



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of the Integration Joint Board (Orkney Health and Social Care Partnership) 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 Plan 2025 – 2028 and Annual Strategic Plan Delivery Plan 2025 – 2026.
Service / service area responsible.	All delegated health and social care services.
Name of person carrying out the assessment and contact details.	Shaun Hourston-Wells, Project Manager. Shaun.hourston-wells@orkney.gov.uk . Extension 2414.
Date of assessment.	15 April 2025.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced, or changed significantly).	This is the fourth iteration of Strategic Plan.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The Plan provides an easy-to-understand overview of the prevailing issues and demands on services, along with the priorities of the Integration Joint Board.
State who is, or may be, affected by this function / policy / plan, and how.	All users of community health and social care services in Orkney, as well staff employed by NHS Orkney, Orkney Islands Council and the third sector, delivering these services.
Is the function / policy / plan strategically important?	This is the most prominent, public strategic statement by the Orkney Integration Joint Board.
How have stakeholders been	The Priorities for this Strategic Plan were informed

involved in the development of this function / policy / plan?	by consultation and engagement with multiple Community Councils, groups and professional colleagues.
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).	The findings of the surveys and strategies referred to in the previous section have highlighted issues facing people with one of the Protected Characteristics, especially older people, those with caring responsibilities, those with a disability, and people experiencing socio-economic disadvantage. The Priorities summarised in this plan seek to address these issues, not least the over-arching priority of Tackling Inequalities and Disadvantage.
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.	Please complete this section for proposals relating to strategic decisions). Please see the response above.
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).
1. Race: this includes ethnic or national groups, colour and nationality.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
2. Sex: a man or a woman.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
4. Gender Reassignment: the process of transitioning from one gender to another.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
5. Pregnancy and maternity.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities

	and Disadvantage.
6. Age: people of different ages.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage. In addition, Supporting People to Age Well is also a Priority.
7. Religion or beliefs or none (atheists).	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
8. Caring responsibilities.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage. In addition, addressing the needs of people with caring responsibilities is also a Priority.
9. Care experienced.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
10. Marriage and Civil Partnerships.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
11. Disability: people with disabilities (whether registered or not).	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.
12. Socio-economic disadvantage.	On the contrary, one of the two over-arching Priorities of the new Plan is Tackling Inequalities and Disadvantage.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	Any identified differential impacts are specifically addressed by some, or all, of the Priorities identified in the plan.
How could you minimise or remove any potential negative impacts?	Successful implementation of the stated Priorities will negate any negative impacts, and enhance positive impacts.
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.
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What action is to be taken?	The annual Delivery Plan will oversee the successful deployment of the strategies stated in this Plan.
Who will undertake it?	The Strategic Planning and Performance team will oversee the development of the annual Delivery Plan, whilst the Senior Management Team and all managers will ensure delivery of the stated strategies and milestones.
When will it be done?	During the lifespan of this Plan.
How will it be monitored? (e.g. through service plans).	Through production of the Annual Performance Report.

Signature:

Date: 15 April 2025

Name: Shaun Hourston-Wells