

Assessment Details

ID 1047

Name Changes to Learning and Development budget

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Lisa Miller

Template Equality Impact Screening Form v0_21

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2023/06/20 12:52

Deadline

Completed Date 2023/07/31 17:14

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Last Updated 2023/07/31 17:14

Stage Completed

Approval Stage

Status Active

Very High Risks 0

High Risks 0

Medium Risks 0

Low Risks 0

Total Risks 0

Residual Risk Level None

Residual Risk Score 0.0

Result Approved

Result Comments

Under Review (Jacqui Duncan - Approved) I think we need to do a full EQIA/ action plan to show how we will support employees who may face additional barriers to development/ progression/ accessibility etc. ;

Primary Record Id

Primary Record Name

Template Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

Assessment Questions

1 General information

1.1 Is this new or existing work?

Response

Change to existing work

Justification

None

1.2 Please describe the work

Response

The organisation has been tasked by the Senior Leadership Team to achieve savings targets against the budget allocation for learning and development.

As such, areas of development within the budget have been identified where investment will pause over the course of financial year 23/24 or will be significantly reduced.

Areas for paused investment are:

- Further study
- Team development

Areas for reduced investment are:

- Venue hire and catering costs
- External courses and conferences

The areas that have been identified for investment align with the priorities in Strategic Workforce Plan 2023-26 and the annual LNA process as well as a robust assessment of spend in 22/23 financial year.

The OWD team will work in partnership with business areas to achieve these savings targets and to explore options for cost neutral or cost effective learning and development. This includes lower cost venue hire and standardisation of catering packages available to be ordered for learning events (with the exception of specific dietary requirements which will always be accommodated.) The accessibility of venues for development activities will continue to be a key consideration in our assessment of suitability.

The OWD team are required to report quarterly to SLT on spend against the L&D budget and to robustly justify any exceptions to the decisions above. This will include narrative on the impact on spend and the impact of not approving a particular development option in terms of risk.

Specific criterion has been developed to support fairness and consistency in decision making and this is being communicated in June -August to all areas of the business. OLT will consider at its meeting of 29th June how it can support the achievement of savings targets and help to manage the expectations of staff, who will previously have had more ready access to paid development opportunities. A 70:20:10 approach to learning will be pursued, working with the business to create additional opportunities for experiential and social learning as well as accessing learning through partnerships and free resources.

2 Equality impact

2.1 For each of the questions in section 2, think about whether the work will impact on people differently based on the different characteristics

For example, does it impact on people of different ages/sexes/sexual orientations differently? Does it impact on people with and without a disability differently?

2.2 Age

What kind of impact will this work have on people of different ages?

Response

Not Sure

Justification

None

Comments

Lisa
Miller

2023/06/20 14:25

This is difficult to determine.

Younger people who may wish to complete further study in support of future career aspirations (but not required for existing role) may be impacted.

Retirement workshops will continue to be offered for staff at that stage in their career.

2.3 Disability

What kind of impact will this work have on disabled people?

Response

Not Sure

Justification

None

Comments

Lisa
Miller

2023/06/20 14:28

We currently consider the needs of staff with disabilities in all learning and development activities.

In terms of sourcing lower cost venues, we will continue to consider accessibility requirements and ability to make reasonable adjustments as part of our selection criterion. We will also continue to ensure dietary requirements are met.

We will monitor evaluative feedback on an ongoing basis to determine if lower cost venues has a differential impact but it is not expected to.

2.4 Race

What kind of impact will this work have on people of different ages? This includes different ethnic and national origins, and Traveller community membership.

Response

Not Sure

Justification

None

Comments

Jacqui Duncan

2023/07/31 17:08

Potentially staff from a minority ethnic background may have encountered barriers to learning and development/ career progression and this may be considered a further barrier - even though it applies to everyone it could reinforce historical inequalities. We also know there is not the budget to support important training such as anti racist training

2.5 Sex

What kind of impact will this work have on people of different sexes?

Response

Not Sure

Justification

None

Comments

Jacqui Duncan

2023/07/31 17:10

Similar to last point- are we sure this is not a barrier to women's development/ progression/ could impact on our pay gap plan?

2.6 Gender reassignment

What kind of impact will this work have on people are transgender/have a trans history?

Response

Not Sure

Justification

None

2.7 Sexual orientation

What kind of impact is this work going to have on people of different sexual orientations?

Response

Not Sure

Justification

None

2.8 Religion or belief

What kind of impact is this work going to have on people of different religions and beliefs? Beliefs includes no belief, and environmentalism.

Response

Not Sure

Justification

None

Comments

Jacqui Duncan

2023/07/31 17:11

Some people's beliefs will require us to ask/ cater for specific dietary requirements

2.9 Pregnancy and maternity

What kind of impact is this work going to have on people who are pregnant or have given birth within the past 26 weeks?

Response

Not Sure

Justification

None

2.10 Marriage or civil partnership

What kind of impact is this work going to have on people of different marriage and civil partnership statuses? Please note this only applies to employees' marriage/civil partnership status.

Response

Positive/no impact

Justification

None

2.11 Children and young people we have corporate parenting responsibility for

What kind of impact is this work going to have on children and young people we have a corporate parenting responsibility for?

We are corporate parents for every child who is looked after by a local authority, and every young person under the age of 26 who was looked after on their 16th birthday.

Response

Positive/no impact

Justification

None

2.12 Children's rights (up to age 18), in line with UNCRC

What kind of impact is this work going to have on children's rights, in line with the United Nation's Convention of the Rights of the Child?

Response

Positive/no impact

Justification

None

2.13 Care Inspectorate employees with caring responsibilities

What kind of impact is this work going to have on Care Inspectorate employees who have caring responsibilities?

Response

Not Sure

Justification

None

3 Island community impact

3.1 Does this work impact differently on island communities, compared to other communities?

Response

No

Justification

None

4 Feedback

4.1 Do you have any feedback (from engagement/consultation) or evidence that influences, affects, or shapes this work?

Response

No

Justification

None

Comments

Lisa
Miller

2023/06/20 14:31

Key messages around this work are being shared at business partnering meetings over June -August 23. It will also be considered further by OLT on 29th June.

All feedback will be collated and considered.

5 Conclusion

5.1 The screening form is now complete. You have reached the organisational threshold for an EqlA to be completed.

Thank you for your time in helping the Care Inspectorate and your Information Asset Owner understand equality impact associated with your work.

5.4 Do you wish to discuss any aspect of this form with the Equalities Team?

Response

Yes

Justification

None

Assessment Notes