

Equality Impact Assessment Toolkit – Initial Screening				
Stage 1	IDENTIFY POLICY AIMS & NEED FOR EIA			
Title of Policy	Equality Outcomes and Mainstreaming Report and Action Plan 2019-21			
Is this a new policy or changes to an existing policy?	This is a new policy required as set out by the Equality Act Specific Duties (Scotland) Regulations 2012.			
Officer(S) responsible for carrying out EIA process	Charlene Guild – OD Lead (Involvement & Culture)			
What are the Aims and objectives of the policy?	<p>This report sets out the Care Inspectorate’s revised Equality Outcomes for 2017 - 2021 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"> • Our new Equality Outcomes Action Plan 2019-21 (Appendix 2) which sets out the actions being proposed to fulfil both the general and specific duties in the next two years. • Care Inspectorate employment information including gender pay reporting (Appendix 3) – a breakdown of the structure of our organisation by protected characteristic (equality group) 			
Which protected characteristic(s), if any, will be affected by this policy?	Protected characteristic	Yes	No	Don't Know
	Age	x		
	Disability	x		
	Gender Reassignment	x		
	Marriage / Civil Partnership	x		
	Pregnancy / maternity	x		
	Race	x		
	Religion or belief	x		
	Sex	x		
Sexual orientation	x			
COMPLETION OF STAGE 1 & INITIAL SCREENING PROCESS				
<p>If the policy (guidance, procedures, etc) will affect or impact negatively on any protected characteristic under the Equality Act 2010, you should continue on and complete the full EIA template.</p> <p>If there is no direct impact on any of the protected characteristics, this form should be signed below by the responsible officer to confirm a full EIA is not required. The form should then be authorised by a Senior Manager.</p>				
Date of Initial Assessment	6 March 2019			
This policy will have no impact on	Name:			

people from any of the protected characteristics above and a full Equality Impact Assessment is not required.	Position: Date:
Authorised By (Senior Manager):	Name:

Full Equality Impact Assessment

Stage 2	COLLECT DATA AND CONSULT TO INFORM THE EIA
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What do we already know about these groups?	<p>Age</p> <ul style="list-style-type: none"> Research from the Centre for Ageing Better found that almost half of workers believe their age would hold them back when applying for a job - and nearly one in seven think they have been turned down for work due to their age. The study also found that nearly one in five workers (18 per cent) have hidden, or considered hiding, their age when applying for a job since they turned 50. Half of all UK adults will be over 50 years of age by the mid-2030s according to government research, while the number of over 50s either working or available to work will grow by around one million by 2025. At the same time, declining UK birth rates and an anticipated reduction in inward migration following the UK's exit from the EU will reduce the number of younger workers. <p>Disability</p> <ul style="list-style-type: none"> Based on the 2011 census, around 20% of the Scottish population a long-term activity limiting health problem or disability. Among the disabled population of the country, employment rates are typically much lower than non-disabled people. Recent employment rates in Scotland show that around 40% of disabled people aged 16-64 are working compared to around 80 per cent of non-disabled people. 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%. Disabled people are more than twice as likely as non-disabled people to have no qualifications (26% as opposed to 10%) The number of disability aggravated hate crime charges reported in Scotland increased by 51% in 2017-18 to 284. This may be partially due to increased awareness of, and support for victims of, disability hate crime following concerns that it was underreported¹ LGBT people experience higher rates of mental ill health, particularly anxiety, depression and eating disorders, than the general population. There is also a higher rate of suicidal ideation and self-harm: 20-25% compared with 2.4% in the general population. <p>Gender Reassignment</p> <ul style="list-style-type: none"> 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
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¹ Hate Crime in Scotland Report 2017-2018

