
Equality Impact Assessment



SHETLAND
ISLANDS COUNCIL

INTRODUCTION

An Equality Impact Assessment (EQIA) is an evidence-based approach designed to help the Council ensure that its policies, strategies and proposals for change meet the needs of everyone.

This Equality Impact Assessment (EQIA) enables you to assess what you're proposing against the Public Sector Equality Duty and the Fairer Scotland Duty. The EQIA process involves:

- Step 1: Develop a Clear Understanding of your Objectives: outlining details of your proposal and background information.
- Step 2: Data & Consultation: evidence sources for assessment.
- Step 3: Screening Assessment of Impact: completing the screening process to determine if the proposal requires completion of a full impact assessment. The screening process can stand alone as a final summary if no significant impacts are identified.
- Step 4: Full Impact Assessment: to enable a more detailed analysis of the proposal, the impacts and any mitigations or actions to be put in place. This Step may not be required depending on the outcome at Step 3.
- Step 5: Monitor & Review: setting out how impacts will be monitored.
- Step 6: Decision & Authorisation: setting out decision from impact assessment and authorisation.
- Step 7: Publication of Result

STEP 1: Develop a clear understanding of your objectives		
Title of your proposal*	Equality Outcomes and Mainstreaming Report 2025-2029.	
Do you have authority for your proposal?	Yes <input checked="" type="checkbox"/>	The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, imposes the need for four yearly publication of equality outcomes and two-yearly progress report relating to "listed authorities" of which the Council is listed.
	No <input type="checkbox"/>	
Do you have budget for your proposal?	Yes <input checked="" type="checkbox"/>	Improvement will be achieved within existing resources by changing approaches and the way that services are delivered.
	No <input type="checkbox"/>	
Lead officer (name and job title)	Emma Perring – Team Leader: Community Planning Hannah Chapman – Partnership Officer: Diversity & Inclusion	
Is this a new or existing policy/ proposal? (include any information on previous relevant work)	This is a new report that sets out our proposed equality outcomes for the period of 2025-2029, which also provides a second update of the progress made towards achieving the outcomes set in the Equality Outcomes and Mainstreaming Report 2021-2025.	
Brief description of policy / proposal (including purpose, intended outcomes, aims, objectives and/or legislation)	<p>Purpose: To set out how equality is being mainstreamed into everyday decision-making in the Council and its Education Authority, and to ensure that we meet the legal duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.</p> <p>Aim: To create a fairer, more inclusive society by embedding equality into public functions, identify and address systemic inequalities</p> <p>Objective: outline how we will work to eliminate discrimination, advance equality of opportunity; and foster good relations.</p> <p>Outcome: The intended outcome is to improve outcomes for those who experience discrimination and disadvantage in Shetland.</p>	

STEP 2: Data & Consultation	
What evidence sources are you using in making the assessments?	
Internal or existing data Please detail your sources	Existing data from the Census, Scottish Household Survey, and other relevant research was used to create data profiles for each Protected Characteristic.

Consultations with officers or partner organisations Please list your sources	Efforts were made to engage with individuals across all equality groups, to better understand and address the experiences of those with protected characteristics within our community. Local focus groups were held in collaboration with organisations who support and include those with protected characteristics.
Other: Please list your sources	Focus Groups were run in Shetland, with those who identify as having protected characteristics. The purpose was to enable people to share information about the key issues, challenges and opportunities individuals in the Shetland community face, with regards to discrimination, the advancement of equality of opportunity and to foster good relations.

STEP 3: Screening Assessment of Impact

Please identify the type of impact your proposal will have on those with a protected characteristic. A positive impact is likely to contribute to promoting equality or improving relations within an equality group. A negative impact could disadvantage that particular equality group. A brief explanation should be provided, based on the evidence or information gathered and outlined above.

Equalities – Protected Characteristics	Please identify the type of impact your proposal will have on those who fall into the following categories:		
Age	Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:
Disability Will your proposal have an impact on those who have a disability? For example, will those who have a	Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:

<p>disability be discriminated compared to those who do not? For example, someone with a hearing impairment.</p>	<p>Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.</p>		
<p>Gender Reassignment Will your proposal have an impact on those who are considering, undergoing or have undergone gender reassignment? For example, would the proposal lead to discrimination for those who have undergone gender reassignment (a process to reassign your sex)</p>	<p>Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.</p>	<p>Neutral <input type="checkbox"/> please explain:</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Marriage and Civil partnership Will your proposal have an impact on those who are married or in a civil partnership? For example, would the introduction of your proposal lead to discrimination for</p>	<p>Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote</p>	<p>Neutral <input type="checkbox"/> please explain:</p>	<p>Negative <input type="checkbox"/> please explain:</p>

<p>anyone who is married or in a civil partnership?</p>	<p>equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.</p>		
<p>Pregnancy and Maternity Will your proposal have an impact on those who are pregnant or on maternity (up to 26 weeks) compared to those who are not?</p>	<p>Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.</p>	<p>Neutral <input type="checkbox"/> please explain:</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Race Will your proposal have an impact on anyone because of their race, ethnicity or nationality?</p>	<p>Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and</p>	<p>Neutral <input type="checkbox"/> please explain:</p>	<p>Negative <input type="checkbox"/> please explain:</p>

