

Equality Outcomes and Mainstreaming 2019-21, Annual Progress Report 2019

Report to: Board
Date: 23 March 2019
Report by: Charlene Guild, OD Lead (Involvement & Culture)
Report No: B-10-2019
Agenda Item: 16

PURPOSE OF REPORT

To update Board members on the equality progress for the year 2018/19, discuss the way forward for future equality work, and share drafts of the attached reports which are to be published by 30 April 2019 in line with good practice around our public sector equality duties.

RECOMMENDATIONS

That the Board:

1. Note the activity completed towards achieving the Equality outcomes and mainstreaming review 2017-21.
2. Discuss proposals for future equality work contained in the Annual Progress Report 2019 and accompanying appendix
3. Consider drafts of the publication of the Public Sector Duty Equality Reports

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Version Control and Consultation Recording Form

Version	Consultation	Manager	Brief Description of Changes	Date
	Senior Management			
	Legal Services			
	Corporate and Customer Services Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)			
Equality Impact Assessment				
Confirm that Involvement and Equalities Team have been informed			YES <input type="checkbox"/>	NO <input type="checkbox"/>
EIA Carried Out			YES <input type="checkbox"/>	NO <input type="checkbox"/>
If yes, please attach the accompanying EIA and appendix and briefly outline the equality and diversity implications of this policy.				
If no, you are confirming that this report has been classified as an operational report and not a new policy or change to an existing policy (guidance, practice or procedure)			Name: Charlene Guild Position: OD Lead (Involvement & Culture)	
Authorised by Director	Name: E Macintosh		Date: 11 March 2019	

1.0 BACKGROUND

Our equalities work assists us, whether directly or indirectly, in the achievement of all four of our strategic objectives:

1. to give public assurance and build confidence that social care in Scotland is rights-based and world class, through robust and independent scrutiny and improvement processes
2. to inform local and national policy development to contribute to ensuring a world class care system in Scotland, through intelligence-led, risk-based and evidence-based approaches to, and findings from, our scrutiny and improvement work
3. to support people's understanding of high quality, safe and compassionate care by promoting standards and quality of service they should expect and make sure their voices are heard
4. to perform as an independent, effective and efficient scrutiny and improvement body, working to consolidate excellence, deliver cultural change, invest in a competent, confident workforce and work collaboratively with partner agencies to support the delivery of safe and compassionate, rights-based care.

2.0 EQUALITY OUTCOMES, MAINSTREAMING AND ACTION PLAN 2017-19

The Equality Act 2010 (Specific Duties) (Scotland) 2012 Regulations are designed to help public bodies develop better policies and practices, improve transparency and accountability, and deliver better outcomes for everyone in Scotland. They place a general duty on us which says we must demonstrate due regard to the need to:

- Eliminate unlawful discrimination, victimisation and harassment
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who have protected characteristics with those who do not

The general duty is underpinned by Specific Duties which detail a number of areas of equality work which we must progress and report on every two years. In order to meet our specific duties and fulfil our legal responsibilities we must publish the following by 30 April 2019:

- Equality outcomes, Mainstreaming and Action Plan review from April 2017-19
- Employee Monitoring Information April 2017-19
- New Equality Outcomes, Mainstreaming Report and Action Plan 2019-21
- Equality Impact Assessment relating to the above

All of the above reports are attached as appendices.

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3.0 MAINSTREAMING EQUALITY

It is our responsibility as a public body to integrate equalities into our day to day work. This means taking equality into account in the way the organisation exercises its functions and making it integral in our decision making processes. The Equality and Human Rights Commission has identified the benefits of mainstreaming to public bodies as;

- Equality becoming part of the structures and improving the behaviours and cultures of the organisation
- The ability to know and demonstrate how it is advancing equalities in carrying out its functions
- Continuous improvement and better performance through mainstreaming equalities in every part of the organisations work.

To ensure we are meeting our requirements under the specific public sector duties, we are required to publish bi annual reports on the following;

- Progress over the two year period on mainstreaming equality outcomes
- Agreed plan of action for the next two year period with a four yearly review of outcomes
- Equality monitoring statistics

Publication of these reports by 30 April 2019 is a statutory requirement and evidence of progress in mainstreaming our equalities work in the organisation is provided in the documents above.

4.0 CURRENT EQUALITY OUTCOMES 2017 – 21

Equality outcomes should be fully reviewed and updated on a four yearly basis. As we reviewed and changed these in 2017, there is no need to do so in this years reporting cycle. This means that we are halfway through progressing work towards achieving our four equality outcomes and it is expected that not all workstreams have been progressed or completed. We will continue to build on the work that has been ongoing and some projects will be carried over into the next two year reporting period. Our four outcomes in 2017 – 21 are:

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1. People from and across all protected characteristics find us accessible, have opportunities to get involved and influence our work by telling us about the care and social work services they experience and want in future.
2. We work with the care service providers we register and regulate to improve awareness and understanding of equality issues for people using care services.
3. Our workforce is well informed and engaged around equality issues and are representative of Scotland's diverse population.
4. We will work in collaboration with external networks and equality organisations to promote awareness of equality issues in care and social work services and raise awareness in these areas.

5.0 RESOURCE IMPLICATIONS

It is expected that any costs associated with the activities highlighted within the equalities action plan 2019-21 will be met from existing resources.

6.0 BENEFITS FOR PEOPLE WHO USE SERVICES AND THEIR CARERS

Our equality outcomes and mainstreaming proposals are designed to assist us in advancing equality of opportunity, eliminating discrimination and fostering good relations between different groups. By fulfilling the commitments in our equality outcomes action plan 2019 – 21, we will continue to involve people of all protected characteristics in our work and ensure we respond to the diverse needs of our staff and stakeholders.

7.0 CONCLUSION

The Equality Outcomes, Mainstreaming Report and Action Plan 2019-21 meets the requirement of the Equality Act 2010 (Specific Duties) (Scotland) 2012 Regulations. In addition, the Outcomes review report 2017 – 19 sets out progress we have made in achieving this in the past two years. Both documents demonstrate how the Care Inspectorate will take actions to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Our Involvement and Equalities Team will continue to progress the work required to meet our legislative responsibilities, overseen by the Organisational and Workforce Development Team.

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LIST OF APPENDICES

- Appendix 1 -** Outcomes action plan review 2017 – 19
- Appendix 2 –** Equality outcomes and mainstreaming report 2019-21
- Appendix 3 -** Employee monitoring information 2017 – 19
- Appendix 4 -** Equality Impact Assessment