

# Integrated Impact Assessments

## What is Integrated Impact Assessment?

Everything that the Partnership does affects people in Shetland. Some decisions can have different effects on different groups in the community. This can make it harder for some people to use a service or to be part of their community.

An Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. If an IIA is done while the proposal is being developed, we can look at the needs of different groups and think about how the proposal will affect them. Some of these impacts will be positive and some negative. We can then think about ways to reduce the negative impacts so that everyone will be able to benefit from the proposal.

An IIA should be part of the development of any new policy or practice. It should also be done when a policy or strategy is being reviewed.

This Integrated Impact Assessment focuses on the following areas:

- **Social:**
  - Equality & Diversity
  - Social Inequalities
  - Health
- **Environmental**
- **Rural proofing**
- **Economic**

By reviewing social, economic and environmental assessments together we can make sure what we do is sustainable in the widest sense.

## IIA Outcomes Report

<b>Name of Proposal</b>	Shetland's Partnership Plan (Local Outcomes Improvement Plan 'LOIP')
<b>Description of Proposal</b>	The Shetland Partnership has agreed a refreshed and updated Local Outcomes Improvement Plan for Shetland - Shetland's Partnership Plan (SPP). The basis for this has been a comprehensive review of available outcomes evidence and community engagement; in the form of the Shetland Place Standard 2016 and engagement with community bodies in Shetland in 2018. The Plan includes 4 main priorities – Participation, People, Place and Money and associated outcomes, indicators and targets. These priorities will be the basis for outcomes improvement work planned, delivered and monitored through agency and community participation. The Delivery Planning to define and agree how the priorities will be delivered and the partnership arrangements to support this will be carried out from August 2018.
<b>Lead Organisation / Partnership</b>	Shetland Partnership
<b>IIA Lead Person</b>	Brendan Hall
<b>Date of IIA</b>	October 2017, reviewed December 2017 and again in September 2018

<b>IIA Group Members (Community Empowerment Act (Part 2) Implementation Project Board)</b>	
Brendan Hall, SIC Vaila Simpson, SIC Sandy Middleton, SIC	Neil Grant, SIC Hazel Sutherland, NHS Rachel Hunter, HIE Lindsay Tulloch, Police Scotland

<b>Recommendations from IIA</b>
<p><b>Positive Impacts</b></p> <p>There are potentially a wide range of positive impacts for communities in Shetland that can be delivered under SPP. However, this clearly depends on a number of factors that will have a bearing on Delivery Planning. These are covered in the IIA and include:</p> <ul style="list-style-type: none"> <li>➤ targeting outcomes improvement activities at those most in need;</li> <li>➤ securing community participation and empowering those most in need;</li> <li>➤ using the available evidence-base and community participation to design effective interventions; and,</li> <li>➤ changing ways of working to deliver lasting positive impacts (linked with practices such as taking preventative action and considering outside-in approaches).</li> </ul>
<p><b>Negative Impacts</b></p> <p>The main potential negative impacts on outcomes identified through the assessment are environmental. Care should be taken during Delivery Planning and implementation that impacts on the environment are mitigated as far as possible and efforts should be made</p>

to enhance environmental factors as much as possible whenever a community planning project is considered. A Strategic Environmental Assessment (SEA) has been carried out to identify the ways in which environmental factors can be accommodated in SPP and Delivery Planning.

One other potential negative impact relates to changes in working practices and the allocation of resources. As SPP focuses on addressing inequality, a number of outcomes are likely to require more targeted provision in order for those outcomes to be improved. This, together with the shift to prevention and potentially using outside-in approaches may have implications for the provision of more universal services. This should be a consideration whenever a community planning project is initiated.

#### **Issues arising from IIA**

Engagement with key groups is central to delivering improved outcomes for those most in need – work streams, projects and initiatives developed or aligned under SPP priorities should undertake an Equalities Impact Assessment to ensure that opportunities for engagement are explored with particular groups. An IIA should also be considered standard practice when designing projects or shifting resources.

Securing the participation of the community in designing, delivering and monitoring outcomes improvement will help greatly in ensuring that outcomes are improved for those most in need – the Equalities Impact Assessment and IIA will help to guide project staff as to what groups and bodies could be involved.

SEA is vital to ensure that environmental impacts are mitigated as far as possible and that environmental protection and enhancement is central to the delivery of SPP. A SEA should not then be required for individual projects.