	<p>resident.</p> <ul style="list-style-type: none"> • 51% of trans people have hidden their identity at work for fear of discrimination²
	<p>Pregnancy and Maternity</p> <ul style="list-style-type: none"> • Research commissioned by the Department for Business, Energy and Industrial Strategy (BEIS), found 1 in 9 women said they had been fired or made redundant when they returned to work after having a child, or were treated so badly they felt forced out of their job. The same research estimates 54,000 women a year may lose their jobs due to pregnancy or maternity³.
	<p>Race and Ethnicity</p> <ul style="list-style-type: none"> • Racial crime remains the most commonly reported hate crime in Scotland. There were 3,249 charges reported in 2017-18⁴.
	<p>Gypsy/Travellers:</p> <ul style="list-style-type: none"> • There are no official figures on the number of Gypsy Travellers in Scotland; numbers are estimated at between 15- 20,000 people, or less than 0.5 per cent of the Scottish population⁵. • Life expectancy for Gypsy/Traveller men and women is 10 years lower than the national average.
	<p>Religion and Belief</p> <ul style="list-style-type: none"> • There were 642 religiously aggravated hate crime charges reported in 2017-18.⁶ • Scottish Social Attitudes survey in 2016 showed 52% of people say they are not religious. 20% said they belong to the Church of Scotland. Two-thirds of people living in Scotland who say they are religious "never or practically never" attend services. • 2% of those surveyed stated they were not Christian.
	<p>Sex</p> <ul style="list-style-type: none"> • Violence against women persisted with 27,073 domestic abuse charges reported to the Crown Office and Procurator Fiscal Services in 2017-18. This includes 461 serious assault and attempted murder charges and 8,500 common assaults. • Scotland's gender pay gap for full-time workers in 2017 was 6.6%, lower than the UK average of 9.1% • Women in Scotland accounted for 49% of the labour market in 2016, with 42% of women employed working part-time in comparison to 13% of men.

² Stonewall LGBT Trans Report 2017

³ <https://www.gov.uk/government/news/plans-to-boost-protections-for-pregnant-women-and-new-parents-returning-to-work>

⁴ Hate Crime in Scotland Report 2017-2018

⁵ Gypsy Travellers in Scotland – Amnesty International 2013

⁶ Hate Crime in Scotland Report 2017-2018

	<p>Sexual Orientation</p> <ul style="list-style-type: none"> • 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 • 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 • 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. • Almost two in five bi people (38 per cent) aren't out to anyone at work about their sexual orientation. • One in eight lesbian, gay and bi people (12 per cent) wouldn't feel confident reporting any homophobic or biphobic bullying to their employer.
<p>Where are the gaps?</p>	<p>It has been recognised by Scottish Government that there are gaps in data around equality issues and this is due to be considered and rectified in our next national census survey in 2021. We have referred a range of sources in the development of the report.</p>
<p>What involvement or consultation have the Care Inspectorate carried out and what are the results?</p>	<p>We held a consultation event on Monday 30 January 2017 in Glasgow to look at the development of new equality outcomes which we are due to review in 2021. We complete our equalities outcomes every four years to allow progress to be embedded within our culture. The event had representation from around 25 relevant organisations, individuals who work in the area of equality and people who use care services and informal carers.</p> <p>In addition, we have taken advice and feedback from our internal equalities groups and external networks on framing our action plan and outcomes.</p>
<p>What changes did those consulted with suggest?</p>	<p>Feedback from the consultation activity showed that people were in favour of equality outcomes that strengthened our external links with care service providers and equality organisations. In addition, they were keen for us to continue to listen, support and involve people who use care services in our equalities work.</p>

<p>Stage 3</p>	<p>OUTCOME OF CONSULTATION AND INVOLVEMENT</p>
<p>Set out what changes or improvements have been made to the policy as a result of the consultation / involvement activities.</p> <p>What impact will the changes have?</p>	<p>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 to continue our work with specific areas such as young people and gypsy travellers.</p> <p>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 2 for more details.</p>
<p>Set out what suggested changes or improvements have not been made and why.</p>	<p>All suggestions and changes were incorporated into the report where possible and appropriate.</p>

Stage 4	MONITORING, APPROVAL and PUBLICATION
How will the policy, practice or procedure and its accompanying EIA be approved and published?	The report is being submitted to the Board for approval on 28 March 2019. Thereafter it will be published on our website and made available in a range of alternative formats on request no later than 26th April in order to meet the legislative timescales.
Set out how the policy will be monitored and reviewed to regularly check if the effect on any protected characteristic has changed?	<p>We will publish a review of progress made in meeting our Equality Outcomes in April 2020 and April 2021. The Equality Implementation Group, supported by the OD Lead (Involvement & Culture) 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.</p> <p>Updates on progress will be published on the Care Inspectorate website and provided in alternative formats on request.</p>

Date EIA Completed:

Name of Project Manager: Charlene Guild

Job Title: OD Lead (Involvement & Culture)

Signature: *C Guild*

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