

## Assessment Details

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**Name** Joint Inspection of Adult Services EqIA

**Organization** Care Inspectorate

**Description**

**Approver** Jacqui Duncan

**Respondent** Val Holtom,Susan Kelso,Marion Sandilands

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**Creator** Hannah Lindsay

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**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 - Not Reviewed) ; (Hannah Lindsay - Approved) ;

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**Tags**

**Submission Progress (%)** 100

## Assessment Questions

### 1 General information

#### 1.1 Your Equality Impact assessment relates to the following processing activity

**Response**

Strategic Scrutiny Inspections - Adults, ASP,  
Justice

**Justification**

None

#### 1.2 Work to be assessed

**Response**

Change to existing  
work

**Justification**

None

#### 1.3 Details of policy, process or initiative

**Response**

Joint strategic inspection of adult services

#### 1.4 Information Asset Owner

**Response**

Strategic Scrutiny Inspections - Adults, ASP, Justice

**Response**

Chief Inspectors

**Justification**

None

#### 1.5 Business Process Owner

**Response**

Strategic Scrutiny Inspections - Adults, ASP, Justice

**Response**

val.holtom@careinspectorate.gov.scot

**Justification**

None

### 2 Further details

#### 2.1 Please select the criteria which best relates to this work

**Response**

Service delivery/service  
design

**Justification**

None

#### 2.2 Who will it affect?

**Response**

People who use care services

Volunteers

Members of the public

Care service providers

Employees

Children and young people for whom we have corporate parenting responsibilities

## **Justification**

None

### 2.3 What is the aim?

#### **Response**

To set out how we will carry out joint inspections of health and social care partnerships in line with our statutory responsibilities under section 116(a) of the Public Services Reform (Scotland) Act 2010, amended by the 2014 Public Bodies (Joint Working) Scotland) Act 2014. Our scrutiny partner for these inspections is Healthcare Improvement Scotland.

### 2.4 Why is the change required?

#### **Response**

The report of the Ministerial Strategic Group for Health and Community Care reported on progress with the integration of health and social care in February 2019. In that report, they recommended a change of focus for our joint inspections. The recommendations were:

- As well as scrutinising strategic planning and commissioning processes, strategic

inspections are fundamentally focused on what integrated arrangements are achieving in terms of outcomes for people.

- Joint strategic inspections examine the performance of the whole partnership – the

Health Board, Local Authority and IJB, and the contribution of non-statutory partners – to integrated arrangements, individually and as a partnership.

- There is a more balanced focus across health and social care ensured in strategic

inspections.

The Scottish Government has asked us to develop a shared inspection methodology that will allow us to meet these recommendations.

### 2.5 What outcomes do you want to achieve?

#### **Response**

To deliver and report on a joint inspection that answers our inspection question:

“How effectively is the partnership working together, strategically and operationally, to deliver seamless services that achieve good health and wellbeing outcomes for adults?”

### 2.6 What barriers are there to achieving these outcomes?

#### **Response**

1. The scope of adult health and social care services is enormous – there are challenges about how we meaningfully cover all elements of the population who use health and social care services and those who provide them with unpaid care.
2. We also recognise that people’s experience of health and social care services is impacted by a multiplicity of factors – type of health and care need, health inequalities, protected characteristics, life circumstances, geography – which makes it challenging to assess the extent to which service planning and delivery influences outcomes.
3. In looking at outcomes for people and carers, we focus down on the experience of people. This makes it harder to examine the larger scale impact of health inequalities and protected characteristics on the experience of people.
4. The Care Inspectorate and Healthcare Improvement Scotland have shared responsibility for developing and delivering this scrutiny programme. Differences in organisational structure and priorities require flexible approaches to avoid potential barriers.
5. The Covid-19 pandemic has been the biggest barrier to developing and implementing this programme. We are mindful that health and social care partnerships are severely impacted by the pandemic and therefore we need to ensure that our work doesn’t increase pressure to the extent that it detracts from service delivery priorities. We also need to ensure that our inspection activity doesn’t contribute to the spread of the virus. These issues have impacted on the development and design of our inspection and continues to impact on our ability to deliver.

