



## Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council 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.

<b>1. Identification of Function, Policy or Plan</b>	
Name of function / policy / plan to be assessed.	Orkney Community Plan 2019 to 2022 incorporating Orkney's Local Outcomes Improvement Plan (LOIP).
Service / service area responsible.	Corporate Services.
Name of person carrying out the assessment and contact details.	<p>Anna Whelan.            Telephone: 01856 873535 Extension 2160.            E-mail: <a href="mailto:anna.whelan@orkney.gov.uk">anna.whelan@orkney.gov.uk</a></p> <p>Marie Love            Telephone: 01856 873535 Extension 2153            E-mail: <a href="mailto:marie.love@orkney.gov.uk">marie.love@orkney.gov.uk</a></p>
Date of assessment.	10 August 2015. Updated 6 November 2015. Updated 2 November 2016. Updated 4 September 2017. Updated 4 June 2018. Updated 26 July 2019.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	The LOIP was developed in 2015 as a new prototype plan to replace the Single Outcome Agreement and, as a rolling document, is updated annually. It is a requirement of the new Community Empowerment (Scotland) Act 2015.

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	The LOIP sets out the local outcomes which the Orkney Community Planning Partnership has prioritised for improvement. There are three strategic priorities, updated in 2018, each of which

	<p>is led by one of the three Delivery Groups: Strong Communities; Living Well and Vibrant Economy. It will provide a description of the improvement in local outcomes sought and the timeframe for achieving this.</p>
<p>Is the function / policy / plan strategically important?</p>	<p>The LOIP is the sovereign strategic plan for Orkney.</p>
<p>State who is, or may be affected by this function / policy / plan, and how.</p>	<p>Those most likely to be affected are:</p> <p>Communities (of interest, of geography and individual service users), people in the non-linked isles, members of the third sector (voluntary bodies and groups, development trusts and social enterprises), the wider community, the Orkney Partnership Board and publicly elected representatives.</p> <p>The first priority in the LOIP is 'strong communities'. We want our communities to have growing, sustainable and inclusive populations, with access to services, facilities and resources. Access to services is a perennial issue, particularly challenging in the outer isles, where it is difficult to maintain a sustainable health and care workforce. While it is welcome news that we are living longer, Orkney's demographic profile has aged significantly in recent years. Inequality and social isolation also impinge on individual and community well-being.</p> <p>Our second priority, 'living well' takes a holistic view of how we can address these issues collectively for the benefit of all of Orkney's communities. We want people to have the support they need to adopt healthy lifestyles throughout their lives and take responsibility for their wellbeing. Not only will this improve individual lives, it will prevent increasing demand for support services in future years. We also want people to live in safe, warm, homely settings.</p> <p>Despite our challenges we have a lot to offer. We want Orkney to be a location of choice for employment, tourism, living, leisure, learning and investment. We want our economy to offer a broad range of employment opportunities in all localities. Maintaining a 'vibrant economy' is key to this and is our third priority.</p> <p>The LOIP addresses the concerns of specific groups of people as follows:</p> <p>Older people: in particular those supported to live independently, those enabled to take responsibility for their long-term health and wellbeing, and those contributing positively to their</p>

