

Assessment Details

ID	1427
Name	Reducing Staff Absence and Vacancy Data Collection and Reporting
Organization	Care Inspectorate
Description	
Approver	Jacqui Duncan
Respondent	Ingrid Gilray
Template	Equality Impact Screening Form v0_22
Workflows	Deafult CI Workflow 2-Copy
Creator	Jacqui Duncan
Date Created	2024/09/13 13:14
Deadline	
Completed Date	2025/04/14 14:51
Date Submitted	2024/09/17 10:58
Last Updated	2025/04/14 14:51
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

Currently we ask care services to submit a weekly survey of the levels of staff absence and staff vacancies in their service. We wish to stop this weekly submission and instead ask services to only complete this eForm if their staffing absences/vacancy levels are impacting their ability to deliver the service.

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

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