



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.	Orkney Children's Services Plan 2021 – 2023.
Service / service area responsible.	Children's Services / Education Services.
Name of person carrying out the assessment and contact details.	Jim Lyon, extension 2611, jim.lyon@orkney.gov.uk Peter Diamon, extension 2436, peter.diamond@orkney.gov.uk
Date of assessment.	12 April 2021.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Revised Plan.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	This plan seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing.
State who is, or may be affected by this function / policy / plan, and how.	All children and young people in Orkney will be affected by the revised plan.
Is the function / policy / plan	(Strategic plans include major investment plans, new strategic frameworks or plans such as annual

strategically important?	budgets, commissioning services or corporate plans).
How have stakeholders been involved in the development of this function / policy / plan?	Extensive consultation with children and young people is behind the preparation for this plan. Three of the five priorities of the plan were selected by children and young people: Mental Health and Wellbeing, Equality and Empowerment, and Options and Opportunities.
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).	The Care Inspectorate report of February 2020 informed preparation of this plan.
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.	The fifth priority of the plan, Overcoming Disadvantage, reflects action taken and planned by public and Third Sector agencies to combat child poverty in Orkney, which has been exacerbated by the socio-economic impacts of the pandemic. This work has been reported in Local Child Poverty Action Reports for 2018/19 and 2019/20 and a report for 2020/21 is in preparation, together with a new Child Poverty Strategy for 2021-23 to sit alongside the Children's Services Plan.
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.	None.
2. Sex: a man or a woman.	None.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	None.
4. Gender Reassignment: the process of transitioning from one gender to another.	None.
5. Pregnancy and maternity.	None.

6. Age: people of different ages.	This plan addresses the needs of children and young people only.
7. Religion or beliefs or none (atheists).	None.
8. Caring responsibilities.	None.
9. Care experienced.	
10. Marriage and Civil Partnerships.	None.
11. Disability: people with disabilities (whether registered or not).	The impact of poor mental health, alongside strategies to address these issues, are specifically addressed in the plan.
12. Socio-economic disadvantage.	One of the priorities of the plan, Overcoming Disadvantage, specifically addresses child poverty, as a result of socio-economic disadvantage.
13. Isles-Proofing	Problems around access to food and the internet in the isles are acknowledged in the document, alongside details of how these issues have been addressed, to date, and will continue to be addressed, in the future.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No. This plan exclusively addresses the needs of children and young people. Over the 12 Equality Areas, this plan only impacts age and socio-economic disadvantage, both positively.
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?	No.
What action is to be taken?	N/A.
Who will undertake it?	N/A.
When will it be done?	N/A.
How will it be monitored? (e.g.	N/A.

through service plans).	
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Signature:

Date: 13 April 2021

Name: Jim Lyon

Signature:

Date: 13 April 2021

Name: Peter Diamond