

## Assessment Details

ID 1382

**Name** Justice Social Work Self-Evaluation – Thematic review of performance and quality assurance

**Organization** Care Inspectorate

**Description**

**Approver** Jacqui Duncan

**Respondent** Mike.Hendry@careinspectorate.gov.scot (External),Jacqui Duncan

**Template** Equality Impact Screening Form v0\_22

**Workflows** Deafult CI Workflow 2-Copy

**Creator** Jacqui Duncan

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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 (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*

New

*Justification*

None

#### 1.2 Please describe the work

*Response*

The Scottish Government has tasked the Care Inspectorate with providing scrutiny and assurance of justice social work. Between 2018 and 2021 our focus was on the inspection of community payback orders delivered by justice social work services, however, as a consequence of the Covid-19 Pandemic, and other emerging priorities, this workstream was suspended in favour of a broader, thematic approach. The time is now right to renew our focus on the delivery of community sentences by local authority justice services, informed by the current national aims and objectives for justice within the [National Justice Strategy](#).

Aim 2 of the National Strategy for Community Justice is to "Ensure that robust and high-quality community interventions and public protection arrangements are consistently available across Scotland".

In relation to community sentences, there is an associated priority action to "Ensure that those given community sentences are supervised and supported appropriately to protect the public, promote desistance from offending and enable rehabilitation by delivering high quality, consistently available, trauma-informed services and programmes." (Priority Action 5).

Key to delivering this priority, and the overarching aim, is the ability of justice social work services to demonstrate that the supervision and support offered to those on community sentences is of a high quality. Given the current pressures on the prison estate, there is also a clear need to build confidence in the quality, efficiency and effectiveness of community sentences.

Learning from our previous scrutiny work across justice social work services highlighted that performance management and quality assurance were key areas for improvement. We found that in general there was no consistency in the format of performance frameworks, the type of measures or frequency of reporting. Some services had yet to clearly define a range of strategic priorities for the justice service or fully embed approaches to measuring performance. Accessing timely and reliable data to aid analysis of performance was often challenging as information management systems could be difficult to interrogate.

We also found that services were often limited in their ability to demonstrate the difference that CPO's were making. Most areas had yet to agree a set of identified, person-centric outcomes against which progress or change could be demonstrated. This was exacerbated by an absence of consistent data or standardised mechanisms to capture the necessary information. Services were not consistently gathering feedback from people using their service or stakeholders.

The sector is facing significant demands for change, innovation and improved efficiency. As such, there is an urgent need for leaders and managers at all levels to demonstrate the quality and effectiveness of current practice to build public and stakeholder confidence in the effectiveness of community-based sentencing options.

This review will focus on the current capacity of services to evidence performance, quality and outcomes in relation to community based sentences. The review will not focus directly on the effectiveness of community interventions – instead it will focus on the sector's ability to *confidently evidence* the effectiveness of community support and supervision.

The review will be informed by Quality Indicator 6.4 (Performance Management and Quality Assurance) which is drawn from the Care Inspectorate's [Guide to Self-Evaluation for Community Justice in Scotland](#). The aim is to develop a clear understanding of strengths and develop an evidence-base that informs local and national improvement initiatives.

By using a self-evaluation approach rather than a traditional inspection model, we hope to minimise the burden on local authorities whilst building capacity for improvement across the sector.

The proposal is to undertake the review in three phases:

##### § Phase 1: National Self-Evaluation – September to November 2024

All local authorities will be supported to undertake a proportionate self-evaluation against Quality Indicator 6.4: Performance Management and Quality Assurance, using a specially developed tool.

The Care Inspectorate team will analyse the responses to identify confidence levels across the sector. We will also identify key strengths and challenges emerging from the evaluations.

##### § Phase 2 – Validation Activity – February to March 2024

The Care Inspectorate team will select up to five local authority areas for additional activities to validate the self-evaluation. This will include review of documentary evidence and focus groups with staff and people who use services.

Participating local authorities will receive a validation letter and feedback on their self-evaluation.

##### § Phase 3 – Reporting – May 2024

A final thematic report will be prepared summarising the findings of the national self-evaluation and the key messages emerging from the validation activity. This will reflect national messages – findings will not be attributed to individual local authorities.

### 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

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*

☐ No

*Justification*

None

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**Comments**

Jacqui Duncan

2024/07/30 10:12

We may not get this feedback information directly until phase 2 of this piece of work. However, consultation with people using the services examined would most likely have Positive / No impact.

This piece of work will examine, review and feedback on our analysis of local authority performance frameworks – from information provided by the respective local authority. I have attached an exemplar of the information we expect to receive.

The second phase of this piece of work will be onsite in a small sample number of local authorities. It is likely that in these instances we may wish to speak to a number of individual people who are receiving services, to get their view on how their views are taken in to account in self-evaluation / quality assurance of service delivery and outcomes.

## 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

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Assessment Notes