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Assessment Details

ID 1457

Name Staff Accessibility Network

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Jacqui Duncan,Clare.Egan@careinspectorate.gov.scot (External)

Template Equality Impact Screening Form v0_22

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2024/10/28 15:48

Deadline

Completed Date 2025/04/14 09:18

Date Submitted 2024/10/28 16:43

Last Updated 2025/04/14 09:18

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 Approved

Result Comments

    Under Review (Jacqui Duncan - Approved) ;

Primary Record Id

Primary Record Name

Template Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

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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 Staff Accessibility Network was created to connect employees who want to champion accessibility in the workplace or have a lived experience of disability, a long-term health condition and/ or neurodivergence. The network is designed to support accessibility, well-being, employee voice and inclusivity across our organisation. The network allows colleagues to participate in work that matters to them, improve awareness, identify barriers, and suggest organisational improvement in line with the Disability Confident Employer plan. The organisation can also consult with them on things such as HR policies

(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
(Positive/no impact)

Justification
None

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

Response
(Positive/no impact)

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
(Positive/no impact)

Justification
None

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

Response
(Positive/no impact)

Justification
None

2.6 Gender reassignment

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

Response

(Positive/No impact)

Justification

None

2.7 Sexual orientation

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

Response

(Positive/no impact)

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

(Positive/no impact)

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

(Positive/no impact)

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

(Positive/no impact)

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

(Positive/no impact)

Justification

None

(3) Island community impact

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

Response

(No)

Justification

None

Comments

Jacqui Duncan   *2024/10/28 15:51*

Colleagues can participate on MS Teams if they wish to as the physical meetings are taking place in Paisley and Dundee

(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

Comments

Jacqui Duncan   *2025/04/14 09:17*

From a bespoke survey, our staff survey and equalities mainstreaming data

4.2   Please select what this feedback/evidence relates to

Response

(Disability)

Justification

None

___

Comments

Jacqui Duncan   *2024/10/28 16:37*

We surveyed colleagues and asked for their feedback, colleagues have said they'd like to participate in this group to build on what we do well and discuss how we can improve. We need to ensure **Physical Accessibility**: For any in-person meetings, assess whether venues are fully accessible (ramps, elevators, accessible restrooms, etc.). Since budget constraints limit travel, consider regional hubs or hybrid options to reduce travel needs. We have selected Dundee, Paisley and MS teams for the meetings
Digital Accessibility: Ensure that virtual meetings and online platforms are accessible, with considerations for screen reader compatibility, live captions, text-to-speech options, and user-friendly design. Test technology for compatibility with various assistive devices.
Inclusive Communication: Use plain language in group materials and communications. Offer information in multiple formats, such as large print or audio recordings, to accommodate different needs. We have asked colleagues what they need. When we meet we will ask about or availability during typical working hours. Consider flexible timings for virtual meetings to accommodate varying needs and schedules. Ensure that group activities are conducted in a way that respects privacy, especially as individuals might not be openly disclosing their conditions. Establish guidelines for confidentiality and make sure members are aware of how personal information will be protected.
Promote a culture of psychological safety where members feel comfortable sharing their experiences without fear of stigma. We will discuss things like training including awareness around unconscious bias, stigma reduction, and mental health first aid to create a more informed and inclusive network. We will also promote the network so colleagues are aware.

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

Response

(No)

Justification

None

(5) Conclusion

5.2   **The screening form is now complete. Your answers have indicated that this activity does not reach 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 the equality factors associated with your work.

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

Response

(No)

Justification

None

─────── Assessment Notes ───────