

Assessment Details

ID 1136

Name Employee monitoring form

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Jacqui Duncan

Template Equality Impact Screening Form v0_21 (Copy)

Workflows Deafault CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2023/10/17 11:07

Deadline

Completed Date 2023/10/17 11:22

Date Submitted 2023/10/17 11:15

Last Updated 2023/10/17 11:22

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) ;

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 Employee Monitoring Form required some changes following new guidance from the Scottish Government. This was raised at the NDPB equality forum. Making changes will ensure we are following national guidance, that has been consulted on, and that we can benchmark ourselves against other comparator organisations and the census. We have also worked with CEMVO to identify improvements around race equality, anti racism and human rights and they suggested making a change to this form.

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

Positive/no impact

Justification

None

2.3 Disability

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

Response

Positive/no impact

Justification

None

Comments

Jacqui Duncan

2023/10/17 11:21

The form is going to move to MS forms to improve data reporting, I am assuming it will still be available in alternative formats if people require this.

2.4 Race

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

Response

Positive/no impact

Justification

None

2.5 Sex

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

Response

Positive/no impact

Justification

None

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

Positive/no impact

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

Positive/no impact

Justification

None

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

Positive/no impact

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? This section is likely to be most relevant to colleagues within Scrutiny & Assurance

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

Positive/no impact

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

Yes

Justification

None

4.2 Please select what this feedback/evidence relates to

Response

Gender reassignment

Sexual orientation

Justification

None

4.3 Is any of the feedback/evidence negative or inconclusive?

Response

Yes

Justification

None

Comments

Jacqui Duncan

2023/10/17 11:14

Our LGBT Charter Group would prefer a category that acknowledges gender identity. However, the current guidance is to remove this as it is not a protected characteristic, the Scottish Government is however, considering the views of a non binary working group so this is subject to change.

5 Conclusion

5.1 The screening form is now complete. You have reached the organisational threshold for an EqIA 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

No

Justification

None

Assessment Notes