### 2.7 When is the change due to be implemented?

## Response

📅 2022/03/21

### 2.8 What other Care Inspectorate policies or projects may be linked to or affected by changes to this work?

#### Response

Directorate Plan

Equality, Diversity and Inclusion Strategy

Improvement and Involvement Support Interim Strategy

Information Governance Strategy

Corporate Plan

Inspection/Scrutiny and Assurance Plan

#### Justification

None

## 3 Potential impacts - Age

### 3.1 Do you think the work impacts on people of different ages differently?

#### Response

Yes

#### Justification

None

### 3.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment and victimisation of people based on their age?

Please include a justification for your answer. You may select both positive and negative if you identify both kinds of impact.

#### Response

Negative

Positive

#### Justification

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and older. This includes consideration of how services are planned and commissioned for adults and older people. It will also consider how, at an individual level, the voices of adults and carers of different ages have been heard and their views considered in assessing and planning their support. The model also considers support to and management of the workforce which will include people of different ages.

If our inspection identifies any **systemic** unlawful discrimination in provision based on age, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group** level, based on age, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would also report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people based on age.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

### 3.3 What kind of impact is there in terms of advancing equality of opportunity between people of different ages?

Please include a justification for your answer. You may select both positive and negative if you identify both kinds of impact.

#### Response

Negative

Positive

#### Justification

The revised scrutiny model will inspect how well integrated health and social care partnership services are meeting

the needs of adults aged 18 and over. This includes consideration of how services are planned and commissioned for adults and older people, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how the voices of adults and carers, of different ages, have been heard: and how their views have been considered in assessing and planning their support. The model also considers support to and management of the workforce which will include people of different ages.

If our inspection identifies any inequalities of opportunity between people of different ages, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team through the escalation procedure. They are also required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between people of different ages, if any barrier, or unequal treatment or opportunity was identified.

We are conscious that our inspections focus on different themes and that if we identify areas for improvement in relation to one issue, this can cause a focus on that area to the detriment of others. So, for example, if we identify poorer opportunities for older people than for adults in the 18 to 50 age range, improvement actions may result in the balance swinging in the other direction. We aim to ensure this isn't the case by being clear about the wording of areas requiring improvement and by monitoring the development and implementation of improvement plans.

### 3.4 What kind of impact is there in terms of fostering good relations among and between different age groups?

Please justify your answer. You may select both positive and negative if you identify both kinds of impact.

#### Response

None

#### Justification

Our inspection activity is not likely to foster or detract from good relations among and between age groups.

### 3.5 If you answered 'negative' to any of the questions above, please outline how you will mitigate this.

#### Response

We aim to ensure positive action for a particular age group is not to the detriment of other age groups by being clear about the wording of areas requiring improvement and by monitoring the development and implementation of improvement plans.

## 4 Potential impacts - Disability

### 4.1 Do you think this work affects disabled people differently to non-disabled people?

*Disability: a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities.*

#### Response

Yes

#### Justification

None

### 4.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of disabled people?

Please justify your answer. You may select both positive and negative if you identify both kinds of impact.

#### Response

Positive

#### Justification

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and older. This will include some focus on how services are planned and commissioned for adults with physical and learning disabilities. At an individual level, it will consider how the voices of adults and carers, some of whom will be disabled, have been heard and their views considered in assessing and planning their support. The model also considers support to and management of the workforce which will include people with disabilities.

If our inspection identifies any **systemic** unlawful discrimination in provision based on disability, we would address

this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group** level, based on disability, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people based on disability.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

#### 4.3 **What kind of impact is there in terms of advancing equality of opportunity between people with and without a disability?**

*Please justify your answer. You may select both positive and negative if you identify both kinds of impact.*

##### **Response**

Positive

Negative

##### **Justification**

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults aged 18 and over. This will include some focus on how services are planned and commissioned for adults with physical and learning disabilities, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level, of how voices of adult and carers, some of whom will be disabled, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which will include people with disabilities.

If our inspection identifies any inequalities of opportunity between disabled and non-disabled people, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between people of people with and without a disability.

We are conscious that our inspections focus on different themes and that if we identify areas for improvement in relation to one issue, this can cause a focus on that area to the detriment of others. So, for example, if we identify poorer opportunities for people with substance misuse problems than for disabled people, improvement actions may result in the balance swinging in the other direction. We aim to ensure this isn't the case by being clear about the wording of areas requiring improvement and by monitoring the development and implementation of improvement plans.

