



# 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.

<b>1. Identification of Function, Policy or Plan</b>	
Name of function / policy / plan to be assessed.	Home First Service Pilot.
Service / service area responsible.	Community Occupational Therapy / Care at Home / Adult Social Work.
Name of person carrying out the assessment and contact details.	Su Dutton.
Date of assessment.	8 June 2021.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New service; however, using existing functions, as above.

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	To discharge people from an acute hospital bed to Home First, to assess needs.
State who is, or may be affected by this function / policy / plan, and how.	All people 18 + who are in an acute hospital setting, awaiting discharge, and who have reablement potential.
Is the function / policy / plan strategically important?	(Strategic plans include major investment plans, new strategic frameworks or plans such as annual budgets, commissioning services or corporate plans). Home First is included within the Strategic Commissioning Implementation Plan, taking account of community service development in

	relation to the New Kirkwall Care Facility, Winter Planning.
How have stakeholders been involved in the development of this function / policy / plan?	All key stakeholders in Orkney Health and Care / NHS Orkney / Orkney Islands Council have been involved in the development of the service development and service function.
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).	Existing research and data have supported the need for the pilot development. Locally, performance monitoring and data capture are providing evidence of the service outcomes, and being benchmarked against national data for the initial three months of the pilot. Further analysis will take place at 6, 9 and 12 months.
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 <a href="#">The Fairer Scotland Duty Interim Guidance for Public Bodies</a> for further information.	Please complete this section for proposals relating to strategic decisions). The Strategic Commissioning Implementation Plan identified this service development. It is recognised that the pilot service needs to address disadvantage to support individuals living in the Isles. It is acknowledged that as the service is predominantly supporting older people, there is a likelihood that socio-economic factors such as the impact on health and wellbeing, housing and low income, particularly income in older women, will need to be supported. The Home First service pilot is supported by Social Work support, so any socio-economic factors should be supported through the OFSSA process. A Financial Assessment is undertaken ensuring affordability of any ongoing service provided.
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). Positive impact is that people are enabled to return to their own home, and have the experience of participating in an evidenced-based assessment process.
1. Race: this includes ethnic or national groups, colour and	There is no negative impact for this group.

nationality.	
2. Sex: a man or a woman.	There is no negative impact for this group.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	There is no negative impact for this group.
4. Gender Reassignment: the process of transitioning from one gender to another.	There is no negative impact for this group.
5. Pregnancy and maternity.	There is no negative impact for this group.
6. Age: people of different ages.	There is no negative impact for this group. A significant proportion of service users will be older people. Returning people to their own home, as soon as possible, is expected to provide significant wellbeing benefits.
7. Religion or beliefs or none (atheists).	There is no negative impact for this group.
8. Caring responsibilities.	There is no negative impact for this group Where a service user is a carer, a Carers Assessment and an OFSSA will identify the outcomes/needs, and any package of support would include support to the primary service user of the Home First Service, and support will be provided for the cared for person.
9. Care experienced.	There is no negative impact for this group.
10. Marriage and Civil Partnerships.	There is no negative impact for this group.
11. Disability: people with disabilities (whether registered or not).	There is no negative impact for this group.
12. Socio-economic disadvantage.	There is no negative impact for this group. If there are socio-economic needs an OFSSA would be completed and a care plan devised identifying support needs to achieve outcomes. It is the primary intention that everyone returns to their home, unless housing is inappropriate or the assessment concludes the person is physically unable to manage.
13. Isles-Proofing	The pilot is currently focussed on Mainland Orkney. Solutions are being sought to enable Isles residents to access this service should approval be given to mainstream this service. The likelihood is that e.g. Red Cross House will be utilised with the Home First service providing the required support, pending discharge home to the isles with the appropriate level of support being

	put into place as needed.
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### 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?	Yes, See 13.
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?	
Who will undertake it?	
When will it be done?	
How will it be monitored? (e.g. through service plans).	Service Performance Reviews, IJB Updates.

Signature:

Date: 8.6.21

Name: Su Dutton