



## Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council 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.

<b>1. Identification of Function, Policy or Plan</b>	
Name of function / policy / plan to be assessed.	Introduction of children's social work eligibility criteria.
Service / service area responsible.	Orkney Health and Care.
Name of person carrying out the assessment and contact details.	Scott Hunter <a href="mailto:scott.hunter@orkney.gov.uk">scott.hunter@orkney.gov.uk</a>
Date of assessment.	01.03.18
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New.

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	Provide criteria for access to services.
State who is, or may be affected by this function / policy / plan, and how.	Families who require additional support.
How have stakeholders been involved in the development of this function / policy / plan?	The criteria were circulated for comment to relevant stakeholders. Comments were received from the Child Health Commissioner and a

	meeting was held with Education colleagues.
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise.</p> <p>E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	No.
2. Sex: a man or a woman.	No.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No.
4. Gender Reassignment: the process of transitioning from one gender to another.	No.
5. Pregnancy and maternity.	No.
6. Age: people of different ages.	No.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	No.
9. Marriage and Civil Partnerships.	No.
10. Disability: people with disabilities (whether registered or not).	No.

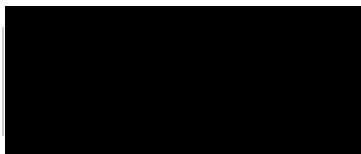
### 3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No.
How could you minimise or remove any potential negative impacts?	
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?	Communication with relevant agencies to disseminate and implement.
Who will undertake it?	James Henry, Principle Social Worker, Children and Families & Peter McAndrew, Senior Social Worker, Children and Families.
When will it be done?	April 2018.
How will it be monitored? (e.g. through service plans).	The impact of implementation will be monitored through Social Work workload monitoring and through discussion at regular meetings such as the Orkney Children and Young People's Partnership.

Signature:



Date: 01.03.18

Name: SCOTT HUNTER