#### 4.4 **What kind of impact is there in terms of fostering good relations among & between disabled and non-disabled people?**

*Please justify your answer. You may select both positive and negative if you identify both kinds of impact.*

##### **Response**

Positive

##### **Justification**

We would expect to see health and social care partnerships valuing the contribution of disabled people and proactively providing social, education and employment opportunities for them. We would also expect to see the partnership promoting positive images of people who live with disabilities.

We would expect to see both paid and unpaid carers of disabled people providing compassionate care that respects people's dignity and human rights, underpinning positive relationships between disabled and non-disabled people.

If we discovered this not to be the case, we would address this with the partnership through partnership meetings and/or using our formal escalation procedures. We would also have the option of including it in our inspection report.

Partnerships are required to develop an improvement plan to address areas for improvement identified at inspection.

Our inspections therefore have the potential to foster good relationships between disabled and non-disabled people.

4.5 **If you answered 'negative' to any of the questions above, please outline how you will mitigate this.**

**Response**

We aim to ensure positive action for people with disabilities is not to the detriment of people without disabilities, or vice-versa by being clear about the wording of areas requiring improvement and by monitoring the development and implementation of improvement plans.

## 5 Potential impacts - Sex

5.1 **Do you think this work affects people of different sexes in different ways?**

**Response**

Yes

**Justification**

None

5.2 **What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people based on their sex?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

Positive

**Justification**

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and over. This includes consideration of how services are planned and commissioned for adults of different sexes and at an individual level, of how the voices of adult and carers of different sexes have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes people of different sexes.

If our inspection identifies any **systemic** unlawful discrimination in provision based on sex, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group level**, based on sex, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would also report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people based on sex.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

5.3 **What kind of impact is there in terms of advancing equality of opportunity between people of different sexes?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

Positive

**Justification**

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how the voices of adult and carers of different sexes have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes people of different sexes.

Clearly people of different sexes have different needs in relation to some areas of health and social care and we would expect this to be understood by a partnership, based on its strategic needs assessment and equalities impact assessments.

If our inspection identifies any inequalities of opportunity between people of different sexes, from either a planning

and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection.

Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between people of different sexes.

5.4 **What kind of impact is there in terms of fostering good relations among & between people of different sexes?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

None

**Justification**

Our inspection activity is not likely to foster or detract from good relations among and between people of different sexes.

5.5 **If you answered 'negative' to any of the questions above, please give details on how you will mitigate this.**

**Response**

N/a

## 6 Potential impacts - Pregnancy and maternity

6.1 **Do you think this work impacts on people who are pregnant or have given birth in the past 26 weeks differently to others?**

**Response**

Yes

**Justification**

None

6.2 **What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people who are pregnant or gave birth in the past 26 weeks?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

Positive

**Justification**

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and older. This will include consideration of how services are planned and commissioned for people who are pregnant or who have given birth in the past 26 weeks. At an individual level, it will consider how the voices of people who are pregnant or have recently given birth have been heard and their views considered in assessing and planning their support.

Clearly people who are pregnant or who have given birth in the past 26 weeks will be using health and social care services, and be part of the health and social care workforce. We would expect to see the health, social care and employment needs of people who are pregnant or who have given birth in the past 26 weeks understood and met through the partnership's strategic needs and equalities impact assessments.

If our inspection identifies any **systemic** unlawful discrimination in provision based on pregnancy or early parenthood, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group level**, based on pregnancy or early parenthood, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. We would also, if necessary, report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop



an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people based on pregnancy and early parenthood.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

6.3 **What kind of impact is there in terms of advancing equality of opportunity between people who are pregnant or have given birth in the past 26 weeks, and those who are/have not?**

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

**Response**

Positive

**Justification**

The revised scrutiny model will inspect how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how the voices of adult and carers, some of whom may be pregnant or have given birth in the past 26 weeks, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes people who are pregnant and who have given birth in the past 26 weeks.

If our inspection identifies any inequalities of opportunity between people who are pregnant or have given birth in the past 26 weeks and those who have not, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between who are pregnant or have given birth in the past 26 weeks and those who are/have not.

