

## Assessment Details

ID 1164

Name Staffing level tool

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent stephanie.thom@careinspectorate.gov.scot (External), Marie McKerry

Template Equality Impact Screening Form v0\_21 (Copy)

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

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Deadline

Completed Date 2023/11/02 14:14

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Stage Completed

Approval Stage

Status Active

Very High Risks 0

High Risks 0

Medium Risks 0

Low Risks 0

Total Risks 0

Residual Risk Level None

Residual Risk Score 0.0

Result Auto-Approved

Result Comments

Under Review (Jacqui Duncan - Not Reviewed) ;

Primary Record Id

Primary Record Name

Template Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

## Assessment Questions

### 1 General information

#### 1.1 Is this new or existing work?

*Response*

New

*Justification*

None

#### 1.2 Please describe the work

*Response*

The Health and Care (Staffing) (Scotland) Act 2019 (the Act) received Royal Assent on 6 June 2019 and will be enacted on 1 April 2024. The overarching provisions: to provide safe, high-quality services that achieve the best outcomes for people living in and accessing social care services.

The SSP was established in the Care Inspectorate in late 2019 to provide subject matter expertise and to prepare social care services to meet the requirements within the Act. The Covid-19 pandemic, and the challenges faced by the social care sector, significantly impacted on the work.

The team is commissioned by Scottish Government, has oversight from the CNOD (Chief Nursing Officer Directorate) and works to objectives agreed with them. The Care Inspectorate have the following direct duties originating from the Act:

1. Development of staffing methods
2. Collaborate with the sector
3. Have regard for the guiding principles of the Act.

[HCSSA guiding principles](#)

[HCSSA chapter 3a](#)

The Act states that the Care Inspectorate " may develop and recommend to the Scottish Ministers staffing methods for use by persons who provide—

- (a) care home services for adults, and
- (b) such other care services as the Scottish Ministers may by regulations specify.

Consultation and engagement with the care home sector, partner agencies and other stakeholder has been significant and led to the development of the Staffing Method Framework. The data collected indicates strong support for the development of staffing methods, aligned to the Act.

A decision is now required from SMG about if the Care Inspectorate recommend that we develop staffing methods for use in adult care homes (in the first instance).

A decision to develop staffing methods (including tools) has long-term financial implications.

There are also issues about capacity and availability of staff with the right skills and expertise to develop and keep tools under review.

However, a decision against recommending the development of staffing methods may be contrary to improving outcomes for people and impact negatively on the rights of people who experience care in adult care homes.

In addition, staffing tools and methods will be mandated in the NHS from enactment in April 2024. A decision not to recommend the development of staffing methods in the adult care sector would not promote equity with NHS provision.

### 2 Equality impact

#### 2.1 For each of the questions in section 2, think about whether the work will impact on people differently based on the different characteristics

*For example, does it impact on people of different ages/sexes/sexual orientations differently? Does it impact on people with and without a disability differently?*

#### 2.2 Age

*What kind of impact will this work have on people of different ages?*

*Response*

Negative

*Justification*

None

#### 2.3 Disability

*What kind of impact will this work have on disabled people?*

*Response*

Not Sure

*Justification*

None

## 2.4 Race

*What kind of impact will this work have on people of different races? This includes different ethnic and national origins, and Traveller community membership.*

### **Response**

Not Sure

### **Justification**

None

## 2.5 Sex

*What kind of impact will this work have on people of different sexes?*

### **Response**

Not Sure

### **Justification**

None

## 2.6 Gender reassignment

*What kind of impact will this work have on people are transgender/have a trans history?*

### **Response**

Not Sure

### **Justification**

None

## 2.7 Sexual orientation

*What kind of impact is this work going to have on people of different sexual orientations?*

### **Response**

Not Sure

### **Justification**

None

## 2.8 Religion or belief

*What kind of impact is this work going to have on people of different religions and beliefs? Beliefs includes no belief, and environmentalism.*

### **Response**

Not Sure

### **Justification**

None

## 2.9 Pregnancy and maternity

*What kind of impact is this work going to have on people who are pregnant or have given birth within the past 26 weeks?*

### **Response**

Not Sure

### **Justification**

None

## 2.10 Marriage or civil partnership

*What kind of impact is this work going to have on people of different marriage and civil partnership statuses? Please note this only applies to employees' marriage/civil partnership status.*

### Response

Not Sure

### Justification

None

## 2.11 Children and young people we have corporate parenting responsibility for

*What kind of impact is this work going to have on children and young people we have a corporate parenting responsibility for?*

*We are corporate parents for every child who is looked after by a local authority, and every young person under the age of 26 who was looked after on their 16th birthday.*

### Response

Positive/no impact

### Justification

None

## 2.12 Children's rights (up to age 18), in line with UNCRC

*What kind of impact is this work going to have on children's rights, in line with the United Nation's Convention of the Rights of the Child? This section is likely to be most relevant to colleagues within Scrutiny & Assurance*

### Response

Positive/no impact

### Justification

None

## 2.13 Care Inspectorate employees with caring responsibilities

*What kind of impact is this work going to have on Care Inspectorate employees who have caring responsibilities?*

### Response

Not Sure

### Justification

None

## 3 Island community impact

### 3.1 Does this work impact differently on island communities, compared to other communities?

#### Response

Not Sure

#### Justification

None

## 4 Feedback

### 4.1 Do you have any feedback (from engagement/consultation) or evidence that influences, affects, or shapes this work?

#### Response

Yes

#### Justification

None

4.2 Please select what this feedback/evidence relates to

*Response*

Disability  Age

*Justification*

None

4.3 Is any of the feedback/evidence negative or inconclusive?

*Response*

No

*Justification*

None

## 5 Conclusion

5.1 The screening form is now complete. You have reached the organisational threshold for an EqIA to be completed.

*Thank you for your time in helping the Care Inspectorate and your Information Asset Owner understand equality impact associated with your work.*

5.3 Your answers indicate that you need to complete an Island Communities Impact Assessment.

*Please contact the Equalities Professional Adviser.*

5.4 Do you wish to discuss any aspect of this form with the Equalities Team?

*Response*

Yes

*Justification*

None

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Assessment Notes