



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 | |
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| Name of function / policy / plan to be assessed. | Improving the Cancer Journey (ICJ) Project. |
| Service / service area responsible. | Post-diagnostic non-clinical cancer care. |
| Name of person carrying out the assessment and contact details. | Stephen Brown. |
| Date of assessment. | 22 November 2021. |
| Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly). | New. |

| 2. Initial Screening | |
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| What are the intended outcomes of the function / policy / plan? | Improving the non-clinical outcomes of people in Orkney diagnosed with cancer, as well as their family and carers. |
| State who is, or may be affected by this function / policy / plan, and how. | Anyone diagnosed with cancer, or anyone caring for or living with someone diagnosed with cancer. |
| Is the function / policy / plan strategically important? | No. |
| How have stakeholders been involved in the development of this function / policy / plan? | MacMillan Cancer Support are able to use the experience of delivering this model of support across 21 health and social care partnerships, in Scotland. |

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| <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>No.</p> |
| <p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.</p> <p>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.</p> | <p>N/A.</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>There is no evidence that the outcomes of the ICJ programme are affected by a person's Race.</p> |
| <p>2. Sex: a man or a woman.</p> | <p>There is no evidence that the outcomes of the ICJ programme are affected by a person's Sex</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>There is no evidence that the outcomes of the ICJ programme are affected by a person's Sexual Orientation.</p> |
| <p>4. Gender Reassignment: the process of transitioning from one gender to another.</p> | <p>There is no evidence that the outcomes of the ICJ programme are affected by a person undertaking Gender Reassignment.</p> |
| <p>5. Pregnancy and maternity.</p> | <p>There is no evidence that the outcomes of the ICJ programme are affected by a person being Pregnant or undergoing maternity care.</p> |
| <p>6. Age: people of different ages.</p> | <p>There is no evidence that the outcomes of the ICJ programme are affected by a person's Age. That said, older people are more likely to be diagnosed with cancer, so this programme will deliver improved outcomes for this group.</p> |

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| 7. Religion or beliefs or none (atheists). | There is no evidence that the outcomes of the ICJ programme are affected by a person's Religion. |
| 8. Caring responsibilities. | It is anticipated this programme will improve the wellbeing of people who care for cancer sufferers. |
| 9. Care experienced. | There is no evidence that the outcomes of the ICJ programme are affected by a person being Care Experienced. |
| 10. Marriage and Civil Partnerships. | There is no evidence that the outcomes of the ICJ programme are affected by a person's Marital Status. |
| 11. Disability: people with disabilities (whether registered or not). | There is no evidence that the outcomes of the ICJ programme are affected by a person's Disability. |
| 12. Socio-economic disadvantage. | This programme is expected to improve the financial circumstances of those suffering cancer, and their dependants. |
| 13. Isles-Proofing | Those living in the isles do not have the same ease of access to support services as those living in the Mainland. However, implementation of the ICJ model in Orkney has been specifically designed to include a partnership with the other island groups, ensuring we can deploy a common approach to delivering improved outcomes for people in the non-linked isles. |

3. Impact Assessment

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| Does the analysis above identify any differential impacts which need to be addressed? | Yes. |
| How could you minimise or remove any potential negative impacts? | The Project Manager will ensure the scoping exercise specifically addresses access to support services in the non-linked isles. |
| Do you have enough information to make a judgement? If no, what information do you require? | Yes. |

4. Conclusions and Planned Action

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| Is further work required? | Yes. |
| What action is to be taken? | The Project Manager will ensure the scoping exercise specifically addresses access to support services in the non-linked isles. |

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| Who will undertake it? | The Project Manager. |
| When will it be done? | Within the first 12 months of the project. |
| How will it be monitored? (e.g. through service plans). | The local operational board and the Programme Board. |

Signature:

Date: 22.11.21

Name: Stephen Brown.