	<p>communities and the economy.</p> <p>Young people: attracted by the location in which to live, work and study.</p> <p>Working-aged people: attracted by the innovation and emphasis on sustainable development and the broad range of community-based employment opportunities.</p> <p>Whole population of Orkney: encouraged and supported to adopt healthy lifestyles and to participate in community activities that improve access, build inclusiveness and reduce inequalities, those requiring health care will be treated by a sustainable workforce which supports service delivery in a way that underpins sustainable communities.</p> <p>The LOIP is underpinned by a Locality Plan. The non-linked isles were the chosen locality for The Orkney Partnership's first Locality Plan. Although not a formal equality strand, Orkney Community Planning Partnership's Equality and Diversity Strategy, published in 2012, acknowledges that 'Peripherality – being on the edge – is an equality issue in Orkney because access to goods and services can depend very much on where you live.' Equality and fairness do not mean treating everyone the same – but recognising that sometimes we have to treat people differently to allow them the same opportunities to participate. While the Orkney Partnership cannot claim it is going to give people on the isles the same access to services as those on the mainland of Orkney, what it can do is ensure that decisions about services provided to them are made at the most local level possible. In that way barriers can be removed where possible. The "Our Islands Our Future" campaign succeeded in putting this issue on the national agenda and the Islands (Scotland) Act 2018 embeds in legislation a requirement for new national policy to be "island-proofed" at the developmental stage.</p> <p>Peripherality—being on the edge—is a significant equality issue in Orkney because access to goods and services can depend very much on where you live. We are disadvantaged in accessing national services due to the high travel costs of crossing the water: isles residents doubly so. The "Our Islands Our Future" campaign succeeded in putting this issue on the national agenda and the Islands (Scotland) Act 2018, embeds in legislation a requirement for new national policy to be</p>
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	<p>"island-proofed" at the developmental stage. One of the agreed actions in the Locality Plan 2016 is that partners consider adopting the principle of "isles-proofing" local policy. This is being actioned on an individual agency basis and Orkney Islands Council has made an addition to the equality impact assessment to cover this.</p>
<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>Development of the prototype Plan included stakeholder events and subsequent meetings which included attendees from a range of sectors including: Orkney Islands Council, NHS Orkney, Orkney Housing Association, Voluntary Action Orkney, Highlands and Islands Enterprise and a wide range of third sector organisations.</p> <p>The draft plan was released for public consultation from 27 August – 8 October 2015. A specific question about equalities impacts was included in the consultation, viz:</p> <p>'This plan is being assessed for its impact on equalities, and specifically the groups of people protected by the Equality Act 2010:</p> <ol style="list-style-type: none"> <li>1. Race: this includes ethnic or national groups, colour and nationality.</li> <li>2. Sex: a man or a woman.</li> <li>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</li> <li>4. Gender Reassignment: the process of transitioning from one gender to another.</li> <li>5. Pregnancy and maternity.</li> <li>6. Age: people of different ages.</li> <li>7. Religion or beliefs or none (atheists).</li> <li>8. Caring responsibilities.</li> <li>9. Marriage and Civil Partnership.</li> <li>10. Disability: people with disabilities (whether registered or not).</li> </ol> <p>Can you see any ways in which the plan might have a disproportionate effect (good or bad) on any of these groups?'</p> <p>Twelve responses were received, mostly from partner agencies and some quite detailed. In response to this question, some positive impacts were identified but none of the respondents identified any potential negative equality impacts. In addition to the specific equality question, comments were invited on the six Partnership values, including 'Promoting equality'. *</p> <p>Respondents suggested that the section on the</p>

	<p>SIMD (Scottish Index of Multiple Deprivation) was too long and could be abbreviated, and that more information on peripherality as a cause of inequality could be added. These amendments were made in the revised draft.</p> <p>Small-scale amendments were included in the 2015-18 LOIP where practicable. Larger-scale amendments received careful consideration by the Partnership's Executive Group following which the draft LOIP was updated for the period 2016-19.</p> <p>An extensive consultation was carried out during 2016 during development of the Locality Plan. The Orkney Partnership worked together with Orkney Health and Care (who also have to develop a Locality Plan) and carried out a consultation exercise linked to a pilot Participatory Budgeting exercise run by Voluntary Action Orkney. This resulted in people in the isles being able to respond to a questionnaire, adopting the Place Standard model. This was followed up by visits to each of the islands to let people know the results for their island and make any additional comments.</p> <p>In September 2017 the Orkney Partnership Board held a review workshop, facilitated by the Improvement Service to look at the Partnership's vision, delivery and the LOIP. This was followed, in December 2017, by a review workshop to consider the Orkney Partnership's values and strategic priorities. Elected members were invited to comment in advance of the review session so that their views could be considered.</p> <p>* Following the workshop the Partnership updated its values to: Resilience, Enterprise, Equality, Fairness, Innovation, Leadership and Sustainability. It updated its strategic priorities to: strong communities, living well and a vibrant economy.</p> <p>In March 2018 a workshop was held for everyone who had been members of the Delivery Groups which included a wide range of public and third sector organisations and groups. A new long term vision for each Delivery Group and accompanying medium term outcomes were developed at the workshop along with proposed initial membership organisations for each. These were presented to the Board at its meeting on 19 March 2018 when the proposals were further discussed and subsequently agreed.</p>
Is there any existing data and /	A wide range of statistical information was

