



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of the Integration Joint Board (Orkney Health and Care) 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.	Joint Strategic Needs Assessment and Joint Strategic Needs Assessment Risk Register.
Service / service area responsible.	Orkney Health and Care.
Name of person carrying out the assessment and contact details.	Callan Curtis, Performance and Planning Officer 01856873535 extension 2604 Shaun Hourston-Wells, Project Manager, 01856873535 extension 2414.
Date of assessment.	24/11/2021.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced, or changed significantly).	The Joint Strategic Needs Assessment (JSNA) is an updated document to replace the existing document, last amended in 2018. This is a continuing process to assist with the planning and commissioning process. It is undertaken by all Local Authorities in Scotland when formulating a new partnership plan and/or strategy for the next commissioning period.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The purpose of a JSNA is to improve the health and wellbeing of the local community and reduce inequalities for all ages. They are not an end in themselves, but a continuous process of strategic assessment and planning – the core aim is to develop local evidence-based priorities for commissioning which will improve the public's

	<p>health and reduce inequalities.</p> <p>The JSNA output, in the form of evidence and the analysis of needs, and agreed priorities, will be used to help to determine what actions local authorities, the local NHS and other partners need to take to meet health and social care needs, and to address the wider determinants that impact on health and wellbeing.</p>
State who is, or may be affected by this function / policy / plan, and how.	The Orkney Population will experience short, medium and long-term effects as the result of informed planning and decision making that this document supports in the planning process.
Is the function / policy / plan strategically important?	Yes, the JJSNA is informative, and evidence based. The purpose is to support the development of new plans, policies, and functions of the Integration Joint Board
How have stakeholders been involved in the development of this function / policy / plan?	<p>A wide array of stakeholders have been engaged throughout the development of the JSNA.</p> <p>There have been working groups with third sector colleagues at Voluntary Action Orkney using existing data and consultation information which they hold.</p> <p>The NHS were consulted through individual workgroups. Public Health were the main contributor to this document as experts in population health information.</p> <p>Social Work were consulted through service managers and senior management, who evaluated their relevant sections and engaged, providing feedback and amendments to ensure an accurate reflection of services.</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>National surveys.</p> <p>Service utilisation trends.</p> <p>Chronic Disease.</p> <p>Lifestyle and behaviour associated with negative health outcomes.</p>

<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.</p>	<p>Please complete this section for proposals relating to strategic decisions).</p> <p>Child Poverty – review of trends. Remote Rural Population. Scottish Index of Multiple Deprivation SIMD.</p>
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	<p>All Protected Characteristics have been considered during preparation of the JSNA. Some characteristics are especially prevalent in Orkney, with whole sections of the assessment dedicated to those groups.</p> <p>Other groups are considered during the process, with our response being proportional, as required by Equalities' legislation. Furthermore, the very low numbers of people with some Protected Characteristics risks identifying those individuals, if the data is published.</p> <p>Some groups, such as those of religious faith, are not necessarily recorded. Nonetheless, their needs and sensitivities are considered during the service planning process, as are those of all Protected Characteristics' groups.</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>Yes. The risks associated with many circumstances, and several conditions, is referenced in the assessment.</p>
<p>6. Age: people of different ages.</p>	<p>Yes. Many of the conditions and circumstances addressed in the assessment acknowledge the prevalence amongst children and older people.</p>
<p>7. Religion or beliefs or none.</p>	<p>No.</p>
<p>8. Caring responsibilities.</p>	<p>Yes. The impact of caring responsibilities is addressed throughout the assessment.</p>
<p>9. Care experienced.</p>	<p>No.</p>
<p>10. Marriage and Civil Partnerships.</p>	<p>No.</p>

11. Disability: people with disabilities (whether registered or not).	Yes. Most of the services referenced in the assessment address the circumstances and conditions of people with disabilities.
12. Socio-economic disadvantage.	Yes. The circumstances of people suffering disadvantage or deprivation are addressed throughout the assessment.
13. Isles-Proofing	Yes. Attention is drawn in the assessment to experiences in different between localities, especially with regard to services and age profile.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	The JSNA is used as a high-level resource to support managers and guide staff when formulating service plans and strategies. All Protected Characteristics' groups will be considered, in depth, at future stages in the planning process.
How could you minimise or remove any potential negative impacts?	The IJB's Equalities' Strategy addresses specific Protected Characteristics' Groups. However, it is not considered that any of the impacts of this assessment will have a negative impact upon any of the Protected Characteristics' groups.
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?	Services will consider the needs and sensitivities of Protected Characteristics' Groups during preparation of their respective service plans and strategies.
Who will undertake it?	Service Managers.
When will it be done?	On preparation of service plans and strategies.
How will it be monitored? (e.g. through service plans).	Service plans.

Signature:

Date: 25.11.21

Name: Callan Curtis