

EQUALITY IMPACT ASSESSMENT RECORD

Title of policy/ practice/ strategy/ legislation etc.	Islands (Scotland) Bill
Minister	Minister for Transport and Islands
Lead official	Ian Turner
Directorate: Division: Team	Islands Bill Team
Is this new policy or revision to an existing policy?	New Policy

Screening

Policy Aim

In 2013, Comhairle nan Eilean Siar, Orkney Islands Council and Shetland Islands Council launched the [Our Islands – Our Future](#) campaign. The campaign sought to ensure that:

“...the position and needs of island areas are adequately taken into account and the particular nature of Scotland’s three main islands’ areas acknowledged and recognised.”

In response to this, the Scottish Government, together with the *Our Islands – Our Future* leaders, formed the [Island Areas Ministerial Working Group](#) to consider how Scotland’s Island Areas could be supported and empowered. In 2014, the Working Group produced a prospectus entitled [Empowering Scotland’s Island Communities](#) which set out proposals for increased autonomy for island communities. The Scottish Government recognised that, whilst the three Islands Councils are in a unique position, Scotland has altogether 93 inhabited islands, all of whose communities can benefit from greater empowerment.

In the 2014 [Programme for Government](#) statement, the First Minister pledged to re-convene the Island Areas Ministerial Working Group to implement as many of the commitments from the *Empowering Scotland’s Island Communities* prospectus as possible within the existing powers of the Scottish Parliament. She also committed to consult on potential measures for inclusion in a future Islands Bill.

On 30 September 2015, the Scottish Government published that [consultation](#) which sought views of interested stakeholders on plans for more power and protection for Scotland's islands.

In March 2016, the Scottish Government published [Empowering Scotland's Island Communities – A Progress Update](#). This set out the work the Scottish Government, its agencies and the Island Councils are taking forward across key areas to help support and sustain all of Scotland's Island Communities. Alongside this, the Scottish Government also published the [independent analysis of the responses received to the Consultation on Provisions for a Future Islands Bill](#).

In August 2016 it was announced that a new [Islands Strategic Group](#) would be established to build on the work of the previous Island Areas Ministerial Working Group and the Empowering Scotland's Island Communities prospectus.

The Group is chaired by the Minister for Transport and the Islands, Humza Yousaf MSP and its membership includes the Leaders and Chief Executives of Shetland, Orkney, the Western Isles, Argyll & Bute, Highland and North Ayrshire Councils.

This was followed by the announcement in September 2016 as part of the [Programme for Government](#) statement that an Islands Bill would be brought forward in the first session of the new Scottish Parliament.

Contribution to the Government's Purpose and National Outcomes

The measures in the Islands Bill will ensure that there is a sustained focus in Government and the wider public sector to improve outcomes for our communities on all the inhabited islands of Scotland. Islands policy contributes across the full range of national outcomes but is particularly relevant to:

- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.
- We live in well-designed, sustainable places where we are able to access the amenities and services we need.
- Our public services are high quality, continually improving, efficient and responsive to local people's needs.

The Islands (Scotland) Bill

Purpose of the Bill

The purpose of the Bill is to ensure that there is a sustained focus in Government and the wider public sector on improving outcomes for our island communities.

The Government has a good record in working in partnership with island communities, local authorities and other organisations in tackling many of the challenges that our island communities face. This can be seen across the whole of Government in matters such as the £5 million Island Housing Fund, investment in transport infrastructure and services, through our commitments on digital connectivity and our mobile action plan and on the Crown Estate where we are committed to devolving 100% of net revenues to island communities and considering the longer term management arrangements as part of the forthcoming Crown Estate Bill.

National Islands Plan

This Part of the Bill places a duty on the Scottish Ministers to prepare, lay before the Scottish Parliament and publish a 'National Islands Plan'. The Plan must set out the main objectives and strategy of the Scottish Ministers in relation to improving outcomes for island communities.

The Plan will provide a framework for reporting on the work the Scottish Government and its agencies is taking forward across a wide range of key policy areas to help sustain and support all of Scotland's island communities.

