



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.	Appointment of a Data Protection Officer by the Integration Joint Board.
Service / service area responsible.	Orkney Health and Care.
Name of person carrying out the assessment and contact details.	Scott Hunter, Head of Children and Families, Criminal Justice and Chief Social Work Officer.
Date of assessment.	03 June 2018.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New. Data Protection Officer is a new statutory appointment.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	That a Data Protection Officer is appointed by the Integration Joint Board further to the Board's obligations in terms of the General Data Protection Regulation.
State who is, or may be affected by this function / policy / plan, and how.	All Members of the Integration Joint Board will be able to consult the Data Protection Officer for advice. The Data Protection Officer will be the Board's point of contact with the Information Commissioner.
How have stakeholders been involved in the development of this function / policy / plan?	The proposed appointment has been discussed with, and endorsed by, the former Chief Officer and was intimated to Board Members by way of a Briefing Note dated 28 March 2018.

<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. The appointment is necessary to comply with legal requirements.</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>None identified.</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>None identified.</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another.</p>	<p>None identified.</p>
<p>5. Pregnancy and maternity.</p>	<p>None identified.</p>
<p>6. Age: people of different ages.</p>	<p>None identified.</p>
<p>7. Religion or beliefs or none (atheists).</p>	<p>None identified.</p>
<p>8. Caring responsibilities.</p>	<p>None identified.</p>
<p>9. Marriage and Civil Partnerships.</p>	<p>None identified.</p>
<p>10. Disability: people with disabilities (whether registered or not).</p>	<p>None identified.</p>

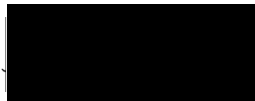
3. Impact Assessment

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?	No.
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).	N/A.

Signature:



Date: 03 June 2018.

Name: Scott Hunter.