

Assessment Details

ID 531

Name Corporate Plan 2022-25 EqIA screening

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent gillian.connelly@careinspectorate.gov.scot (External)

Template Equality Impact Screening Form v0_18

Workflow Deafult CI Workflow 2-Copy

Creator Hannah Lindsay

Date Created 2022/03/09 17:40

Deadline

Completed Date 2022/03/15 10:06

Submitted Date 2022/03/10 18:19

Last Updated 2022/03/15 10:06

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

Project Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

Assessment Questions

1 General information

1.1 Your Equality Impact assessment relates to the following processing activity

Response

Communications and Engagement |
Corporate Policy and Comms

Justification

None

1.2 Project process or initiative

Response

Change to an Existing
Policy

Justification

None

1.3 Please describe the work

Response

Our Corporate Plan 2022-25 sets out our vision, mission and priorities for the next three years. Through our core purpose of providing scrutiny, assurance and improvement support we will contribute towards world-class care in Scotland, where every person, in every community, experiences high-quality care and support that is compassionate and tailored to their rights, needs and wishes.

Our current corporate plan is due for review. The new plan will take into account the lessons learned throughout the pandemic and the ongoing changes in the political and social care landscape. We will also work with the Scottish Government and partners on delivering the recommendations of the Independent Review of Adult Social Care and support the implementation of changes coming forward as part of the National Care Service and education reform.

Our 4 strategic outcomes:

1. High quality care for all
2. Improving outcomes for all
3. Everyone's rights are upheld and respected
4. Our people are skilled, confident and well supported to carry out their roles.

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 ages? 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?

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

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

Age Race Disability

Sexual
orientation

Justification

None

Comments

Hannah Lindsay

2022/03/10
18:19

Evidence: resources that we provide (via The Hub) relating to equalities strands

Age: Care About Physical Activity (<https://hub.careinspectorate.com/media/4327/final-report-care-about-physical-activity.pdf>)

Disability: LGBT and Dementia, LGBT Living with Dementia, Scottish Strategy for Autism Menu of Interventions, Autism Toolbox, Assessment, Diagnosis and Interventions for Autism Spectrum Disorders. (<https://hub.careinspectorate.com/media/4372/proud-to-care-lgbt-and-dementia.pdf>, <https://hub.careinspectorate.com/media/1253/lgbt-living-with-dementia.pdf>, <https://hub.careinspectorate.com/media/1347/scottish-strategy-for-autism-outcomes-and-priorities-2018-2021.pdf>, <https://hub.careinspectorate.com/media/1392/the-scottish-strategy-for-autism-menu-of-interventions.pdf>, <https://hub.careinspectorate.com/resources/browse-all-resources/autism-toolbox/>, <https://hub.careinspectorate.com/media/1618/sign-145-assessment-diagnosis-and-interventions-for-autism-spectrum-disorders.pdf>)

Sexual Orientation: Introduction to Supporting LGBT Young People: A Guide for Schools, LGBT Living with Dementia, LGBT and Dementia (<https://hub.careinspectorate.com/media/1108/an-introduction-to-supporting-lgbt-young-people-a-guide-for-schools.pdf>, <https://hub.careinspectorate.com/media/1253/lgbt-living-with-dementia.pdf>, <https://hub.careinspectorate.com/media/4372/proud-to-care-lgbt-and-dementia.pdf>)

Feedback and consultation: not specifically related to the equality strands addressed in this EqIA

A number of activities have been undertaken to consult on the new Corporate Plan. Our primary focus was to gather views through a survey and facilitated discussion and workshops with our stakeholder groups. We ensured our consultation is open, accessible and inclusive through the use of the Citizen Lab platform and in our promotion and communications relating to the consultation. The following consultation activities took place:

Internal:

- We held a development session with the Board, Strategic Leadership Team and Operational Leadership Team.
- We held three internal online consultation sessions for staff.
- We attended nine team meetings (one more to follow) across the four directorates in the organisation.
- We engaged with over 210 colleagues as part of these sessions enabling them to give their views.
- Consultation sessions were also held with our Inspection Volunteers and our Young Inspection Volunteers to hear their views.
- The Corporate Parenting Group submitted a joint response to the consultation.

External:

- We held four external events with a total of 66 attendees from a variety of sectors, including care providers, carers, local authorities, Scottish Government representatives and representative bodies.
- Further focussed sessions will be planned in February with key stakeholders to look at final draft and gather any further feedback.

Survey:

- We issued a survey to our stakeholders internally and externally, to which we received 157 responses.

The key themes that arose from the consultation can be summarised as follows:

- The need for clarity in language, terminology and statements.
- The need to keep the corporate plan concise, easy to read and easy to understand.
- The need to effectively promote who we are and what we do, communicating any changes and taking people with us on our journey.
- Understand the groups that we are trying to reach and find new ways of communicating to ensure we involve as many people as possible.
- Ensure we are open to everyone.
- Support people to understand their rights.
- Collect and share good practice and experiences.
- Find ways to gather feedback on a continuous basis out with the inspection and complaints process.
- Continue the collaborative approach that has been adopted throughout the pandemic and develop relations between inspectors and services.
- Collaborate internally by developing cross-team and cross-directorate opportunities. Collaborate externally and reach out to organisations and services to understand how we can best support them
- Continue to develop self-evaluation as a powerful tool and ensure it is understood, realistic and honest.
- Look at how we use our data to be proactive and inform our strategic approach.
- Develop our digital platforms to improve communications, enable more feedback and gather information. Understand the customer experience.
- Promote rights, choice, positive risk taking and safety.
- Adopt permanently the more flexible risk and intelligence-led approach adopted during the pandemic.

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.

5.3 **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

No

Justification

None

Assessment Notes