



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of the Integration Joint Board (Orkney Health and Social Care Partnership) 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.	Freedom of Information Policy and Publication Scheme.
Service / service area responsible.	Orkney Health and Social Care Partnership – all services.
Name of person carrying out the assessment and contact details.	Shaun Hourston-Wells, telephone: 01856873535 extension 2414.
Date of assessment.	18 October 2022.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced, or changed significantly).	<p>The Freedom of Information (Scotland) Act 2002 requires public bodies to make information publicly available.</p> <p>Guidance associated with the Act indicates that public bodies should maintain a Freedom of Information Policy, along with the associated Publication Scheme.</p> <p>This is the third iteration of both documents.</p>

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The Freedom of Information Policy and associated Publication Scheme articulates the health and social care partnership's commitments and procedures that support any Freedom of Information Request, as well as informing information the public as to what information may be held by the partnership.

State who is, or may be affected by this function / policy / plan, and how.	Any member of the public.
Is the function / policy / plan strategically important?	No.
How have stakeholders been involved in the development of this function / policy / plan?	Both the Freedom of Information Policy and the associated Publication Scheme are intended to provide information to public and, as such, consultation and engagement with the public during the updating of these documents was not appropriate. However, should subsequent enquiries reveal that any aspect of the published documents is unclear, changes to the documents will be considered.
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).	No.
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.	No.
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.	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. Care experienced.	No.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	No.
12. Socio-economic disadvantage.	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?	No negative differential impacts have been identified.
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?	Not applicable
Who will undertake it?	Not applicable.

When will it be done?	Not applicable.
How will it be monitored? (e.g. through service plans).	Not applicable.

Signature:

Date: 18 October 2022.

Name: Shaun Hourston-Wells.