

## **Equality Impact Assessment: Equality Outcomes and Mainstreaming Report 2015-17**

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# Equality Impact Assessment: Equality Outcomes and Mainstreaming Report 2015-17

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### Section 1: Details of the Policy/Practice

<b>Department/Team responsible for the policy:</b>	Involvement and Equalities Team		
<b>Name of Policy or Practice being assessed:</b>	Equality Outcomes and Mainstreaming Report 2015-17		
<b>Purpose and anticipated outcomes of the policy:</b>	<p>The Equality Outcomes and Mainstreaming Report 2015-17 sets out the Care Inspectorate's revised Equality Outcomes for 2015 - 2017 and our intended approach to mainstreaming equality throughout the organisation as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The report also includes:</p> <ul style="list-style-type: none"> <li>• Our new Equality Outcomes Action Plan 2015-17 (Appendix 1) which sets out the actions being proposed to fulfil both the general and specific duties in the next two years.</li> <li>• Care Inspectorate employment information including gender pay reporting (Appendix 2) – a breakdown of the structure of our organisation by protected characteristic (equality group)</li> <li>• A summary of the consultation activities which helped to inform our approach for the new outcomes and actions.</li> </ul> <p>The following six outcomes have been developed:</p> <ol style="list-style-type: none"> <li>1. People from and across all protected characteristics can and do tell us about the care and social work services they experience and want.</li> <li>2. Plans and policies developed by the Care Inspectorate are informed by the needs and issues identified by equality groups and people who use and provide care services.</li> <li>3. Care Inspectorate services including offices and information can be accessed and utilised by people from and across the nine protected characteristics</li> <li>4. The care service providers we register and regulate demonstrate an awareness and understanding of equality issues for people using their care services.</li> <li>5. There is an increased awareness of equality issue across the Care Inspectorate workforce and this awareness is used to enhance and improve our work with protected groups.</li> <li>6. Our workforce is more representative of the diverse population of Scotland and employees from and across all protected characteristics feel valued and can maximise their potential to deliver an effective service.</li> </ol>		
<b>Is this a new or existing policy?</b>	New	x	Existing
<b>List of participants in Equality Impact Assessment Process:</b>	Charlene Guild – Senior Involvement & Equalities Adviser Linda McKenna – Equalities and Engagement Adviser		
<b>Date assessment started:</b>	23/02/15	<b>Completion Date:</b>	12/03/15

<b>Please indicate who is likely to be affected by the policy:</b>  For example Care service providers/users, men, women, young people, people with disabilities	People from and across all protected groups who come into contact with the work of the Care Inspectorate.
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## Section 2: Collecting Information

What evidence is available about the needs of relevant groups? Please consider Demographic data, including Census information, Research, Consultation and survey reports, Service user feedback and complaints, Case law, Officer/adviser knowledge & experience

Details	Source of Evidence
<b>Age</b> <ul style="list-style-type: none"> <li>Britain has one of the worst records in Europe on age discrimination, with nearly two out of five people claiming to have been shown a lack of respect because of how old they are.</li> </ul>	<ul style="list-style-type: none"> <li>Scottish Government Research</li> <li>Equality and Human Rights Commission</li> <li>Scotland's Census 2011</li> <li>Care Inspectorate Employee Equality Monitoring exercise Feb 2015.</li> <li><a href="http://www.copfs.gov.uk/publications/statistics/domesticabusecharge/reported2013-14.pdf">http://www.copfs.gov.uk/publications/statistics/domesticabusecharge/reported2013-14.pdf</a></li> <li>Hate Crime in Scotland 2013-14 , <a href="http://www.copfs.gov.uk/publications/equality-and-diversity">http://www.copfs.gov.uk/publications/equality-and-diversity</a></li> </ul>
<b>Disability</b> <ul style="list-style-type: none"> <li>Only about half of disabled people of working age are in work (50%), compared with 80% of non-disabled people of working age</li> <li>Employment rates vary greatly according to the type of impairment a person has. Disabled people with mental health problems have the lowest employment rates of all impairment categories at only 21%. The employment rate for people with learning disabilities is 26%.</li> <li>Disabled people are more than twice as likely as non-disabled people to have no qualifications (26% as opposed to 10%)</li> </ul>	
<b>Gender Reassignment</b> <ul style="list-style-type: none"> <li>Two in five (41 per cent) LGBT people would expect to be discriminated against by staff at a residential home for older people if they were a resident</li> </ul>	
<b>Pregnancy and Maternity</b> <ul style="list-style-type: none"> <li>Evidence suggests that in 2013 the annual number of pregnancy related workplace dismissals in the UK had doubled since 2005 at over 60000 dismissals.</li> </ul>	
<b>Race and Ethnicity</b> <ul style="list-style-type: none"> <li>Racial crime remains the most commonly reported hate crime, with 4,148 charges in 2013-14, more than twice the number for the other four categories of hate crime combined.</li> </ul>	
<b>Gypsy/Travellers:</b> <ul style="list-style-type: none"> <li>Life expectancy for Gypsy/Traveller men and women is 10 years lower than the national average; and</li> <li>Gypsy/Traveller mothers are 20 times more likely than the rest of the population to have experienced the death of a child.</li> </ul>	
<b>Religion and Belief</b> <ul style="list-style-type: none"> <li>There were 587 charges with a religious aggravation reported to the Crown Office and Procurator Fiscal Service in 2013-14.<sup>1</sup></li> </ul>	

