



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.	Refreshed Strategic Plan (SCP) 2018-2019.
Service / service area responsible.	Integration Joint Board (IJB).
Name of person carrying out the assessment and contact details.	Caroline Sinclair, caroline.sinclair@orkney.gov.uk
Date of assessment.	3 November 2017.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing – a requirement for the Integration Joint Board.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	To set out the way that health and social care services within the remit of responsibility of the IJB will be resourced and delivered and the plans for services for which the IJB has a joint planning responsibility with NHS Orkney and Orkney Islands Council.
State who is, or may be affected by this function / policy / plan, and how.	People who receive the services covered by the plan and staff who deliver them.
How have stakeholders been involved in the development of	The original SCP had extensive consultation with the public and stakeholders and was agreed by the IJB on 23 March 2016. It was agreed that the

this function / policy / plan?	<p>SCP would be refreshed yearly for the remainder of the term of the original plan.</p> <p>Through the lifetime of the plan there has been locality engagement through isles visits and mainland meetings, stakeholders have been given opportunities to comment on both refreshes of the SCP and the IJB's Strategic Planning Group have taken a lead role in considering the plan.</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>SCPs are intended to be based on an assessment of local needs, leading to service delivery aligned to meeting those needs, for the benefits of local people, therefore SCPs should make a positive contribution to addressing inequalities.</p> <p>Where the SCP sets out targets for significant service change the process for this will involve separate and subject specific EqlA work and consultation and engagement processes. It is not the role of the EqlA for the overarching plan to address these items.</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>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>No.</p>
<p>6. Age: people of different ages.</p>	<p>No.</p>
<p>7. Religion or beliefs or none (atheists).</p>	<p>No.</p>
<p>8. Caring responsibilities.</p>	<p>No.</p>
<p>9. Marriage and Civil</p>	<p>No.</p>

Partnerships.	
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?	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?	Not in relation to the SCP.
What action is to be taken?	For ongoing consultation with a view to achieving a final approved plan.
Who will undertake it?	Integration Joint Board.
When will it be done?	21 March 2018.
How will it be monitored? (e.g. through service plans).	Through performance reporting processes which are set out within the plan.

Signature:



Date: 3 November 2017.

Name: Caroline Sinclair.