

Assessment Details

ID 1530

Name Digital Maturity & Readiness Assessment

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Debbie.Holroyd@careinspectorate.gov.scot (External)

Template Equality Impact Screening Form v0_22

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2025/03/07 11:34

Deadline

Completed Date

Date Submitted

Last Updated 2025/04/14 16:02

Stage In Progress

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

Result Comments

Under Review (Jacqui Duncan - Not Reviewed) ;

Primary Record Id

Primary Record Name

Template Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 94

Assessment Questions

1 General information

1.1 Is this new or existing work?

Response

New

Justification

None

1.2 Please describe the work

Response

This Equality Impact Assessment (EQIA) reviews how the Digital Maturity & Readiness Assessment may affect staff with protected characteristics under the Equality Act 2010. It ensures that digital changes at the Care Inspectorate are fair, inclusive, and accessible to all staff.

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

Jacqui Duncan

2025/03/07 13:06

Older staff may need more support with digital tools. So we will need to provide tailored training and peer support.

- We have very low numbers of employees under the age of 25.
- 72.28% of our workforce are aged 45 or over which is consistent with the last time we reported.
- 68.42% of our part time workforce is aged 55 and over.
-

2.3 Disability

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

Response

Not Sure

Justification

None

Comments

Jacqui Duncan

2025/03/07 13:07

Some digital platforms may not be accessible. Follow accessibility standards (e.g., WCAG 2.1 and this <https://www.gov.uk/guidance/accessibility-requirements-for-public-sector-websites-and-apps>) and offer alternative formats.

- 14.85% of our employees identify as disabled (this includes invisible disabilities including mental health and neurodivergence etc),
- 42.98% of our part time workforce identify as disabled.

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

Not Sure

Justification

None

Comments

Jacqui Duncan

2025/03/07 13:08

Language barriers could affect engagement. We will need to offer materials in different formats and consider translation if needed.

70.44% of our employees are white, 26.49% is 'unknown,' 1.53% prefer not to say, and the remainder 1.68% are from minority ethnic communities.

2.5 Sex

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

Response

Not Sure

Justification

None

Comments

Jacqui Duncan

2025/03/07 13:09

Need to examine any potential impact on women- particularly as this intersects with other characteristics.

- 81.78% of our workforce are women, and 18.22% are men.
- 92.98% of our part time workforce are women. The numbers of men working part time or who have a flexible working contract is very low.

When we compare percentages of women and men in the different grades, we see the following:

- Grades 1-3, 88% of women compared to 12% of males.
- Grades 4-6, 76% of women compared to 24% of males.
- Grades 7-8, 79% of women compared to 21% of males.
- Inspector, 88% of women compared to 12% of males.
- Grades CS1+, 56% of women compared to 44% of males.

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

Comments

Jacqui Duncan

2025/03/20 13:10

No one has recorded as being trans or non binary (they have maybe chosen not to answer or said prefer not to say)

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

Comments

Jacqui Duncan

2025/03/20 13:11

- Over 4% of our workforce self-identified as lesbian, gay, bisexual or other. This is an increase of over 1%. This aligns with the Scottish census 2022

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

2025/03/07 13:09

Training times may clash with religious observances. We need to provide flexible and on-demand learning options.

· Most employees report to have no religion (37.21%) 'unknown' is (26.03%) or identify as belonging to the Church of Scotland (15.77%).

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

Not Sure

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

Not Sure

Justification

None

Comments

Jacqui Duncan

2025/03/20 13:12

- 17.61% of our workforce identify as a carer. We recognise that the actual number is likely higher due to underreporting.
- 14.91% of our part time workforce are carers (although it is likely to be higher)

Carers are more likely to be women.

3 Island community impact

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

Response

No

Justification

None

Comments

Jacqui Duncan

2025/04/14 16:02

We have answered no, but will consider staff in island locations/ offices

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

Jacqui Duncan

2025/03/07 11:38

Plan is to run surveys & focus groups to gather feedback on digital experiences and any barriers.
Work with HR & Participation and Equality Team to ensure alignment with organisational policies.
Gather input from stakeholders by engaging managers and digital champions for an inclusive approach.
·Track digital training engagement to identify gaps.
Collect staff feedback through surveys and focus groups

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

Not Answered

Justification

None