<sup>1</sup> Hate Crime in Scotland 2013-14 , <http://www.copfs.gov.uk/publications/equality-and-diversity>

<p><b>Sex</b></p> <ul style="list-style-type: none"> <li>Violence against women persists with 36552 domestic abuse charges reported to the Crown Office and Procurator Fiscal Service in 2013-14. These included 10 homicides and 554 serious assault &amp; attempted murder charges<sup>2</sup>.</li> <li>Scotland's gender pay gap, the difference in pay between women and men remains high at 11.5%(2014)</li> <li>Women working part-time still earn 32.4% less than men working full-time, as part-time work continues to be concentrated in low-pay, low-skill jobs.</li> </ul>	
<p><b>Sexual Orientation</b></p> <ul style="list-style-type: none"> <li>A third (33 per cent) of LGBT people would be uncomfortable being open about their sexual orientation or gender identity with adult social care staff</li> <li>Two in five (41 per cent) LGBT people would expect to be discriminated against by staff at a residential home for older people if they were a resident</li> <li>One in six (16 per cent) LGBT people say they have experienced poor treatment because of their sexual orientation or gender identity when accessing a public service in the last three years.</li> <li>Sexual orientation aggravated crime is the second most common type of hate crime. The number of charges reported has risen each year since the legislation was introduced, to stand at 890 in 2013-14<sup>3</sup>.</li> <li>52 % of Lesbian, Gay or Bisexual pupils experience homophobic bullying and 99% hear homophobic language such as "you're so gay" and "that's so gay" on a regular basis.</li> </ul>	

From your research above have you identified any gaps in evidence? If so what are the gaps?

It has been recognised by Scottish Government that there are gaps in data around equality issues. We referred to the Scottish Government Equality Evidence finder amongst a range of other sources in the development of the report. Pages 6-10 of the report highlight some of the information/evidence used in the development of the report.

As appropriate please describe the consultation/engagement undertaken including details of the groups involved and the methods used.

We held a consultation event on Monday 16 February 2015 in Glasgow to look at the development of new equality outcomes. The event had representation from around 30 organisations and individuals who work in the area of equality. We also held an online consultation from 16 February - 6 March 2015. We received over 60 responses, from a mixture of equality organisations, charities, public services and Care Inspectorate employees. Full details can be found at Appendix 3 of the report.

Feedback from the consultation activity showed that people were in favour of the proposed new equality outcomes and many suggestions for actions and improvements were incorporated into our new action plan. Full details of the responses can be found in Appendix 2 of the report.

As well as outcomes and actions that will help us meet our duties in relation to the nine protected characteristics we have also developed specific actions relevant to people with

<sup>2</sup> <http://www.copfs.gov.uk/publications/statistics> domesticabusechargesreported2013-14.pdf

<sup>3</sup> Hate Crime in Scotland 2013-14 , <http://www.copfs.gov.uk/publications/equality-and-diversity>

disabilities, younger and older LGBT people and Gypsy/Travellers.

We have also included actions relating to the diversity of workforce and on how we will support employees by providing them with information on particular equality issues that will help meet our equality duties in terms of eliminating discrimination, advancing equality and fostering good relations between different groups. Please see the action plan at Appendix 1 for more details. All suggestions and changes were incorporated into the report where possible and appropriate

Are there any other groups to be consulted?

