

Involvement and Equalities Accreditation Schemes

Report to: Board
Date: 26 June 2015
Report by: Linda McKenna, Equalities and Engagement Adviser
Report No: B-09-2015
Agenda Item: 13

PURPOSE OF REPORT

To advise the Board of two accreditation schemes, 'Investing in Volunteers'(liV) and the 'Lesbian, Gay, Bisexual and Transgender (LGBT) Charter Mark' which, if undertaken, would further enhance the reputation of the Care Inspectorate in relation to our work with volunteers and assist in fulfilling our public sector equality duty responsibilities.

RECOMMENDATIONS

That the Board

1. Notes the work towards gaining the liV accreditation scheme.
2. Notes the work towards gaining the LGBT Charter Mark.

Version: 2.0	Status: <i>Final</i>	Date: 19/06/2015
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Version Control and Consultation Recording Form

Version	Consultation	Manager	Brief Description of Changes	Date
	Senior Management			
	Legal Services			
	Resources Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)			

Equality Impact Assessment

To be completed when submitting a new or updated policy (guidance, practice or procedure) for approval.

Policy Title:

Date of Initial Assessment:

EIA Carried Out

YES

NO

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: Linda McKenna

Position: Equalities and Engagement Adviser

Authorised by Director

Name: R Okasha

Date: 4/06/15

Version: 2.0

Status: *Final*

Date: 19/06/2015

1.0 CORPORATE PLAN REFERENCE

The information provided in this report link closely with the following strategic objectives:

2. To contribute to building a rights based world class care system in Scotland
3. To support people's understanding of high quality, safe and compassionate care by promoting the standards and quality of service they should expect and make sure their voices are heard
4. To build capacity within care services to make sure there is high quality development and improvement of rights based care across Scotland
6. To perform effectively and efficiently as an independent and improvement scrutiny body and work in partnership with others

2.0 INTRODUCTION

Over the past three years, involvement and equality work within the organisation has progressed significantly. We now have the single Involvement and Equalities Team leading work in this area and ensuring we meet our legal obligations as well as our organisational commitments. Our Involvement Strategy 2012-15 and Equality and Mainstreaming Report 2015-2017 set out our intended actions and commitments in this area. In both of these areas, we are keen to engage and involve as many people who use care services and carers as possible. Since 2013, we have doubled the number of inspection volunteers, involved more volunteers in our strategic work than ever before and placed more emphasis on the importance of equalities in our organisation.

To recognise this work, show our commitment in these areas, and enhance the reputation of the Care Inspectorate's Involvement and Equalities Team, it is proposed we work towards achieving two recognised national accreditations for our work.

The liV Scheme, delivered by Volunteer Scotland, and the LGBT Charter Mark, delivered by LGBT Youth Scotland, are the two accreditation schemes which meet our requirements, are well established and would not result in a substantial increase in workload.

liV is the UK quality standard for all organisations which involve volunteers in their work. liV helps to ensure good practice within an organisations' volunteer management system.

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The LGBT Charter Mark provides a way for organisations to publicly state their commitment to advancing LGBT equality, whilst ensuring their policies and practices are LGBT inclusive.

By undertaking work relevant to both accreditation schemes, the Care Inspectorate would be making a clear statement of commitment to involvement and equality, similar to the approach taken by other regulators.

3.0 INVESTING IN VOLUNTEERS

liV is a UK accreditation scheme owned by the UK Volunteering Forum. In Scotland the scheme is managed by Volunteer Scotland. Over 100 organisations have achieved this accreditation in Scotland, (over 800 in the UK) ranging from local groups and national charities to regulators. liV demonstrates achievement measured against a rigorous national standard. Benefits of achieving the accreditation include:

- public demonstration of the organisation's commitment to volunteering and effective volunteer management
- increasing motivation and enhancing the experience of our volunteers
- accessing peer practice, knowledge and understanding around supporting volunteers
- validating our practice in relation to involvement of volunteers
- supporting improvement of our work around involvement
- enhancing the recognition of the work of our volunteers, providing them with confidence in our ability to provide an outstanding volunteer experience.

Further information on the scheme can be found at Appendix 1.

4.0 LGBT CHARTER MARK

The LGBT Charter Mark has been developed by the organisation LGBT Youth Scotland. It is a self-evaluation process that can help organisations meet their equality duties, engage effectively with LGBT communities, and demonstrate their commitment to LGBT equality. It also helps organisations to review their policies, practices and steps they are taking to meet legislative obligations in the contact of LGBT equality.

By achieving and thereafter displaying the LGBT Charter of Rights, organisations send a positive message to LGBT people that they are included, valued, supported and will be treated fairly when they access services. It also helps provide a clear statement to other organisations and service users that equality and diversity is at the heart of the work of the organisation. Displaying the Charter will reassure people that as a workplace, the organisation is a safe and supportive place for LGBT people.

Further information on the charter mark can be found at Appendix 2.

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5.0 RESOURCE IMPLICATIONS

The fee for liV accreditation will be £1.9k and the Executive Team has agreed that the cost will be met from the existing involvement budget. This provides accreditation for the organisation for three years.

There is no cost for undertaking the LGBT Charter Mark and a minimal fee is charged for the training element of the award. LGBT Youth Scotland have agreed to run a bespoke 'train the trainer' course for the Care Inspectorate which would allow us to roll out wider training at a later date. The cost of this would be approximately £1.5k. The Executive Team has agreed that the cost of this will come from the existing involvement budget.

6.0 BENEFITS FOR PEOPLE WHO USE SERVICES AND THEIR CARERS

By undertaking work in relation to both the liV and the LGBT Charter Mark accreditation schemes, the organisation will be setting out a public commitment to advancing equality of opportunity and supporting our volunteers. The benefits are potentially wide ranging for service users and their carers, by attracting more volunteers and also encouraging more LGBT people to get involved in the work of the Care Inspectorate. It would also help reiterate our values in relation to involvement and equality.

7.0 CONCLUSION

By undertaking both accreditation schemes over the next 12 months the Care Inspectorate would be setting out a statement of intent in relation to the way it will continue to support and enhance the approach to investing in our volunteers. It will also assist the Care Inspectorate in demonstrating how it is continuing to meet our equality duties in terms of eliminating discrimination, advancing equality of opportunity for LGBT groups and individuals.

LIST OF APPENDICES

- Appendix 1 -** liV Scheme
- Appendix 2 -** LGBT Charter Mark

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