



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 Community Justice Outcomes Improvement Plan (CJOIP) 2018-21
Service / service area responsible.	Orkney Health and Care
Name of person carrying out the assessment and contact details.	Jon Humphreys Tel: 01856 873535 Ext. 2601 E-mail: jon.humphreys@orkney.gov.uk
Date of assessment.	February 2018
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	It is a new plan, building on the CJOIP 2017-18 and is a requirement of the Community Justice (Scotland) Act 2016.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The plan sets out the local outcomes which the Orkney Community Justice Partnership has prioritised for improvement. It will provide a description of the improvement in local outcomes sought and the timeframe for achieving this.
State who is, or may be affected by this function / policy / plan, and how.	Those most likely to be affected will be the partners of the Orkney Community Justice Partnership, service users and families, victims

	<p>and witnesses, people with lived experience, members of the third sector and the wider community.</p> <p>Partners: formalising Partners' commitment to collaborative working through shared aims and outcomes, and consideration of these within individual service strategies.</p> <p>Service users and families: improved outcomes and access to services.</p> <p>Victims and Witnesses: improved communication and engagement strategy.</p> <p>People with lived experience: improved access to continued support and opportunity to input in to future planning.</p> <p>Third sector: input in to service delivery and planning.</p> <p>Wider community: provision of communication and engagement with an aspiration of providing a safer place to live.</p>
<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>General Community Justice informative sessions provided to various stakeholder groups to provide the background understanding of the legislative change.</p> <p>Awareness sessions, provided by the Northern Community Justice Authority Training and Development Officer, on risk management and Community Justice made available to a wide range of stakeholders.</p> <p>The plan has been out for consultation to Community Justice Partners.</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 Rehabilitation of Hate Crime Offenders report published by The Equality and Human Rights Commission Scotland, made recommendations aimed at, amongst other agencies, Community Justice Authorities. It also highlights the Equality Act (2010) requires public authorities to take action to 'promote understanding' and 'tackle prejudice'.</p> <p>A shared understanding of the notion of hate crime can be described as referring to any criminal offence motivated or aggravated by an offender's hatred, prejudice or hostility, against someone because of their race, colour, ethnic origin, national origins, religion, gender, gender</p>

	<p>identity, sexual orientation, disability, or age.</p> <p>The Community Justice Needs Assessment has collated relevant statistics covering a number of years for factors such as crime, employment, education, health and access to services. The Needs Assessment will be reviewed annually, and will be used to actively monitor the number of hate crimes reported. This action has been included within the Community Justice Outcomes Improvement Plan under the local Community Justice Outcomes and Performance and Improvement Framework.</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>Potential positive impact in relation to tackling and preventing race related 'hate crime' or negative stereotyping.</p>
<p>2. Sex: a man or a woman.</p>	<p>Positive impact: Improved national outcomes for women.</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>Potential positive impact in relation to tackling and preventing homophobic or biphobic related 'hate crime' or negative stereotyping.</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another.</p>	<p>Potential positive impact in relation to tackling and preventing transphobic related 'hate crime' or negative stereotyping.</p>
<p>5. Pregnancy and maternity.</p>	<p>No impact.</p>
<p>6. Age: people of different ages.</p>	<p>Potential positive impact in relation to tackling and preventing age related 'hate crime' or negative stereotyping.</p>
<p>7. Religion or beliefs or none (atheists).</p>	<p>Potential positive impact in relation to tackling and preventing faith related 'hate crime' or negative stereotyping.</p>
<p>8. Caring responsibilities.</p>	<p>No impact</p>
<p>9. Marriage and Civil Partnerships.</p>	<p>No impact</p>
<p>10. Disability: people with disabilities (whether registered or not).</p>	<p>Positive Impact: Development of outcomes with specific consideration to people with a disability.</p>

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?	It is hoped that impacts will be positive. However, the Community Justice Partnership will be reviewing progress, so any unforeseen negative impacts will be identified.
Do you have enough information to make a judgement? If no, what information do you require?	Judgements will be made on a continuous process as progress is made towards the local Community Justice priorities.

4. Conclusions and Planned Action	
Is further work required?	Yes
What action is to be taken?	(i) Partners to directly input into the CJOIP and highlight any issues. (ii) Partners will review progress and appropriate action will be taken as required.
Who will undertake it?	(i) Local Community Justice Partners (ii) Lead Co-ordinator for Community Justice in Orkney
When will it be done?	(i) February 2018 (ii) Over the next 36 months of life of CJOIP
How will it be monitored? (e.g. through service plans).	Through Annual Review by each of the Partners.

Signature:  Date: 22 February 2018

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