6.4 **What kind of impact is there in terms of fostering good relations between people who are pregnant or have given birth in the past 26 weeks, and those who are/have not?**

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

**Response**

None

**Justification**

Our inspection activity is not likely to foster or detract from good relations between people who are pregnant or have given birth in the past 26 weeks and those who are/have not.

6.5 **If you answered 'negative' to any of the above questions, please outline how you will mitigate this.**

**Response**

N/a

## 7 Potential impacts - Gender reassignment

7.1 **Do you think this work impacts transgender people/ people with a trans history differently to people whose gender identity and expression matches their biological sex?**

A decision to undertake gender reassignment is made when an individual feels that their gender at birth does not match their gender identity. This is called 'gender dysphoria' and is a recognised medical condition.

Gender reassignment refers to individuals, who either:

- Have undergone, intend to undergo or are currently undergoing gender reassignment (medical and surgical treatment to alter the body).
- Do not intend to undergo medical treatment but wish to live permanently in a different gender from their gender at birth.

**Response**

Yes

## **Justification**

None

### 7.2 **What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of transgender people?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

## **Response**

Positive

## **Justification**

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned for adults and at an individual level, of how the voices of adult and carers, some of whom will be transgender, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes transgender people.

If our inspection identifies any **systemic** unlawful discrimination in provision towards transgender people, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of transgender people on an **individual or group** level, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would also report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of transgender people.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

### 7.3 **What kind of impact is there in terms of advancing equality of opportunity between transgender/ people with a trans history and people whose gender identity and expression matches the biological sex?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

## **Response**

Positive

## **Justification**

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how the voices of adult and carers, some of whom will be transgender, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes transgender people.

Transgender people have specific needs in relation to some areas of health and social care and we would expect this to be understood by a partnership, based on its strategic needs assessment and equalities impact assessments.

If our inspection identifies any inequalities of opportunity between transgender people and those whose gender identity and expression matches their biological sex, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between transgender people or people with a trans history and people whose gender identity and expression matches their biological sex.

### 7.4 **What kind of impact is there in terms of fostering good relations between transgender/ people with a trans history and people whose gender identity and expression matches the biological sex?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

## **Response**

None

### Justification

Our inspection activity is not likely to foster or detract from good relations between transgender people or people with a trans history and those whose gender identity and expression matches their biological sex.

## 7.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

### Response

N/a

## 8 Potential impacts - Sexual orientation

### 8.1 Do you think this work impacts people of different sexual orientations differently?

#### Response

Yes

#### Justification

None

### 8.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people of different sexual orientations?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

#### Response

Positive

#### Justification

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned for adults. It also includes consideration at an individual level, of how adult and carer voices, which includes people of different sexual orientations, have been heard and their views considered in assessing and planning their support. The model also considers support to and management of the workforce which includes people of different sexual orientations.

If our inspection identifies any **systemic** unlawful discrimination in provision based on sexual orientation, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group** level, based on sexual orientation, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would also report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people based on sexual orientation.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

### 8.3 What kind of impact is there in terms of advancing equality of opportunity between people of different sexual orientations?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

#### Response

Positive

#### Justification

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how adult and carer voices, which includes people of different sexual orientations, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes people of different sexual orientations.

Clearly people of different sexual orientations may have different needs in relation to some areas of health and

social care and we would expect this to be understood by a partnership, based on its strategic needs assessment and equalities impact assessments.

If our inspection identifies any inequalities of opportunity between people of different sexual orientations, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between people of different sexual orientations.

#### 8.4 **What kind of impact is there in terms of fostering good relations between people of different sexual orientations?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

##### **Response**

None

##### **Justification**

Our inspection activity is not likely to foster or detract from good relations between people of different sexual orientations.

#### 8.5 **If you answered 'negative' to any of the above questions, please outline how you will mitigate this.**

##### **Response**

N/a

## **9 Potential impacts - Race**

#### 9.1 **Do you think this work impacts people of different races differently?**

*Race applies to national or ethnic origin, nationality, colour, Gypsy, Roma and Traveller community membership.*

##### **Response**

Yes

##### **Justification**

None

#### 9.2 **What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people of different races?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

##### **Response**

Positive

##### **Justification**

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and older. This will include some focus on how services are planned and commissioned for adults. At an individual level, it will consider how adult and carer voices, including people of different races and nationalities, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which will include people of different races.