Duties in relation to island communities

This Part of the Bill places a duty on the Scottish Ministers and other relevant public bodies that they must have regard to island communities in exercising their functions. Under the Bill an island communities' impact assessment would need to be prepared when a new or revised policy, strategy or service is likely to have a significantly different effect on island communities from its effect on other communities. For the Scottish Ministers this also includes the development of legislation.

The duty created under the Bill is often referred to as 'island-proofing'. The importance of island-proofing was recognised in *Empowering Scotland's Island Communities*:

"The principle of island-proofing is one of building a broad-based islands awareness into the decision making process of all parts of the public sector. Island-proofing consists of considering the particular needs and circumstances of island communities when the Scottish Government and other relevant public authorities are exercising their functions and making decisions."

Na h-Eileanan an Iar Scottish parliamentary constituency

Currently under Schedule 1 to the Scotland Act 1998, Orkney and Shetland are named as two of the 73 constituencies for the purposes of the Scotland Act 1998. This ensures that there must be distinct Orkney and Shetland constituencies for elections to the Scottish Parliament, protected from variation after any boundary review. The Bill includes provision to provide this

statutory protection for the Na h-Eileanan an Iar Scottish parliamentary constituency.

Greater Flexibility in electoral ward design for islands

Under section 1 of the Local Governance (Scotland) Act 2004 each electoral ward in Scotland has to return 3 or 4 councillors. This can mean that that populated islands may be placed in an electoral ward which also contains a significant proportion, and often a majority, of mainland population. This had led to concerns that the distinct interests of island communities might not be fully represented in council discussions.

The Bill provides the Local Government Boundary Commission for Scotland the flexibility to recommend to Scottish Ministers electoral wards of 1 or 2 councillors be created covering populated islands, if they deem this appropriate. It would be anticipated that any changes would be implemented in time for the 2022 Scottish Local Government Elections.

Development in the Scottish island marine development area

A commitment was given in the 'Empowering Scotland's Island Communities' prospectus that the Scottish Government would not seek to legislate to diminish the powers of the Zetland and Orkney County Council Acts of 1974, and would progress as required any proposals from Comhairle nan Eilean Siar regarding which provisions from these Acts that would also be relevant and appropriate for the Western Isles to have. The 2015 consultation therefore asked if the Zetland and Orkney County Council Acts should be extended to cover other island authorities.

The Government is keen to provide all island local authorities have the opportunity to have more control in the development of the seas around their island communities. The Bill provides a regulation-making power so that should a local authority with inhabited islands wish to become a licensing authority then a licensing scheme can be established by Ministers through secondary legislation to enable them to do that. Any regulations would always be contingent on full and proper consultation and the agreement of Parliament.

The delegated power within the Bill provides what any regulations would cover in the set-up of any scheme including the application procedure to be followed, fees chargeable, appeals, inquiries, enforcement and remediation, penalties and consultation.

Who will it affect?

The Bill introduces a number of measures to underpin the Government's objective of ensuring that there is a sustained focus across Government and the public sector to meet the needs of island communities across Scotland. Therefore it will affect those people who live on islands.

Stage 1: Framing

An equalities assessment was undertaken to identify key data sources and literature available in order to consider the challenges and opportunities for equalities groups living on islands in Scotland.

In 2015, the National Records of Scotland published a report that presents findings from the analysis of Scotland's Census 2011 on the characteristics of Scotland's island population. This report presents key results relating to Scotland's inhabited islands, based on the results of the 2011 Census and contains a wealth of useful information.

http://www.scotlandscensus.gov.uk/documents/analytical_reports/Inhabited_islands_report.pdf

Island Population Information

In 2011, the total population of the 93 individual inhabited islands in Scotland was 103,700, representing 2 per cent of the population of Scotland. The population of the islands increased by 4 per cent between 2001 (when it stood at 99,700) and 2011, more than reversing the 3 per cent decrease recorded between the 1991 and 2001 Censuses.