## Annex 1 - Evidence Table

Evidence	Available?	Comments: what does the evidence tell you?
Population data	Yes (see infographic/ profile)	Demographic change at faster rate than Scottish Average (more rapidly ageing population); evidence of depopulation in some communities; Shetland population stabilising (and possibly reducing very slightly) following a period of growth
Data on service uptake/ access	N/A	N/A
Data on equality outcomes	Yes (Shetland Equalities report)	Gender segregation in the workplace; childcare
Research/ literature evidence	Yes (wide range)	See SPP outcomes
Public/ patient/ client experience information	Yes (Shetland Place Standard)	<p>Place standard priorities for improvement (Shetland-wide):</p> <ul style="list-style-type: none"> <li>• Public Transport</li> <li>• Work and Local Economy</li> <li>• Housing and Community</li> </ul> <p>Engagement with Community Bodies February – April 2018:</p> <ul style="list-style-type: none"> <li>• Evidence is well-presented</li> <li>• Open and honest conversations essential to build trust and secure meaningful community input</li> <li>• Shetland Partnership will be judged on delivery</li> <li>• The priorities are the right ones and reflect community understanding of the issues</li> </ul>
Evidence of inclusive engagement of service users & involvement findings	Yes (Shetland Place Standard)	<p>Place standard priorities for improvement (Shetland-wide):</p> <ul style="list-style-type: none"> <li>• Public Transport</li> <li>• Work and Local Economy</li> <li>• Housing and Community</li> </ul> <p>Engagement with Community Bodies February – April 2018:</p> <ul style="list-style-type: none"> <li>• Evidence is well-presented</li> <li>• Open and honest conversations essential to build trust and secure meaningful community input</li> <li>• Shetland Partnership will be judged on delivery</li> </ul>

		<ul style="list-style-type: none"> <li>The priorities are the right ones and reflect community understanding of the issues</li> </ul>
Evidence of unmet need	Yes (outcomes indicators – see SPP infographics)	Includes: Child poverty ('stuck' indicator), alcohol misuse, cost of living, people seeking more influence
Good practice guidelines	Yes (Scottish Government Guidance)	Shetland Partnership requires additional work to meet obligations under legislation; however, SPP provides an excellent basis for shared understanding and building an effective partnership between agencies and with communities
Environmental data	Yes (SEA Environmental Report)	See SEA Environmental Report
Risk from cumulative impacts	Yes (as part of Delivery Planning)	Development of detailed risk management framework to form key part of next phase (Delivery Planning – Shetland Partnership Framework)
Other (please specify)	N/A	N/A
Additional evidence required	See SPP infographics, outcomes indicators and targets	Included in SPP

## Annex 2 - Impacts Checklist

Group	Differential Impacts
<b>Diversity</b>	
Age (consider across age ranges. This can include safeguarding, consent & child welfare)	<p>Likely to be a benefit overall in terms of outcomes – evidence shows demographic imbalance, which SPP will help address. Leading to improved outcomes for people across all age ranges.</p> <p>Any shift to targeted provision under SPP should include consideration of how this may have knock on impacts for other groups and/or the Shetland community at large.</p> <p>Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.</p>
Disability (consider attitudinal, physical & social barriers)	<p>None expected in relation to outcomes</p> <p>Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.</p>
Ethnic Minority (consider different ethnic groups, nationalities, language barriers)	<p>None expected in relation to outcomes</p> <p>Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.</p>
Gender	<p>Likely to be a benefit overall in terms of outcomes – evidence shows gender segregation in workplaces, this could be addressed through ‘Place’ priority and associated work.</p> <p>Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.</p>
Gender Reassignment (consider transgender & transsexual people. This can include issues such as privacy of data & harassment)	<p>None expected in relation to outcomes</p> <p>Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.</p>

Lesbian, Gay & Bisexual	None expected in relation to outcomes Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.
Marriage & Civil Partnership	None expected in relation to outcomes Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	None expected in relation to outcomes Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.
Religion & Belief (consider people with different religions, beliefs or no belief)	None expected in relation to outcomes Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.
<b>Economic</b>	
Education, Skills & Lifelong Learning	Likely to be a benefit overall in terms of outcomes – ‘Place’ and ‘People’ priorities recognise benefits of sustaining and building on high levels of existing participation and widening access
Employment	Likely to be a benefit overall in terms of outcomes – ‘Place’ priority recognises benefits of diversifying and sustaining local economy, removing barriers and widening economic impacts across Shetland to ensure maximum benefit
Business Development	Likely to be a benefit overall in terms of outcomes – ‘Place’ priority recognises benefits of diversifying and sustaining local economy, removing barriers and widening economic impacts across Shetland to ensure maximum benefit
Encouraging Investment	Likely to be a benefit overall in terms of outcomes – ‘Place’ priority recognises benefits of diversifying and sustaining local economy, removing barriers and widening

