

Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	Corporate Strategy
Implementation date	2024-2027
<p>Please provide an overview of the policy including the key aims and expected outcomes:</p> <p>The Draft Corporate Strategy has been refreshed following a Members Seminar and public and partner consultation. It has 4 strategic priorities and 20 strategic outcomes and it aims to progress over the period from 2024-2027.</p> <p>The revised priorities are: Strengthen the local economy; Support children, families and young people; Support caring and resilient communities and quality of life; and Deliver community leadership.</p> <p>A Suite of KPIs has been collated to provide a consistent basis for the Comhairle to assess if the outcomes of people in the Western Isles are improving over time and support data-driven decision making.</p>	
<p>Detail the budget implication relating to the policy:</p> <p>There is no specific budget associated with this strategy. Delivery of the strategic outcomes detailed within the Corporate Strategy will be dependent on financial resources available via the Scottish Government’s revenue and capital grants, and additional funding sourced for delivery of key projects.</p>	
<p>What will change as a result of this policy?</p> <p>This draft Strategy sets out the strategic direction for the Comhairle and for the key services delivered by the Comhairle. It is anticipated that there will be progress in the key areas set out in the strategic outcomes.</p>	
<p>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</p> <p>This Strategy aims to be inclusive and to include positive impacts for all residents in the Outer Hebrides.</p>	
Responsible Persons	
Department / Section	Chief Executive’s Department
Lead Officer	Fiona Knape
IIA Team Members	
Responsible Head of Service	Norma Skinner
Section 2 - Evidence	
<p>What data and information has been reviewed as part of the policy development process?</p> <p>The Strategy is informed by legislation, national priorities, local consultation, and perceived local priorities. Data has been used within the document where appropriate to set out context, and baseline data was used wherever possible to determine the performance indicators.</p>	
<p>Detail what consultation has taken place as part of the policy development process?</p> <p>The Strategy has undergone internal consultation with CMT and Members. It was out to stakeholder and public consultation via the Comhairle’s ‘Have Your Say’ consultation website and via Community Council’s and the Community Planning Partnership. Community engagement was also undertaken in Ward areas.</p>	



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What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?

The feedback received has been constructive and was for more reference to Gaelic Language, climate change and local housing needs. Wherever possible, suggestions and further narrative has been included within the final draft Corporate Strategy.

The feedback provides increased confidence that the strategy meets the needs in terms of Integrated Impact Assessment.

Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:

None

Section 3 - Initial Integrated Impact Assessment

Impact Overview	Yes	No
Is the policy strategic?	X	
Will individuals have access to, or be denied access to a service or function as a result of the policy or the changes being proposed to services or functions?	X	
Will the implementation of the policy, or the changes to the policy, result in individuals being employed, a change in staffing levels, or a change in terms and conditions, employer or location, either directly or indirectly?		X
Is there a change in the size of a budget?		X
Will a service be withdrawn, changed or expanded?		X
Will the policy have consequences for or affect people?	X	
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?	X	
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?	X	
Is the policy likely to have a significant environmental impact?	X	

Comments

It is anticipated that this Strategy will have a positive impact on access to services, its effect on people, equality, the economy and the delivery of economic outcomes and the environment.

Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?	Yes	No	Comments
age	X		This draft strategy has a priority area specifically related to children, families and young people with a number of related positive outcomes. The commitment to sustain and develop models of care to provide a range of social care services to meet the needs of the population is inclusive of older people.



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disability	X		This draft strategy has specific outcomes related to inclusivity, and reducing inequality and supporting those in need to receive the care and support necessary to live independent lives
sex		X	<p>This draft Strategy has positive outcomes related to equality:</p> <ul style="list-style-type: none"> • Our communities are safe, inclusive, and resilient. • Reduce inequality and poverty and promote social mobility. <p>These outcomes aim to ensure that people of all protected characteristics are included.</p>
gender reassignment		X	
marriage and civil partnership		X	
pregnancy and maternity		X	
race		X	
religion or belief		X	
sexual orientation		X	
Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?	Yes	No	Comments
Socio-economic Disadvantage	X		<p>This draft Strategy has positive outcomes related to socio-economic disadvantage.</p> <ul style="list-style-type: none"> • Our communities are safe, inclusive, and resilient. • Reduce inequality and poverty and promote social mobility. <p>These outcomes aim to ensure that people of all protected characteristics are included.</p>
Low Income/Income Poverty	X		
Low and/or no wealth	X		
Material Deprivation	X		
Area Deprivation	X		
Socioeconomic Background	X		
Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?	Yes	No	Comments
Human Rights	X		This draft Strategy is inclusive and respectful of Human Rights
Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?	Yes	No	Comments
Health and Wellbeing	X		This draft Strategy aims to promote health and wellbeing and has a number of baseline measures and Performance Indicators to measure progress over the period of the Strategy.
Economic and Social Sustainability	X		This draft Strategy aims to strengthen economic and social sustainability and there is a priority and a number of outcomes related specifically to it. There are a number of baseline measures and Performance Indicators to measure progress over the period of the Strategy.
Environmental Sustainability, Climate Change and Energy Management	X		This draft Strategy aims to strengthen environmental sustainability, climate change and energy management and has an outcome related specifically to it: Reduction in our carbon footprint and development of an island route map to Net Zero. There are a number of baseline measures and



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		Performance Indicators to measure progress over the period of the Strategy.
The Gaelic Language	X	The culture and heritage of the islands is detailed as a key outcome: The Gaelic language, natural heritage and culture of our communities is supported and promoted. Following consultation increased detail has been provided in the Strategy related specifically to Gaelic.
Island Proofing	X	The draft Strategy notes the Islands Act and islands Deal as positive impacts and aims to work to promote the islands at every opportunity. An Island Proofing Assessment was undertaken on the original 2022-27 strategy.
Is there the potential for cumulative impact?	X	It is anticipated that there will be cumulative positive impacts across many of these areas if this draft Strategy is taken forward.

Section 4 - Decision

Based on the initial Integrated Impact Assessment is a full IIA required?

Yes

Full IIA Lead Officer: _____

Estimated completion date: _____

No

If an IIA is deemed not to be required, please detail the decision rational below:

The draft strategy has positive impacts across many areas detailed in this IIA and an assessment of impacts was undertaken following consultation.

Section 5 – Lead Officer and authorising Director

Lead Officer (print name)	F Knappe
Designation	Team Leader, Organisational Development
Date	30/11/2023
Print name of Head of Service or Director responsible for the policy	N Skinner
Date	30/11/2023

