



Proposed Care Inspectorate Values

Report to: Board

Date: 6 September 2012

Report by: Kath McCabe, Employee Development Manager

Report No: B-10-2010

Agenda Item: 10

PURPOSE OF REPORT

This report presents Care Inspectorate proposed values for consideration.

RECOMMENDATIONS

That the Board:

1. Notes and approves the content of the report and the proposed values for the Care Inspectorate.

Version Control and Consultation Recording Form

Version	Consultation	Manager	Brief Description of Changes	Date
1	Senior Management	GW		
	Legal Services			
	Resources Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)	PF	A partnership forum representative is on the development group	
<p>Equality Impact Assessment</p> <p>To be completed when submitting a new or updated policy (guidance, practice or procedure) for approval.</p>				
Policy Title:				
Date of Initial Assessment:				
EIA Carried Out		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>	
If yes, please attach the accompanying EIA and briefly outline the equality and diversity implications of this policy.				
If no, you are confirming that this policy will have no negative impact on people with a protected characteristic and a full Equality Impact Assessment is not required.		Name: Kath McCabe Position: Employee Development Manager		
Authorised by Director	Name: Gordon Weir	Date: 27 August 2012		

1.0 INTRODUCTION

1.1 The Care Inspectorate has developed a Corporate Plan that sets out the organisation's vision and purpose.

In order to directly support this vision and purpose we needed to develop and implement a set of Core Values for the organisation.

Proposals to develop the Care Inspectorate Values were agreed by the Executive Team and Partnership Forum in November 2011 and work has progressed throughout 2012.

2.0 BACKGROUND

2.1 Four National Events took place in March 2012 which provided a forum to consult on the values for the Care Inspectorate.

2.2 A spectrum questionnaire 'consulting on our core values' was issued to all staff to discuss in their teams prior to the events in March 2012.

2.3 Feedback from all four events was positive. Staff had felt that the events were inclusive and effective and that they provided a good forum for consultation. Staff appreciated being asked for their views and agreed that having a shared vision was so important to the organisation moving forward.

2.4 It is clear from the evaluations that staff want to be kept informed as developments progress and need to stay connected and have ownership of the values.

2.5 An up-date from the project group including the results from the digi-voting was issued to staff in June 2012.

2.6 It is apparent from the findings that we need to:

- apply our values both internally and externally equally;
- explicitly express our focus on people who use care services and their carers; and
- express our values in terms everyone can understand.

2.7 An exercise, 'Consulting on our core values' was undertaken with the Involving People Group (IPG) on 14 June 2012. Their views have been considered and are reflected in the proposed values.

2.8 A full analysis on the values was presented to the Executive Team on 28 June 2012 and it was agreed that they would be linked to 'vision-purpose-values-aims'.

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2.9 The values are presented in section 3.

3.0 PROPOSED VALUES FOR THE CARE INSPECTORATE

3.1 In order to directly support the vision and purpose identified in the Corporate Plan we need to agree and implement a set of Core Values for the Care Inspectorate. The proposed values are detailed below and state how these values will underpin our actions.

Vision

The Care Inspectorate believes that people in Scotland should experience a better quality of life as a result of accessible, excellent services that are designed and delivered to reflect their individual needs and promote their rights.

Care Inspectorate Purpose

The Care Inspectorate will contribute to this vision by:

- providing assurance and protection for people who use services and their carers
- delivering efficient and effective regulation and inspection
- acting as a catalyst for change and innovation
- supporting improvement and signposting good practice

Values

In all of our work we will strive to ensure that these values underpin our actions:

PERSON-CENTRED	we will put people at the heart of everything we do
FAIRNESS	we will act fairly, be transparent and treat people equally
RESPECT	we will be respectful in all that we do
INTEGRITY	we will be impartial and act to improve care for the people of Scotland
EFFICIENCY	we will provide the best possible quality and public value from our work

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4.0 RESOURCE IMPLICATIONS

4.1 The work to progress the values is included in the 2012/13 budget allocation.

5.0 BENEFITS FOR PEOPLE WHO USE SERVICES AND THEIR CARERS

5.1 Ensuring the Care Inspectorate has a common set of values which reflect and support the vision and purpose will have a positive impact on those who use services and their carers.

6.0 CONCLUSION

6.1 For the Board to agree the proposed values and once agreed the values will be launched at the all staff conference on 25 September 2012. The values will be used to inform some of the critical work that we have going forward, including the structural review.