



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.	Strategic Commissioning Implementation Plan.
Service / service area responsible.	All Services.
Name of person carrying out the assessment and contact details.	Stephen Brown.
Date of assessment.	07 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.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	This Strategic Commissioning Implementation Plan 2021/2022 sets out the detail of how the vision and strategic objectives within the Strategic Plan 2019-2022 are to be achieved within the remainder of the period of the Strategic Plan.
State who is, or may be affected by this function / policy / plan, and how.	All users of Orkney Health and Care Services and carers.
Is the function / policy / plan strategically important?	Yes. This plan provides details for delivering the strategic objectives of the Integration Joint Board (IJB).
How have stakeholders been involved in the development of	A public consultation was undertaken on publication of the draft Strategic Plan, informing

<p>this function / policy / plan?</p>	<p>the final published version of the plan. Stakeholders have been consulted on the individual strategies referenced in the Strategic Commissioning Implementation Plan. The IJB's Strategic Planning Group was stood up for the purpose of stakeholder engagement in the development of the Strategic Commissioning Implementation Plan and OIC and NHS Orkney senior management teams have also been consulted, and the feedback taken into account in the final draft of the Strategic Commissioning Implementation 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>The IJB's recently published Equality Outcomes and Mainstreaming Report addresses how the IJB will have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations across the 9 protected characteristics, as well as how the IJB has worked to mainstream the Equality Duty. The content of this report has informed the preparation of the Strategic Commissioning Implementation Plan.</p>
<p>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.</p>	<p>The IJB's Equality Outcomes and Mainstreaming Report expands upon the 9 Protected Characteristics, including so-called 'peripherality' within the defined protected groups. This includes people who are socio-economically disadvantaged.</p> <p>The content of this report has informed the preparation of the Strategic Commissioning Implementation Plan.</p> <p>It is widely acknowledged that health inequalities are socially determined by circumstances and these circumstances disadvantage people and limit their chance to live a longer, healthier life. A significant factor contributing to health inequalities for communities is experiencing socio-economic disadvantage. Unequal distribution of income, power and wealth across the population and between groups is one of the identified fundamental causes of health inequality.</p> <p>Reducing health inequalities is complex; action needs to be based on evidence, and an understanding of barriers to social opportunities, in a local context.</p>
<p>Could the function / policy have a differential impact on</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>

any of the following equality strands?	
1. Race: this includes ethnic or national groups, colour and nationality.	No. It is widely acknowledged that there are some health inequalities for certain ethnic groups. Work is underway at a national level to assess evidence identifying disproportionate or differential impacts affecting ethnicity in relation to COVID-19. The Strategic Commissioning Implementation Plan seeks to address health inequalities at a local level, and findings and recommendations, following ongoing analysis into the impacts of COVID-19, will inform ongoing implementation and the development of the 2022-2025 Strategic Plan.
2. Sex: a man or a woman.	No. There are no differential impacts identified for sex. There is an acknowledgement that men and women experience different health and care needs and outcomes in a variety of areas of health and social care. The IJB Equality Outcomes identify the specific inequalities, based on Sex, in relation to the identified priorities.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No. There are no differential impacts identified for sexual orientation. There is an acknowledgement that particular LGBT+ groups may experience different health and care needs and outcomes in a variety of areas of health and social care. The IJB Equality Outcomes identify the specific inequalities based on sexual orientation in relation to the identified priorities.
4. Gender Reassignment: the process of transitioning from one gender to another.	No. There are no differential impacts identified for sexual orientation. There is an acknowledgement that Trans communities may experience different health needs and outcomes in a variety of areas of health and social care. The IJB Equality Outcomes identify the specific inequalities based on gender reassignment in relation to the identified priorities.
5. Pregnancy and maternity.	Some services are specifically designed to assist pregnant women and new mothers.
6. Age: people of different ages.	Older People are more frequent users of the services for which the IJB is responsible. The IJB Equality Outcomes identify the specific inequalities based on age (older and young people), in relation to the identified priorities.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	People with caring responsibilities are addressed by one of the strategic priorities in the Strategic

	Plan and this one year Strategic Commissioning Implementation Plan.
9. Care experienced.	Some services are specifically designed to assist care experienced young people.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	People with disabilities are more frequent users of the services for which the IJB is responsible.
12. Socio-economic disadvantage.	No. There are no differential impacts identified for socio-economic disadvantage. There is an acknowledgement that communities experiencing socio-economic disadvantage may experience different health and care needs and outcomes in a variety of areas of health and social care. The IJB Equality Outcomes identify the specific inequalities based on socio economic disadvantage in relation to the identified priorities.
13. Isles-Proofing	Some services can now be accessed virtually, mitigating the need for travel to the Mainland from the isles, as well as the need to travel outwith Orkney.

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?	The IJB's Equality Outcomes and Mainstreaming Report addresses strategies for mitigating/negating negative impacts upon people of a Protected Characteristic.
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?	Yes. Some of the activities and services identified in the Strategic Commissioning Implementation Plan will be the subject of individual Equality Impact Assessments. For example, this will help to identify opportunities for understanding who does,
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	and does not, access those services. Furthermore, this will help to support the achievement of the new IJB equality outcomes?
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans).	The IJB's Equality Outcomes and Mainstreaming Report specifies Equality Outcomes against which the IJB will be measured, and must provide an update on how the IJB has mainstreamed the Public Sector Equality Duty.

Signature:

Date: 07.06.21

Name: Stephen Brown.