These islands ranged in population from over 21,000 people living on Lewis and Harris down to just 1 person living on each of Danna, Eilean da Mheinn, Inchfad, Inner Holm and Soay.

In 2011, the four largest islands in terms of population - Lewis and Harris (21,031), Mainland of Shetland (18,800), Mainland of Orkney (17,200) and Skye (10,000) - together accounted for nearly two thirds (65 per cent) of the total population of the islands. Most of the 4 per cent increase between 2001 and 2011 in the total population of inhabited islands was driven by increases in the populations of these four largest islands: Lewis and Harris (6 per cent), Mainland of Shetland (7 per cent), Mainland of Orkney (12 per cent) and Skye (8 per cent). Islands in population bands 50 to 99 and 100 to 499 had also experienced an overall increase in their population between 2001 and 2011, of 4 per cent and 6 per cent respectively. In contrast, there were decreases of 8 per cent for small (population fewer than 50) islands and of 4 per cent for islands with a population of 500 to 9,999. In the latter group there were, however, increases in population between 2001 and 2011 for some individual islands, including Barra (9 per cent), Benbecula (7 per cent), South Ronaldsay (6 per cent) and Mull (5 per cent).

Age:

Based on the analysis of the 2011 census:

- The average island resident was older than in Scotland – their median age was 45 (it was 41 in Scotland). While 21 per cent of island residents were aged 65 or over, the proportion nationally was 17 per cent.

- The proportion of island residents aged under 16 fell from 20 per cent in 2001 to 17 per cent in 2011.

Disability:

Based on the analysis of the 2011 census:

- The proportion of island residents with a long-term (lasting 12 months or more) health problem or disability that limited their day-to-day activities was just under 20 per cent, similar to the proportion for Scotland.

Gender:

Based on the analysis of the 2011 census:

- Males comprised a slightly higher proportion of the population of inhabited islands than in Scotland as a whole, 49.4 per cent and 48.5 per cent respectively.
- Looking at the island population by age, the proportion of males was highest in the 20 to 24 age group, at 54 per cent.

Pregnancy and maternity:

There is a lack of significant data.

Gender reassignment:

There is a lack of significant data.

Sexual orientation:

There is a lack of significant data.

Race/ethnicity:

Based on the analysis of the 2011 census:

- Between 2001 and 2011, the proportion of island residents in a minority ethnic group increased slightly from 0.6 per cent to 1.0 per cent. Nationally there was an increase in this proportion from 2 per cent in 2001 to 4 per cent in 2011.

Religion or belief:

Based on the analysis of the 2011 census:

- In the 2011 census, 38 per cent of island residents reported their religion as 'Church of Scotland, a fall from the 2001 figure of 45 per cent. The

proportion of people in the 'other Christian' category fell from 16 per cent to 12 per cent, while the proportion in 'Roman Catholic' remained stable at 7 per cent.

- Only a small proportion (1 per cent) of the population of the islands reported a non-Christian religion.
- The proportion of island residents in the 'No religion' category rose from 26 per cent in 2001 to 33 per cent in 2011. This is still considerably lower than the corresponding proportion of 38 per cent in Scotland as a whole.

Extent/Level of EQIA required

Section 149 of the Equality Act 2010 (the public sector equality duty) and the Equality Act 2010 (Specific Duties)(Scotland) Regulations 2012 require equality to be considered in all functions of public authorities. This includes decision-making, the design of internal and external policies and the delivery of services.

The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly. As such the EQIA required was 'lighter touch'.

For example, the National Islands Plan provided for in Part 2 of the Bill will set out the main objectives and strategies in relation to improving outcomes for island communities and will be developed through consultation with stakeholders. This will have regard to the needs of the public sector equality duty but the contents of the Plan have not yet been agreed.

