholders been involved in the development of this function / policy / plan?	The revised Corporate Risk register was developed in conjunction with the Council's Senior Management Team and the Performance and Risk Management Group consisting of representatives from all services.
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).	None know that is specifically for a risk register. Risk management processes involve the assessment of risk in relation to existing Council policies, plans and activities which are themselves subject to equalities assessments.
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. There is no differential impact.
2. Sex: a man or a woman.	No. There is no differential impact.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No. There is no differential impact.
4. Gender Reassignment: the process of transitioning from one gender to another.	No. There is no differential impact.
5. Pregnancy and maternity.	No. There is no differential impact.
6. Age: people of different ages.	No. There is no differential impact.
7. Religion or beliefs or none (atheists).	No. There is no differential impact.
8. Caring responsibilities.	No. There is no differential impact.
9. Marriage and Civil Partnerships.	No. There is no differential impact.
10. Disability: people with disabilities (whether registered	No. There is no differential impact.

or not).

### 3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?

None.

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?

Yes.

What action is to be taken?

Executive Directors must ensure risks are identified, managed and included in the Corporate Risk Register where appropriate and that Risk Management Plans are in place.

Who will undertake it?

Executive Directors, Heads of Service.

When will it be done?

The process of identifying and managing risk is continuous. Risk registers and action plans will be formally reviewed every 6 months.

How will it be monitored? (e.g. through service plans).

Through the Corporate Performance and risk management System; by exception reports to the Senior Management Team; by Internal Audit's on request; Annual reports to P&R and Monitoring and Audit Committee on risk management.

Signature:



Date: 24/05/2018

Name: MALCOLM RUSSELL

(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 [hrrsupport@orkney.gov.uk](mailto:hrrsupport@orkney.gov.uk)