

Assessment Details

ID	1353
Name	Care experienced modern apprenticeships
Organization	Care Inspectorate
Description	
Approver	Jacqui Duncan
Respondent	Mairi Buchanan,Amanda Tough
Template	Equality Impact Screening Form v0_22
Workflows	Deafult CI Workflow 2-Copy
Creator	Jacqui Duncan
Date Created	2024/06/14 08:42
Deadline	
Completed Date	2024/07/26 15:35
Date Submitted	2024/07/26 13:19
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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 (Amanda Tough - Approved) ; (Jacqui Duncan - Not Reviewed) ;
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

As part of corporate parenting responsibilities, to offer employment opportunities to care experienced young people, we are in the process of designing a recruitment campaign for 2x modern apprentices (age 18-29). This area of work was identified as identified through our Corporate parenting plan 21-24, under commitment 5.

A short life working group has been established being chaired by HR, and representatives from the Participation and Equalities Team, an inspector from Children and Young people team, Promise Lead (Strategic Inspector), Organisational Workforce Development and finance.

To support the work, we work with external partners including Who Cares Scotland, Skills Development Scotland, Police Scotland and SQA.

The role of the group is to ensure that we take a trauma informed approach to the work, ensuring we understanding the support mechanisms are place to ensure that successful applicants thrive and develop during their apprenticeship.

### 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 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

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

Not Sure

### 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**

Not Sure

**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**

Children & young people we have corporate parenting responsibility for

**Justification**

None

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

*Response*

☒ No

*Justification*

None

## 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.*

5.3 Your answers indicate that you need to complete an Island Communities Impact Assessment.

*Please contact the Equalities Professional Adviser.*

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

*Response*

☒ No

*Justification*

None

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Assessment Notes