

EQUALITY IMPACT ASSESSMENT TEMPLATE

Section 1: Details of the Policy/Practice

Department/Team responsible for the policy:	Strategic Development Directorate – Analysis and Business Planning		
Name of Policy or Practice being assessed:	Scrutiny and Improvement Plan 2016/17		
Purpose and anticipated outcomes of the policy:	The Scrutiny and Improvement Plan 2016/17 sets out arrangements for inspections to be carried out, whilst having regard to guidance issued by Scottish Ministers. This is in accordance with Section 54 of the Public Services Reform (Scotland) Act 2010 and in line with best regulatory practice and the agreed budget. The policy also sets out how the Care Inspectorate will contribute to furthering improvement in integrated health and social care, social work, early learning and childcare, and community justice.		
Is this a new or existing policy?	New	X	Existing
List of participants in Equality Impact Assessment Process:	Rami Okasha, Executive Director of Strategy and Improvement Linda McKenna, Equalities and Engagement Adviser		
Date assessment started:	02/02/16	Completion Date:	tbc

Please indicate who is likely to be affected by the policy: For example Care service providers/users, men, women, young people, people with disabilities	Care service users and providers from and across all protected characteristics. There are also particular work streams within the plan related to the protected characteristics of age and disability.
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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
Scottish Government Equality Evidence Finder	http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid

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"Equality Evidence Toolkit for Public Authorities", Scottish Government, 2015	http://www.gov.scot/Publications/2015/03/6567
"Analysis of Equality Results from the 2011 Census", Scottish Government, 2014	http://www.gov.scot/Publications/2014/10/8378
"Analysis of Equality Results from the 2011 Census - Part 2", Scottish Government, 2015	http://www.gov.scot/Publications/2015/03/8716
Scotland's People Annual Report: Results from 2013 Scottish Household Survey: Revised October 2015	http://www.gov.scot/Publications/2014/08/7973
Scottish Health Survey: 2013 Edition: Summary", Scottish Government, 2013.	http://www.gov.scot/Publications/2014/12/1442/1
"Is Scotland Fairer? The state of Equality and Human Rights in Scotland in 2015", Equality and Human Rights Commission, 2016	http://www.equalityhumanrights.com/about-us/devolved-authorities/commission-scotland/about-commission-scotland/scotland-fairer
"Unhealthy Attitudes: The treatment of LGBT people within health and social care organisations in Scotland," Stonewall, 2015.	http://www.stonewallscotland.org.uk/our-work/stonewall-scotland-research

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 plan.

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

The plan and EIA takes into account discussion with staff and extensive involvement with Scottish Government policy colleagues and extensive discussion with the Care Inspectorate Board through a development event held in October 2015. It also takes into account where possible the findings from the Inspecting and Reporting Survey 2015 which asked staff for their views on the future of inspections. It has also been informed by the views of involved people.

Are there any other groups to be consulted?

Not at this stage.

Section 3: Impacts

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

Protected Characteristic	Yes	No	Please explain
Age (Older people, children and young people)	x		<p>The plan presents a risk-based, proportionate approach to scrutiny which will focus our work around public protection and assurance and supporting improvement in care services. Delivered effectively this will play a major role in improving the quality of care in Scotland, which should result in positive impact on care services users of all ages. The plan also sets out particular workstreams/focus areas that will have a positive impact on age related policy areas:</p> <ul style="list-style-type: none"> • Dementia including dementia themed inspections and thematic work • Fostering and Adoption • Carers Bill and Support for Young Carers • Thematic work around Child and Adolescent Mental Health services (CAMHS) • Support for Young people with a Parent in Prison • Child Sexual Exploitation and Child Neglect • Continuing Care • Delayed Discharge • Early Learning and Childcare • Supporting Physical Activity (Going for Gold/Falls Prevention) • Supporting child minding services
Disability	x		<p>The plan presents a risk-based, proportionate approach to scrutiny which will focus our work around public protection and assurance and supporting improvement in care services. Delivered effectively this will play a major role in improving the quality of care in Scotland, which should result in positive impact on care services users with one or more disabilities. The plan also sets out particular workstreams/focus areas that will have a positive impact on disability related policy areas:</p> <ul style="list-style-type: none"> • Dementia including dementia themed inspections and thematic work • Carers Bill and Support for Young Carers • Thematic work around Child and Adolescent Mental Health services (CAMHS) • Delayed Discharge • Supporting Physical Activity (Going for Gold/Falls Prevention)

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			<ul style="list-style-type: none"> • Impact of Sensory Impairment on the Care Environment • The Keys to Life Strategy • Supporting innovation in care at home delivery
Gender Reassignment (Where a person is living as the opposite gender to their birth)	x		Potential positive impact for transgender service users as set out above.
Pregnancy and Maternity	x		Potential positive impact for pregnant service users, and those in maternity period as set out above.
Race, ethnicity, colour, nationality or national origins (including Gypsy/Travellers, refugees, asylum seekers)	x		Potential positive impact for service users of all ethnic backgrounds as set out above.
Religion or belief (including non-belief)	x		Potential positive impact for service users as set out above.
Sex/Gender	x		Potential positive impact for service users as set out above.
Sexual Orientation	x		Potential positive impact for service users as set out above.

Is there any evidence that the policy may:

	Yes	No	No Evidence
Result in less favourable treatment for particular groups?		x	
Give rise to direct or indirect discrimination?		x	
Give rise to unlawful harassment or victimisation?		x	

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

N/A

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?

Delivered effectively, the plan will play a major role in improving the quality of care in Scotland and will also, in conjunction with actions set out in the Equality Outcomes and Mainstreaming Report 2015-17, help identify and seek to eliminate unlawful discrimination, harassment and victimisation. Our self assessment guidance around dementia environments, in conjunction with the King's Fund, is one way in which we can help discrimination be eliminated.

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

Delivered effectively, the plan will play a major role in improving the quality of care in Scotland and will also, in conjunction with actions set out in the Equality Outcomes and Mainstreaming Report 2015-17, help advance equality of opportunity. Our focus on participation and involvement in care services, and our own involvement and inspection volunteer programme, will play a major role here. Our improvement resource around arts in care will support this also.

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

Delivered effectively the plan will play a major role in improving the quality of care in Scotland and will also, in conjunction with actions set out in the Equality Outcomes and Mainstreaming Report 2015-17, help foster good relations. One significant way this will happen is by promoting a focus on positive outcomes for people using care services, ensuring that dignity, respect, and person-centred care are at the heart of good practice.

Section 5: Outcome of Assessment

Please detail the outcome of the assessment:

No major change	x
Adjust the policy	
Continue the policy	
Stop and remove the policy	

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

N/A

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 implementation of the Scrutiny and Improvement Plan will be monitored through quarterly reports to the Executive Team and Board, and through management arrangements by Executive Directors

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

The Plan is reviewed on an annual basis. A new plan will be developed for 2017/18 which will also be subject to an Equality Impact Assessment.

Section 7: Sign Off

Date sent to Involvement and Equalities Team:	N/A
Comments from Involvement and Equalities Team	None required as Involvement and Equalities Team have been involved in the EIA process and comments have been included in the plan where appropriate.
Date signed off by Involvement and Equalities Team	N/A

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

Name	Rami Okasha
Title	Executive Director of Strategy and Improvement
Date approved	25 February 2016