	<p>Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.</p>		
<p>Religion or Belief Will your proposal affect those who have a religion, belief or lack of religion or belief? For example, will those who have a religion be affected negatively?</p>	<p>Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.</p>	<p>Neutral <input type="checkbox"/> please explain:</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p>Sex Could your proposal have an impact on those of a specific sex, for example males would be impacted differently to those who are female?</p>	<p>Positive <input checked="" type="checkbox"/> please explain The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide</p>	<p>Neutral <input type="checkbox"/> please explain:</p>	<p>Negative <input type="checkbox"/> please explain:</p>

	a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.		
Sexual Orientation Could your proposal have an impact on those who are heterosexual, gay, lesbian or bisexual?	Positive <input checked="" type="checkbox"/> please explain: The aim of the Equality Outcomes and Mainstreaming Report is to promote equality, diversity and inclusion within the Council and Shetland overall. Therefore, it aims to provide a direct and meaningful positive impact on people with protected characteristics by driving change through our workplace, public services and community.	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:
Fairer Scotland Duty - Socio-economic Inequalities	Please identify the type of impact your proposal will have on low income households.		
Low income / income poverty Those who cannot afford to maintain regular payments such as bills, food, clothing payments	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: While the Equalities Outcomes and Mainstreaming Report aims to promote equality by achieving outcomes that intend to improve outcomes for those who experience discrimination and disadvantage, it does not focus	Negative <input type="checkbox"/> please explain:

		exclusively on income and poverty levels. However, by addressing all protected characteristics, the report may indirectly benefit individuals on low incomes through broader systemic improvements, even though it does not specifically target them.	
Low and/or no wealth Those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: While the Equalities Outcomes and Mainstreaming Report aims to promote equality by achieving outcomes that intend to improve outcomes for those who experience discrimination and disadvantage, it does not focus exclusively on low and/or no wealth. However, by addressing all protected characteristics, the report may indirectly benefit individuals that have low and/or no wealth through broader systemic improvements, even though it does not specifically target them.	Negative <input type="checkbox"/> please explain:
Material deprivation Those who cannot access basic goods and services, such as repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: While the Equalities Outcomes and Mainstreaming Report aims to promote equality	Negative <input type="checkbox"/> please explain:

		<p>by achieving outcomes that intend to improve outcomes for those who experience discrimination and disadvantage, it does not focus exclusively on material deprivation. However, by addressing all protected characteristics, the report may indirectly benefit individuals that cannot access basic goods and services through broader systemic improvements, even though it does not specifically target them.</p>	
<p>Area deprivation Consider where people live (such as rural areas) and where they work (accessibility and cost of transport)</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: While the Equalities Outcomes and Mainstreaming Report aims to promote equality by achieving outcomes that intend to improve outcomes for those who experience discrimination and disadvantage, it does not focus exclusively on area deprivation. However, by addressing all protected characteristics, the report may indirectly benefit individuals that have low and/or no wealth through broader systemic improvements, even though it does not</p>	<p>Negative <input type="checkbox"/> please explain:</p>

		specifically target them.	
Socio-economic background Social class, such as parents' education, employment, income	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> please explain: The Equalities Outcomes and Mainstreaming Report aims to promote equality by achieving outcomes that improve conditions for those facing discrimination and disadvantage. While it does not specifically focus on socio-economic background, addressing all protected characteristics may indirectly benefit individuals from diverse socio-economic backgrounds by fostering broader systemic improvements.	Negative <input type="checkbox"/> please explain:

Outcome of Screening Process		
If any negative impacts have been identified above, a Full Impact Assessment will be required (Step 4).		
Will a Full Impact Assessment (FIA) be required for:		
Equalities	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Fairer Scotland Duty	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

If a Full Impact Assessment (FIA) is not required, do not complete Step 4 or 5 and proceed to Steps 6 & 7.

STEP 4: Full Impact Assessment

The full impact assessment must be completed where negative impacts have been identified at Step 3 above. Each of the negative impacts identified at Step 3 above will be explored in more detail to identify whether the proposal has a low, medium or high impact and whether there are any appropriate mitigating actions or changes that can be put in place to lessen that impact.

Protected Characteristic	Identified Negative Impact from Step 3	Low /Medium / High Negative Impact	Mitigating Actions/Changes Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3.

Type of Socio-Economic Disadvantage	Identified Negative Impact from Step 3	Low/ Medium / High Negative Impact	Mitigating Actions/Changes Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3.

STEP 5: Monitor & Review	
What will change as a result of this proposal?	
How will the implementation of the proposal and any impacts be monitored?	
When is the proposal due to be reviewed?	
Who is responsible for ensuring this happens?	

STEP 6: Decision	
Implement proposal with no amendments	<input checked="" type="checkbox"/>
Implement proposal taking account of mitigating actions as outlined above.	<input type="checkbox"/>
Reject proposal due to disproportionate negative impact.	<input type="checkbox"/>
Reason for decision: The screening did not identify any negative impacts or a need to amend the Equalities Outcomes and Mainstreaming Report 2025-29.	

Authorisation		
Title of Policy / Proposal:	Equality Outcomes Progress and Mainstreaming Report 2025-2029.	
Directorate and Service:	Development, Community Planning & Development	
Policy and assessment author (s)	Name: Emma Perring Job title: Team Leader: Community Planning Date: 03 March 2025	Name: Hannah Chapman Job title: Partnership Officer: Diversity & Inclusion Date: 03 March 2025
Authorised and approved by Director or Executive Manager	Name: Vaila Simpson Job title: Executive Manager, Community Planning & Development Date: 11 March 2025	

STEP 7: Publication
Please include a detailed summary of the result of the assessment in any Council reports. This summary and the EQIA should now be published at Diversity and Inclusion – Shetland Islands Council