	economic impacts across Shetland to ensure maximum benefit
Financial Inclusion	Likely to be a benefit overall in terms of outcomes – ‘Place’ and ‘Money’ priorities will help to address access to employment, employability and cost of living for the most vulnerable
<b>Environment</b>	
Transportation	Top Place Standard Priority. Will require careful approach to ensure environmental impacts minimised. A Strategic Environment Assessment will, therefore, be required.
Waste Minimisation	Plans to increase population will require mitigation to prevent negative impacts on waste. A Strategic Environment Assessment will, therefore, be required.
Energy & Climate Change	Energy could be benefited by recognition that renewables could help provide solutions to some economic challenges. Careful mitigation will be required around climate change, both to reduce emissions (against a backdrop of attempting to increase population and grow the economy) and adaptation. A Strategic Environment Assessment will, therefore, be required. ‘Place’ priority also recognises this and specifies need for ‘low carbon’ economic growth.
<b>Health</b>	
Mental Health & Wellbeing	Likely to be a benefit overall in terms of outcomes – ‘People’ priority focuses on the most vulnerable and disadvantaged, aiming to help them achieve and sustain persistent positive outcomes. Any shift to targeted provision under SPP should include consideration of how this may have knock on impacts for other groups and/or the Shetland community at large.
Physical Activity	Likely to be a benefit overall in terms of outcomes – ‘People’ priority focuses on the most vulnerable and disadvantaged, aiming to help them achieve and sustain persistent positive outcomes. Physical activity identified as an area for improvement, as Shetland is behind the Scottish average.

Substance use (tobacco, alcohol or drugs)	Likely to be a benefit overall in terms of outcomes – ‘People’ priority focuses on the most vulnerable and disadvantaged, aiming to help them achieve and sustain persistent positive outcomes. Alcohol misuse identified as a particular issue for family wellbeing
Affordable food & a healthy diet	Likely to be a benefit overall in terms of outcomes – ‘People’ and ‘Money’ priorities will include emphasis on access to cheaper, healthier food for the most vulnerable and disadvantaged households. Foodbank usage identified as an area for improvement.
Sexual Health	Likely to be a benefit overall in terms of outcomes – ‘People’ priority focuses on the most vulnerable and disadvantaged, aiming to help them achieve and sustain persistent positive outcomes.
<b>Those vulnerable to falling into Poverty</b>	
Young people whose parents are not able to ensure they can access opportunities	Likely to be a benefit overall in terms of outcomes – ‘People’ and ‘Money’ priorities will aim to provide solutions to these groups and strengthen the voices of those impacted. SPP has strong links to the recommendations of the Commission on Tackling Inequalities and aims to reinforce the shift to preventative action that will most benefit people vulnerable to falling into Poverty. Engagement and participation during Delivery Planning and delivery should also ensure that groups with protected characteristics are empowered and enabled to take part as a priority.
Adults with low self-esteem and/or poor mental health	As above
Physically disabled or with a long-term illness & their carers	As above
Young families without access to their own transport (particularly in remote areas)	As above
Older people who are unable to access opportunities	As above
People of no fixed address, homeless or in temporary accommodation	As above

Ethnic minorities (consider cultural, employer barriers, degrees of social exclusion for white incomers to Shetland)	As above
<b>Rurality</b>	
Is the policy likely to have a different impact in different areas / communities?	Some differences in outcome have been identified between Lerwick and rural localities. However, measures to address inequality of outcome will be rolled-out equitably across Shetland as far as possible. Locality Planning to date has focused on Yell, Unst and Fetlar – a rural and island locality. Over time, this should bring a positive impact on outcomes and provide learning for projects across Shetland. Engagement and participation during Delivery Planning and delivery should be as accessible as possible and involve extensive outreach to ensure that distance and rurality are not barriers to delivering improved outcomes.
Will the impacts be significant in rural areas?	Projects currently underway, including agencies working with communities in Islands with Small Populations, are intended to have significant benefits to remoter island communities. Consideration of islands-proofing and a general ‘outside-in’ approach to community planning and associated development could have significant positive impacts on outcomes for island communities – this consideration should be included in Delivery Planning.
<b>Staff</b>	
Full-time	Development of the economy should proceed in such a way as to benefit as wide a range of workers as possible. Mitigation will have to be considered when projects and initiatives relating to ‘Place’ are planned to ensure no differential impacts.
Part-time	Could provide a benefit overall in terms of outcomes – evidence suggests high numbers of workers are part-time and Shetland has the highest proportion of ‘underemployed’ people in Scotland. Projects and initiatives relating to ‘Place’ and ‘Money’ could deliver improvements in this area (more hours for those that want them, more flexible working, increased

	access to childcare, enhanced employability etc.)
Shift workers	As for full-time above
Staff with protected characteristics	As for full-time above
Staff vulnerable to falling into poverty	Likely to be a benefit overall in terms of outcomes – ‘People’, ‘Place’ and ‘Money’ priorities will aim to provide more opportunities for a wide range of staff to access better paying work