If our inspection identifies any **systemic** unlawful discrimination in provision based on race, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group** level, based on race, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would also report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people

based on race.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

9.3 **What kind of impact is there in terms of advancing equality of opportunity between people of different races?**

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

**Response**

Positive

**Justification**

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how adult and carer voices, including those of people of different races and nationalities, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes people of different races.

We would expect the partnership to have an understanding of the needs of people of different races in its area, based on its strategic needs assessment and equalities impact assessments. This should ensure equality of opportunity and access for everyone.

If our inspection identifies any inequalities of opportunity between people of different races, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between people of different races.

9.4 **What kind of impact is there in terms of fostering good relations between people of different races?**

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

**Response**

None

**Justification**

Our inspection activity is not likely to foster or detract from good relations between people of different races.

9.5 **If you answered 'negative' to any of the above questions, please outline how you will mitigate this.**

**Response**

N/a

## 10 Potential impacts - Religion or belief

10.1 **Do you think this work impacts on people of different religions or beliefs differently?**

This includes people with no religion or belief, and environmentalism.

**Response**

Yes

**Justification**

None

10.2 **What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people of different religions or beliefs?**

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

**Response**

Positive

## **Justification**

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and older. This will include some focus on how services are planned and commissioned for adults, including adults of different religions and beliefs. At an individual level, it will consider how the voices of adults and carers, including people of different religions and beliefs, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which will include people of different religions and beliefs..

If our inspection identifies any **systemic** unlawful discrimination in provision based on religion or belief, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of adults on an **individual or group** level, based on religion or belief, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would also report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination, harassment and victimisation of people based on religion and belief.

All our inspectors have undertaken mandatory training in equality and diversity matters which includes both recognition of and responsibility to act on discrimination, harassment and victimisation on the basis of protected characteristics under the Equality Act (2010).

### 10.3 **What kind of impact is there in terms of advancing equality of opportunity between people of different religions or beliefs?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

#### **Response**

Positive

#### **Justification**

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults. This includes consideration of how services are planned and commissioned, which we expect to be based on a strategic needs assessment of the local area and population. It also includes consideration at an individual level of how adult and carer voices, including those of people of different religions and beliefs, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which includes people of different religions and beliefs.

We would expect the partnership to have an understanding of the needs of people of different religions and beliefs in its area, based on its strategic needs assessment and equalities impact assessments. This should ensure equality of opportunity and access for everyone.

If our inspection identifies any inequalities of opportunity between people of different religions and beliefs, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between people of different religions and beliefs.

### 10.4 **What kind of impact is there in terms of fostering good relations between people with different religions and beliefs?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

#### **Response**

None

#### **Justification**

Our inspection activity is not likely to foster or detract from good relations between people of different religions or beliefs.

### 10.5 **If you answered 'negative' to any of the above questions, please outline how you will mitigate this.**

#### **Response**

N/A

## 11 Potential impacts - Marriage or civil partnership

11.1 **Do you think this impacts employees who are married or in a civil partnership differently to those who are not?**

*This refers specifically to Care Inspectorate employees, not service users who are married or in a civil partnership.*

**Response**

No

**Justification**

None

11.2 **What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of employees based on their marriage/civil partnership status?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

None

**Justification**

Our inspection activity will not have any impact on Care Inspectorate employees who are married or in a civil partnership.

11.3 **What kind of impact is there in terms of advancing equality of opportunity between employees who are and are not married or in a civil partnership.**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

None

**Justification**

Our inspection activity will not have any impact on advancing equality between Care Inspectorate employees who are married or in a civil partnership and those who are not.

11.4 **What kind of impact is there in terms of fostering good relations between people who are and are not married or in civil partnerships?**

*Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.*

**Response**

None

**Justification**

Our inspection activity will not have any impact on fostering or detracting from good relations between between Care Inspectorate employees who are married or in a civil partnership and those who are not.