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).

considered during development of the LOIP. Examples of other relevant research includes:

Improving Local Equality Data (ILED) project: <https://www.equalityhumanrights.com/en/advice-and-guidance/improving-local-equality-data>

An Equal Footing - Your neighbourhood can have a significant impact on your future experiences and outcomes:

<https://www.holyrood.com/articles/feature/equal-footing>

[Making better places: Making places better](#). The distribution of positive and negative outcomes in Scotland:

Other relevant publications include: Attitudes to discrimination and positive action and Making Justice Work: Orkney Data Tables (under Equalities Resources in OIC information portal).

The results of the [Scottish Index of Multiple Deprivation 2016](#) shows poorer outcomes for Orkney's non-linked isles.

Results of the Your Island Your Choice can be found [here](#) and a full list of successful projects receiving funding is available here:

<http://vaorkney.org.uk/about-us/news/1424-your-islands-your-choice>

Detailed information on population from the [National Records of Scotland Statistical Bulletin on the 2011 Census results](#).

Population projections from the [National Records of Scotland 2012 based small area population projections](#) show a general decrease in the isles populations.

[The Inhabited Islands analytical report](#) presents further statistics from the 2011 Census on the characteristics of the populations of Scotland's islands and data for the figures and tables in the report were taken from the background [tables](#).

[Orkney Islands Council's Housing Needs and Demand Assessment](#) provided information on demographic trends, population and household projections, dependency ratios as well as economic factors.

Information around housing and fuel poverty was accessed from the Affordable Warmth Survey 2015 and [Orkney's Fuel Poverty Strategy 2017-2022](#).

[Research report by Rosie Alexander into community led care in the non-linked isles](#)

	<a href="#">14.05.2018.</a>
<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 <a href="#">The Fairer Scotland Duty Interim Guidance for Public Bodies</a> for further information.</p>	<p>(Please complete this section for proposals relating to strategic decisions).</p> <p>Orkney Community Plan shares the ambition of Orkney's Local Development Plan:</p> <p>“To strengthen and support Orkney’s communities by enabling those developments which will have a positive and sustainable socio-economic impact, and utilise locally-available resources, whilst striving to preserve and enhance the rich natural and cultural heritage assets upon which Orkney’s economy and society depends.”</p> <p>The Orkney Partnership has a statutory duty under the Community Empowerment (Scotland) Act 2015 to identify areas whose residents are relatively disadvantaged in terms of social and economic opportunities. The Partnership must then prepare and publish one or more locality plans setting out what we will do to improve socio-economic outcomes in each area. The LOIP is underpinned by a Locality Plan for the non-linked Isles.</p> <p>During the lifetime of this Community Plan, the Board will periodically review local socio-economic data with a view to selecting an area for a second locality plan.</p>
<p>Could the function / policy have a differential impact on any of the following equality areas?</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 differential impact.</p>
<p>2. Sex: a man or a woman.</p>	<p>Positive impact:</p> <p>Targeted support for men or women where they experience disadvantage related to sex. For example, support to establish the Orkney Men’s Shed to combat loneliness and isolation experienced by men, and consequent negative health outcomes.</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 differential impact.</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another.</p>	<p>No differential impact.</p>