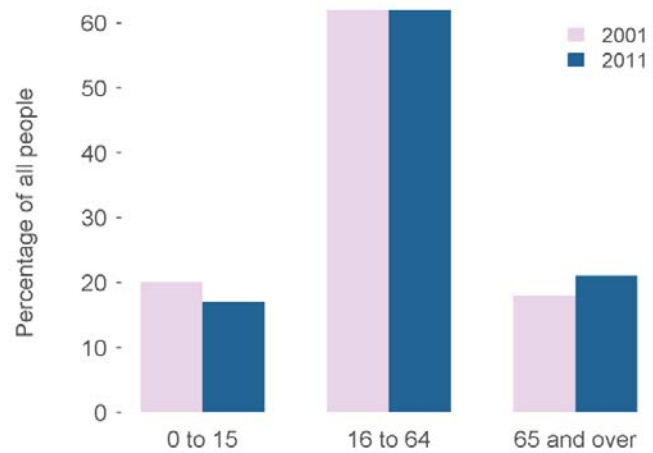
Further, the new duties in relation to island communities outlined in Part 3 of the Bill will ensure that the interests of island communities are at the centre of future legislative, policy and service considerations. For the public sector organisations who engage and work with island communities this will help ensure that their decision making processes will better and more consistently consider the issues that impact on island communities. We would anticipate that the duty would have a positive impact on equality but that will ultimately depend on the new or revised legislation, policies and services that are proposed in future and the response of both public sector organisations and the island communities themselves.

Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering (including framing exercise), including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

Characteristic ¹	Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
AGE	<p>In 2011, 17 per cent (17,600) of island residents were aged under 16, the same proportion as for Scotland as a whole. The proportion of island residents in this age group was 2.6 percentage points lower than in 2001, when it was 20 per cent.</p> <p>Conversely, 21 per cent (21,600) of island residents in 2011 were aged 65 and over, an increase of 2.5 percentage points on the 18 per cent recorded in 2001. Nationally, 17 per cent of the population was aged 65 and over in 2011. The median age of island residents in 2011 was 45 (it was 41 in Scotland).</p>	<p>Scotland's Census 2011: Inhabited islands report</p> <p>http://www.scotlandscensus.gov.uk/documents/analytical_reports/Inhabited_islands_report.pdf</p>	

¹ Refer to Definitions of Protected Characteristics document for information on the characteristics



DISABILITY

The proportion of island residents with a long-term (lasting 12 months or more) health problem or disability that limited their day-to-day activities was just under 20 per cent, including 9 per cent who reported their daily activities were limited a lot. The corresponding proportions for Scotland as a whole were very similar.

The proportion of people with a limiting long-term illness or disability varied considerably by island group. It ranged from 38 per cent in Flotta down to 5 per cent in Easdale. The proportion of people whose daily activities were limited a lot by a long-term health problem or disability was highest in Eday (21 per cent) and lowest in Easdale, where no one reported their daily activities to be limited a lot. As with general health, the prevalence of limiting long-term health problem or disability increases with age.

Scotland's Census 2011: Inhabited islands report

http://www.scotlandscensus.gov.uk/documents/analytical_reports/Inhabited_islands_report.pdf

SEX

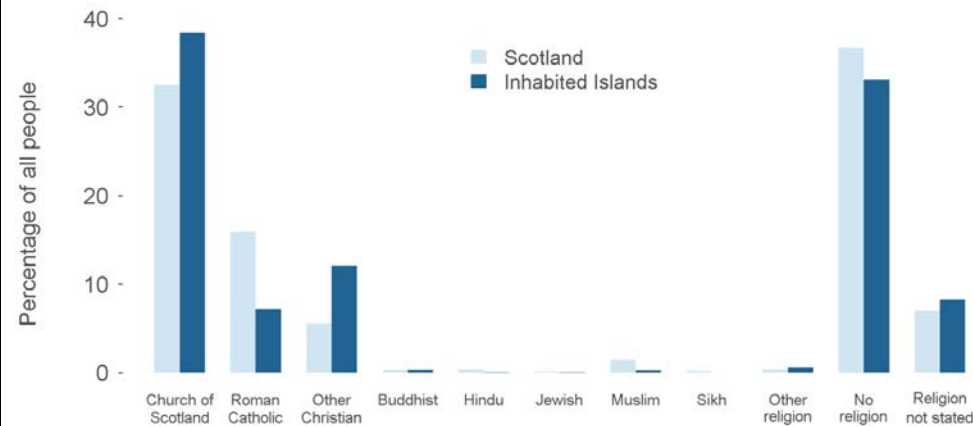
Males comprised a slightly higher proportion of the population of inhabited islands than in Scotland as a whole, 49.4 per cent and 48.5 per cent respectively.