No – however, we will consult and engage on equality issues on a regular basis to ensure that our plans and policies can actively eliminate discrimination, advance equality of opportunity and foster good relations between different groups wherever possible.

### **Section 3: Impacts**

Has the research and consultation identified any potential for impacts on the following groups:

<b>Protected Characteristic</b>	<b>Yes</b>	<b>No</b>	<b>Please explain</b>
<b>Age</b> (Older people, children and young people)		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Disability</b>		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Gender Reassignment</b> (Where a person is living as the opposite gender to their birth)		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Pregnancy and Maternity</b>		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Race, ethnicity, colour, nationality or national origins</b> (including Gypsy/Travellers, refugees, asylum seekers)		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Religion or belief</b> (including non-belief)		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Sex/Gender</b>		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.
<b>Sexual Orientation</b>		x	The report has related actions to advance equality, eliminate discrimination and foster good relations across all protected characteristics.

Is there any evidence that the policy may:

<b>Yes</b>	<b>No</b>	<b>No Evidence</b>
<b>Result in less favourable</b>	x	

<b>treatment for particular groups?</b>			
<b>Give rise to direct or indirect discrimination?</b>		x	
<b>Give rise to unlawful harassment or victimisation?</b>		x	

**If yes to any of the above, please give details:**

**How will the policy be modified to mitigate this?**

N/A

#### **Section 4: Meeting our General Equality Duty**

The following sections must be completed:

**Which aspects of the policy seek to eliminate unlawful discrimination, harassment and victimisation?**

The Equality Outcomes and Mainstreaming Report sets out actions to help eliminate unlawful discrimination, harassment and victimisation. These are set out within the action plan detailed in pages 20-21 of the report.

**Which aspects of the policy seek to advance equality of opportunity between people which share a relevant protected characteristic and those who do not?**

The Equality Outcomes and Mainstreaming Report sets out actions to advance equality of opportunity. These are set out within the action plan detailed in pages 20-21 of the report.

**Which aspects of the policy seek to foster good relations between people who share a protected characteristic and those who do not?**

The Equality Outcomes and Mainstreaming Report sets out actions to help foster good relations. These are set out within the action plan detailed in pages 20-21 of the report.

#### **Section 5: Outcome of Assessment**

Please detail the outcome of the assessment:

<b>No major change</b>	x
<b>Adjust the policy</b>	
<b>Continue the policy</b>	
<b>Stop and remove the policy</b>	

**Please detail recommendations, including any action required to address any negative impacts identified:**

#### **Section 6: Monitoring**

**Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure achievement of outcomes:**

The report is being submitted to the Board for approval on 26 March 2015. Thereafter it will be published on our website and made available in a range of alternative formats no later than 30 April in order to meet the legislative timescales.

We will publish a review of progress made in meeting our Equality Outcomes in April 2016 and April 2017. The Equality Implementation Group, supported by the Involvement and Equalities Team, will be responsible for driving progress on meeting our equality outcomes. We will also consult and engage on equality issues on a regular basis to ensure that our plans and policies can actively eliminate discrimination, advance equality of opportunity and foster good relations between different groups wherever possible.

Updates on progress will be published on the Care Inspectorate website and provided in alternative formats on request.

**When and how is the policy or practice due to be reviewed?**

We will publish a review of progress made in meeting our Equality Outcomes in April 2016 and April 2017. Subject to any change in legislative requirements, a new Equality Outcomes and Monitoring Report will be published in April 2017.

**Section 6: Sign Off**

<b>Date sent to Involvement and Equalities Team:</b>	N/A
<b>Comments from Involvement and Equalities Team</b>	None required as EIA carried out by the Involvement and Equalities Team.
<b>Date signed off by Involvement and Equalities Team</b>	N/A

Please insert name and title of the Senior Manager who has signed off this Equality Impact Assessment:

<b>Name</b>	Rami Okasha
<b>Title</b>	Head of Quality and Improvement
<b>Date approved</b>	26/03/2015

## **Headquarters**

Care Inspectorate

Compass House

11 Riverside Drive

Dundee

DD1 4NY

web: [www.careinspectorate.com](http://www.careinspectorate.com)

email: [enquiries@careinspectorate.com](mailto:enquiries@careinspectorate.com)

telephone: 0345 600 9527



@careinspect

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