

## Assessment Details

ID 989

Name Pulse survey 2023

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent lisa.miller@careinspectorate.gov.scot (External),Abby McKay

Template Equality Impact Screening Form v0\_21

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2023/04/14 10:41

Deadline

Completed Date 2023/04/28 13:39

Submitted Date 2023/04/18 09:44

Last Updated 2023/04/28 13:39

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) follow up questions were completed satisfactorily:

- Survey is available in different formats not just online –

Survey is available as online form, paper questionnaire and can be completed by telephone.

- The new provider complies with the accessibility guidelines (AA, AAA WAG guidelines)

Supplier complies with WCAG guidelines –

- We have ways to reach colleagues who are on leave during this time

The planning group will agree how this will work but those on these will be included.

- The new provider also offers interpreter for people whose first language is not English

The current contract does not include any interpreting. Staff will however have the possibility to complete the survey by telephone with one of the interviewers at DJS and this can include some verbal explanations of the questions. As we had no requests for this support last year, we believe the risk is minimal and if it does arise we can explore how this can be addressed.

;

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 work is to carry out an employee pulse survey as a follow up to the full staff survey conducted in 2022. The pulse survey is short (12-16 questions) and the same methodology, albeit supported by a different external provider, will be deployed. The purpose of the pulse survey is to measure the impact of actions taken in response to the employee survey by gauging current employee sentiment on specific issues.

### 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

## 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**

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**

Positive/No impact

### **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?*

### **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**

No

#### **Justification**

None

## 5 Conclusion

### 5.2 The screening form is now complete. Your answers have indicated that this activity does not reach 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 the equality factors 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