

**EQUALITY IMPACT ASSESSMENT TEMPLATE**

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

<b>Department/Team responsible for the policy:</b>	Strategy and Improvement Directorate		
<b>Name of Policy or Practice being assessed:</b>	Revised Corporate Plan 2016-18		
<b>Purpose and anticipated outcomes of the policy:</b>	The revised Corporate Plan 2016-18 sets out high level strategic objectives which govern the work of the Care Inspectorate and help guide operational activity. It ensures that our work is planned in a strategic manner, aligned to desired outcomes, and helps prioritise policy and spending decisions.		
<b>Is this a new or existing policy?</b>	<b>New</b>	<input type="checkbox"/>	<b>Existing</b> <span style="float: right;">X</span>
<b>List of participants in Equality Impact Assessment Process:</b>	Rami Okasha, Executive Director of Strategy and Improvement		
<b>Date assessment started:</b>	15 May 2016	<b>Completion Date:</b>	27 May 2016

<p><b>Please indicate who is likely to be affected by the policy:</b></p> <p>For example Care service providers/users, men, women, young people, people with disabilities</p>	<p>People who use care services, their carers, and people who provide services across all protected characteristics. The plan will also affect policy makers, other scrutiny bodies and the general population.</p>
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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	<a href="http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid">http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid</a>
"Equality Evidence Toolkit for Public Authorities", Scottish Government, 2015	<a href="http://www.gov.scot/Publications/2015/03/6567">http://www.gov.scot/Publications/2015/03/6567</a>
"Analysis of Equality Results from the 2011 Census", Scottish Government, 2014	<a href="http://www.gov.scot/Publications/2014/10/8378">http://www.gov.scot/Publications/2014/10/8378</a>

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

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 is a revision of the existing corporate plan, which itself took into account discussion with staff and extensive involvement with Scottish Government policy colleagues and extensive discussion with the Care Inspectorate Board. The revisions have been discussed by at a Board strategic event in October 2015, the Policy Committee in March 2016, and the Executive Team in February and June 2016. It also takes into account other circumstances in which we have asked our staff, Scottish Government policy colleagues, and other scrutiny and improvement bodies for their views on the future of scrutiny and improvement. It has also been informed by the views of involved people, people who use care services and their carers, and providers of care services.

Are there any other groups to be consulted?

Not at this stage, but it is anticipated that the next major revision to the corporate plan, to cover the period of 2018-2022, will require extensive and bespoke consultation.

**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 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 areas that will have a positive impact on age related policy areas, including work around dementia, arts in care, continence, and physical activity.
<b>Disability</b>	x		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 areas that will have a positive impact on disability related policy areas, include dementia, support for carers, physical activity, and learning disability.
<b>Gender Reassignment</b> (Where a person is living as the opposite gender to their birth)	x		Through providing assurance and supporting improvement in care services, there will be a potential positive impact for transgender service users through the delivery of an equality action plan.
<b>Pregnancy and Maternity</b>	x		Through providing assurance and supporting improvement in care services, there will be a potential positive impact for pregnant women using care services, and those in maternity period.
<b>Race, ethnicity, colour, nationality or national origins</b> (including Gypsy/Travellers, refugees, asylum seekers)	x		Through providing assurance and supporting improvement in care services, there will be a potential positive impact for people who use services, and their carers, of all ethnic backgrounds.
<b>Religion or belief</b> (including non-belief)	x		Through providing assurance and supporting improvement in care services, there will be a potential positive impact for people with specific religions or beliefs.
<b>Sex/Gender</b>	x		Through providing assurance and supporting improvement in care services, there will be a potential positive impact for people using care

			services, and their cares.
<b>Sexual Orientation</b>	x		Through providing assurance and supporting improvement in care services, there will be a potential positive impact for LGBTI people using care services, and their carers.

Is there any evidence that the policy may:

	Yes	No	No Evidence
<b>Result in less favourable treatment for particular groups?</b>		x	
<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:**

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, and associated scrutiny activities, one way example 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:

<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:**

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 Corporate Plan will be monitored through quarterly reports to the Executive Team and Board, and through management arrangements by Executive Directors. Reports to the Executive Team and the Board will generally be required to demonstrate clearly how they support the plan. Specific success measures will be agreed by the Board and used for reporting purposes.

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

The corporate plan is reviewed every four years, or more regularly if required. A new plan will be developed for 2018-22 which will also be subject to an Equality Impact Assessment.

**Section 7: Sign Off**

<b>Date sent to Involvement and Equalities Team:</b>	N/A
<b>Comments from Involvement and Equalities Team</b>	
<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>	Executive Director of Strategy and Improvement
<b>Date approved</b>	25 February 2016