Scotland's Census 2011: Inhabited islands report

	Looking at the islands population by age, the proportion of males was highest in the 20 to 24 age group, at 54 per cent.	http://www.scotlandscensus.gov.uk/documents/analytical_reports/Inhabited_islands_report.pdf	
PREGNANCY AND MATERNITY	<p>Lack of significant data with respect to islands available.</p> <p>Local access to services was an important issue for many women. In remote and rural areas, women reported having to travel long distances for appointments while, in a more urban environment, local transport arrangements were highlighted. In island communities, there was a desire to have as much care as possible provided locally, although women did recognise the need to ensure that services were safe and sustainable. Travel challenges leading to lengthy periods away from home were particularly difficult for families with other children or caring responsibilities.</p>	<p>The Best Start: A Five-Year Forward Plan for Maternity and Neonatal Care in Scotland</p> <p>http://www.gov.scot/Publications/2017/01/7728/downloads</p>	
GENDER REASSIGNMENT	Lack of significant data available with respect to islands.		
SEXUAL ORIENTATION	<p>Lack of significant data available with respect to islands. There is more references in the literature to rural and remote rural areas.</p> <p>Life in rural areas has been highlighted in some research as being particularly isolating for LGBT people. For example, in Scotland, more LGBT respondents found living in rural areas to be bad or very bad (24 per cent) than living in urban areas (12 per cent) (Equality Network, 2015: 62). This was due to factors such as others' attitudes towards them (including verbal and physical attacks), poor service provision for LGBT people and a lack of LGBT communities with which to socialise. LGBT Youth (2015b: 9) also cited that 56.3 per cent of those living in rural areas in Scotland felt accepted in their own families, compared with 74.8 per cent of those in urban areas.</p>	<p>Sexual Orientation in Scotland 2017 - A Summary of the Evidence Base</p> <p>http://www.gov.scot/Publications/2017/01/4911/downloads#res-1</p> <p>The Scottish LGBT Equality Report</p> <p>http://www.equality-network.org/wp-content/uploads/2015/07/The-</p>	

	<p>Respondents describe having to leave rural areas in Scotland either temporarily or permanently so 'I can be myself' (Equality Network, 2015).</p>	<p>Scottish-LGBT-Equality-Report.pdf</p> <p>Life in Scotland for LGBT young people – Community and Identity</p> <p>https://www.lgbtyouth.org.uk/files/documents/Research_LGBTYS_Life_-_Community_and_Identity_-_new_version.pdf</p>	
RACE	<p>Between 2001 and 2011, the proportion of island residents in a minority ethnic group increased slightly, from 0.6 per cent to 1.0 per cent. Nationally there was an increase in this proportion from 2 per cent in 2001 to 4 per cent in 2011. It was less than 1 per cent in most island groups; it was over 3 per cent or more only in Colonsay (5 per cent), Shapinsay (4 per cent), Easdale (3 per cent) and Vatersay (3 per cent).</p>	<p>Scotland's Census 2011: Inhabited islands report</p> <p>http://www.scotlandscensus.gov.uk/documents/analytical_reports/Inhabited_islands_report.pdf</p>	
RELIGION OR BELIEF	<p>In 2011, the largest religious category for island residents was 'Church of Scotland', at 38 per cent (down from 45 per cent in 2001); followed by 'other Christian' at 12 per cent (down from 16 per cent in 2001) and then 'Roman Catholic' at 7 per cent (the same proportion as in 2001). Only a small proportion (1 per cent) reported a non-Christian religion. A third (33 per cent) of island residents was in the 'No religion' category, an increase from 26 per cent in 2001.</p> <p>Compared with Scotland as a whole, higher proportions of island residents reported their religion as 'Church of Scotland' (38 per cent in the islands and 32 per cent in Scotland) and 'other Christian' (12 per cent and 6 per cent). Lower proportions of island residents reported as</p>	<p>Scotland's Census 2011: Inhabited islands report</p> <p>http://www.scotlandscensus.gov.uk/documents/analytical_reports/Inhabited_islands_report.pdf</p>	

