



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 Plan (SCP).
Service / service area responsible.	Integration Joint Board (IJB).
Name of person carrying out the assessment and contact details.	Caroline Sinclair. Extension 2616.
Date of assessment.	1 March 2016.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New – a requirement arising from the establishment of 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 NHSO for.
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	There has been extensive consultation

involved in the development of this function / policy / plan?

underpinning the development of the plan.

A first consultation draft summary of the Strategic Commissioning Plan was approved by the Integration Programme Board in September 2015.

Key stakeholders from the Council, NHS Orkney and the voluntary sector took part in the consultation process on the first draft, which ran from 1 to 31 October 2015.

The consultation draft and the outputs of the consultation process were considered and approved by the IJB's Strategic Planning Group in November 2015.

The consultation and development process was discussed with the Scottish Government Joint Improvement Team on various occasions between September and November 2015.

Shadow Integration Joint Board members attended a seminar on the draft version, on 8 December 2015, with their input informing the ongoing development of the plan.

The Chief Executives of the Council and NHS Orkney, along with the Chair and Vice- Chair of the Shadow Integration Board, were offered the opportunity to provide additional input in January 2016.

The full Consultation Draft of the Strategic Commissioning Plan was published on 11 January, 2016 and is attached as appendix 1 to this report.

The public consultation ran from Monday 11 January to Friday 12 February 2016.

The IJB's Strategic Planning Group considered the feedback received from the public consultation, on 16 February 2016.

Council Elected Members and NHS Board members attended a joint consultation workshop on 19 February 2016 to provide further input to the plan.

The Strategic Commissioning Plan Authors' Group prepared the final version of the Strategic

	<p>Commissioning Plan and undertook further work on the plan in late February and early March 2016, taking account of all comments received and of the development of NHS Orkney's Local Delivery Plan and the Council's budget setting process for 2016 – 2017, both of which the Strategic Commissioning Plan needs to align with.</p> <p>The Chief Executives of the Council and NHS Orkney, along with the Chair and Vice Chair of the Shadow Integration Board, were offered the opportunity to provided additional input in March 2016.</p> <p>The final draft version was shared virtually with the Strategic Planning Group members virtually for final comment opportunities in March 2016.</p>
<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>SCPs are a new national requirement and therefore there is no data or research at this stage on their impact. They are however 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 EqIA work and consultation and engagement processes. The it not the role of the EqIA 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</p>	<p>No.</p>

one gender to another.	
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. Marriage and Civil Partnerships.	No.
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 approval by the IJB 21 March 2016.
Who will undertake it?	IJB.
When will it be done?	21 March 2016.
How will it be monitored? (e.g. through service plans).	Through performance reporting processes which are set out within the plan.

Signature: 

Name: Caroline Sinclair.

Date: 1 March 2016.