



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of the Integration Joint Board (Orkney Health and Social Care Partnership) 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.	Strategic Plan Delivery Plan 2022 – 2025.
Service / service area responsible.	All delegated health and social care services.
Name of person carrying out the assessment and contact details.	Shaun Hourston-Wells, Acting Strategic Planning Lead, Shaun.hourston-wells@orkney.gov.uk , Extension 2414.
Date of assessment.	17 November 2023.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced, or changed significantly).	This is the Delivery Plan associated with the third iteration of Strategic Plan.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The Plan articulates the actions and measures that sit behind each of the six Strategic Priorities.
State who is, or may be affected by this function / policy / plan, and how.	All users of community health and social care services in Orkney, as well staff employed by Orkney Islands Council, NHS Orkney, and the third sector, delivering these services.
Is the function / policy / plan strategically important?	This Plan sits behind the most prominent, public strategic statement by the Orkney IJB.

<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>The priorities for the Strategic Plan, along with the actions and measures included in this Delivery Plan, were informed by a number of consultation exercises that have taken place, across Orkney, in recent months, including the NHS Orkney Clinical Strategy 2022 – 2027; The Island Wellbeing Survey 2022; The Draft Child Poverty Strategy; The Orkney Mental Health Strategy 2020-2025, and the Orkney Dementia Strategy 2020-2025.</p>
<p>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).</p>	<p>The findings of the surveys and strategies referred to in the previous section have highlighted issues facing people with one of the Protected Characteristics, especially older people, those with caring responsibilities, those with a disability, and people experiencing socio-economic disadvantage. The actions detailed in this plan seek to address these issues, not least the over-arching Priority of Tackling Inequalities and Disadvantage.</p>
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.</p>	<p>Please complete this section for proposals relating to strategic decisions). Please see the response above.</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>On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.</p>
<p>2. Sex: a man or a woman.</p>	<p>On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is</p>	<p>On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.</p>

towards their own sex, the opposite sex or to both sexes.	
4. Gender Reassignment: the process of transitioning from one gender to another.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
5. Pregnancy and maternity.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
6. Age: people of different ages.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage. In addition, Keeping Older People in Their Own Homes, for as long as possible is also a Priority.
7. Religion or beliefs or none (atheists).	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
8. Caring responsibilities.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage. In addition, addressing the needs of people with caring responsibilities is also a Priority.
9. Care experienced.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
10. Marriage and Civil Partnerships.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
11. Disability: people with disabilities (whether registered or not).	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
12. Socio-economic disadvantage.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	Any identified differential impacts are specifically addressed by some, or all, of the Priorities, and their associated actions and measures, identified in the Plan.
How could you minimise or remove any potential negative impacts?	Successful implantation of the stated Priorities will negate any negative impacts and enhance positive impacts.

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?	The Annual Delivery Plan will oversee the successful deployment of the strategies stated in the Strategic Plan.
Who will undertake it?	The Strategic Planning and Performance Team will oversee collection and communication of the measured performance, whilst Heads of Service and all managers will ensure delivery of the stated strategies.
When will it be done?	During the lifespan of this Plan.
How will it be monitored? (e.g. through service plans).	Through production of the Annual Performance Report.

Signature:

Date: 17 November 2023.

Name: Shaun Hourston-Wells.