'Roman Catholic' (7 per cent compared with 16 per cent in Scotland) and non-Christian religions (1 per cent and 3 per cent). The proportion of people in the 'No religion' category was also lower in the islands than in Scotland as a whole, 33 per cent and 37 per cent respectively.



There was considerable variation between the island groups in the incidence of the different categories of religion. The proportion of the population reporting as 'Church of Scotland' ranged from 60 per cent in Berneray to 2 per cent in Eriskay and Vatersay. The highest proportion for 'other Christian' was reported in Scalpay (58 per cent). While the proportion of island residents reporting as 'Roman Catholic' was 7 per cent overall, it was much higher in Eriskay (82 per cent), Vatersay (76 per cent), Barra (68 per cent) and South Uist (64 per cent). Easdale (69 per cent) had highest proportion of people in the 'No religion' category, while this proportion was lowest in Eriskay (9 per cent). Amongst island groups with a population of 1,000 or more, the proportion of people in the 'No religion' category was lowest in Barra (11 per cent), South Uist (13 per cent), North Uist (18 per cent) and Lewis and Harris (19 per cent); it was highest in Mainland of Shetland (47 per cent).

Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section requires you to consider the potential impacts – negative and positive – that your policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations among and between different age groups			X	

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations among and between disabled and non-disabled people			X	

Do you think that the policy impacts on men and women in different ways?

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations between men and women			X	

Do you think that the policy impacts on women because of pregnancy and maternity?

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations			X	

Do you think your policy impacts on transsexual people?

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations			X	

Do you think that the policy impacts on people because of their sexual orientation?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations			X	

Do you think the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good race relations			X	

Do you think the policy impacts on people because of their religion or belief?

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill's objective is to improve outcomes for island communities by ensuring that there is a sustained focus across Government and the wider public sector on meeting the needs of island communities. It is anticipated that such a focus will be positive but impacts may not be specific to any one protected characteristic, but to island communities more broadly and has the potential to affect anyone on the islands.
Advancing equality of opportunity			X	
Promoting good relations			X	

Stage 4: Decision making and monitoring

Identifying and establishing any required mitigating action

Have positive or negative impacts been identified for any of the equality groups?	No
Is the policy directly or indirectly discriminatory under the Equality Act 2010 ² ?	No
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	N/A
If not justified, what mitigating action will be undertaken?	N/A

Describing how Equality Impact analysis has shaped the policy making process

The Scottish Government will work with public bodies and other stakeholders to prepare any necessary guidance that will arise from the duties under the Bill and the implementation of the Bill. Public bodies already have a duty to undertake equality impact assessments when carrying out their functions. These equality impact assessments should identify mitigating actions to address any identified impacts.

Monitoring and Review

The Bill places a duty on the Scottish Ministers to prepare and publish an annual report which must provide an update on the progress towards achieving improved outcomes for island communities and any other information the Scottish Ministers consider appropriate. The progress report must also provide information on island-proofing activity that has occurred over the previous year. The progress report must be laid before the Parliament by the Scottish Ministers and then published.

² See EQIA – Setting the Scene for further information on the legislation.

Stage 5 - Authorisation of EQIA

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes No

- ◆ Opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

Yes No

Declaration

I am satisfied with the equality impact assessment that has been undertaken for the Islands (Scotland) Bill and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name: Donna Mackinnon
Position: Deputy Director