5. Pregnancy and maternity.	No differential impact.
6. Age: people of different ages.	<p>Positive impacts:</p> <ul style="list-style-type: none"> <li>• People able to maintain their independence as they get older, and access appropriate support when they need it.</li> <li>• People of all age groups having the support they need to adopt healthy lifestyles throughout their lives and to take responsibility for their wellbeing.</li> <li>• More opportunities for young people to live, work and study.</li> <li>• More opportunities for older people who want or need to make changes to their occupation.</li> <li>• Greater employment and training opportunities for working-aged people.</li> </ul>
7. Religion or beliefs or none (atheists).	No differential impact.
8. Caring responsibilities.	<p>Positive impact:</p> <ul style="list-style-type: none"> <li>• People supported to maintain their independence as they get older, and access appropriate support when they need it.</li> </ul>
9. Care experienced.	No differential impact.
10. Marriage and Civil Partnerships.	No differential impact.
11. Disability: people with disabilities (whether registered or not).	<p>(Includes physical impairment, sensory impairment, cognitive impairment, mental health)</p> <p>Positive impact:</p> <ul style="list-style-type: none"> <li>• Greater provision of supported employment.</li> <li>• Restructure 'all age disability' services to create increased capacity.</li> <li>• Consider up-skilling workforce to undertake multiple roles to support more self and supported management, enabling people with life limiting conditions to be active in their communities.</li> </ul>
12. Socio-economic disadvantage.	<p>Positive impact:</p> <ul style="list-style-type: none"> <li>• Maintaining a 'vibrant economy' is one of our strategic priorities.</li> <li>• The ambition of the Plan is to strengthen and support Orkney's communities by enabling developments that will have a positive and sustainable socio-economic impact.</li> </ul>
13. Isles-proofing.	<p>Positive impact:</p> <ul style="list-style-type: none"> <li>• The identification of Strong Communities as</li> </ul>



	<p>a strategic priority reflects the importance of all our remote communities, but has a particular focus on the non-linked isles.</p> <ul style="list-style-type: none"> <li>• The Plan is underpinned by a Locality Plan for the non-linked Isles.</li> </ul>
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### 3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	Not with regard to the LOIP. Any subsidiary plans or projects arising from the LOIP, and progressed by the Delivery Groups, will be assessed separately for equality impacts at the appropriate stages of their development.
How could you minimise or remove any potential negative impacts?	It is intended that impacts will be positive. However, each Delivery Group will be regularly reviewing progress, so any unforeseen negative impacts will be promptly identified.
Do you have enough information to make a judgement? If no, what information do you require?	Yes, with regard to the LOIP. Further assessment of specific projects is done as an ongoing process as the three Delivery Groups work towards their priorities.

### 4. Conclusions and Planned Action

Is further work required?	Yes.
What action is to be taken?	Any subsidiary plans or projects arising from the LOIP, and progressed by the Delivery Groups, are assessed separately for equality impacts at the appropriate stages of their development. Delivery groups review progress on a regular basis, reporting quarterly to the Orkney Partnership Board, and appropriate action is taken as required.
Who will undertake it?	Members of the three Delivery Groups, headed by the Chairs: <ul style="list-style-type: none"> <li>• Living Well (Gerry O'Brien).</li> <li>• Strong Communities (Gail Anderson).</li> <li>• Vibrant Economy (Graeme Harrison).</li> </ul>
When will it be done?	During the lifetime of the plan i.e. 2019 - 2022.
How will it be monitored? (e.g. through service plans).	Through regular review by each of the Delivery Groups and the production of a Local Outcomes Improvement Plan Annual Report.

Signature:



Date: 26 July 2019

Name: ANNA WHELAN

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at [hrsupport@orkney.gov.uk](mailto:hrsupport@orkney.gov.uk)