11.5 **If you answered 'negative' to any of the above questions, please outline how you will mitigate this.**

**Response**

N/a

## 12 Potential impacts - Children and young people for whom we have corporate parenting responsibilities

12.1 **Do you think this work impacts children and young people who we have a corporate parenting responsibility for differently to others?**

*We have corporate parenting responsibility 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**

Yes

**Justification**

None

## 12.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of children and young people we have a corporate parenting responsibility for?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

### Response

Positive

### Justification

The revised scrutiny model will consider how well integrated health and social care partnership services are meeting the needs of adults aged 18 and older. This will include some focus on how services are planned and commissioned for adults between the ages of 18 and 26, to whom the partnership has a corporate parenting responsibility and who are entitled to continuing care and aftercare. We will assume that where the partnership has a corporate parenting responsibility, the Care Inspectorate does, too. The inspection may also consider how the partnership plans for and manages transitions between children's and adults' services for care experienced young people. At an individual level, it will consider how the voices of adult and carers, some of whom will be young people to whom the partnership has a corporate parenting duty, have been heard and their views considered in assessing and planning their support. The model also considers support to and management of the workforce which may include people to whom there is a corporate parenting duty.

If our inspection identifies any **systemic** unlawful discrimination in provision for care experienced young adults entitled to continuing and aftercare, we would address this with the partnership through our ongoing communication with partnership staff and through our formal professional meetings with senior leaders in the partnership. These meetings are held at four points during the inspection and facilitate discussion of emerging inspection findings. We would also have the option of including it in our inspection report.

If our inspection identifies any unlawful discrimination, harassment or victimisation of care experienced young adults entitled to continuing and aftercare on an **individual or group** level, we would address it with the partnership through our formal escalation procedure, which requires the partnership to demonstrate that the matter has been appropriately addressed or resolved. If necessary, we would report it to the police.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on eliminating unlawful discrimination towards care experienced young adults entitled to continuing and aftercare.

## 12.3 What kind of impact is there in terms of advancing equality of opportunity between children and young people we do and do not have a corporate parenting responsibility for?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

### Response

Negative

Positive

### Justification

The revised inspection model will inspect how well integrated health and social care partnership services are meeting the needs of adults aged 18 and over. This will include some focus on how services are planned and commissioned for young adults to whom the partnership has a corporate parenting responsibility. We will assume that where the partnership has a corporate parenting responsibility, the Care Inspectorate does, too. We expect the partnership's understanding of the needs of these young adults to be based on a strategic needs assessment of the local area and population. Our inspection also includes consideration at an individual level, of how the voices of young adults who are entitled to support through corporate parenting duties, have been heard and their views considered in assessing and planning their support. It also considers support to and management of the workforce which may include people to whom the partnership has a corporate parenting responsibility.

If our inspection identifies any inequalities of opportunity between young adults to whom the partnership has a corporate parenting responsibility, and those to whom it doesn't, from either a planning and commissioning perspective or in the treatment of and outcomes for individuals and groups, we would address this with the partnership. We would raise concerns about planning and commissioning through our ongoing communication with partnership staff and our partnership meetings, which take place at four points in the inspection and facilitate the discussion of emerging inspection findings with senior partnership leaders. Concerns about individuals or groups of individuals would be addressed with the partnership through our formal escalation procedure. We would also have the option of including it in our inspection report.

Partnerships are expected to respond to immediate concerns raised by the inspection team and required to develop an improvement plan to address areas for improvement identified at inspection. Our inspections therefore have the potential to have a positive impact on advancing equality of opportunity between young adults with a right to corporate parenting support and those without.

We are conscious that our inspections focus on different themes and that if we identify areas for improvement in relation to one issue, this can cause a focus on that area to the detriment of others. So, for example, if we identify poorer opportunities for care experienced young adults than for people with substance misuse problems, improvement actions may result in the balance swinging in the other direction. We aim to ensure this isn't the case by being clear about the wording of areas requiring improvement and by monitoring the development and implementation of improvement plans.

## 12.4 What kind of impact is there in terms of fostering good relations between children and young people



## we do and do not have a corporate parenting responsibility for?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

### Response

None

### Justification

Our inspection activity is not likely to foster or detract from good relations between people to whom the partnership has a corporate parenting duty and those to whom it doesn't.

## 12.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

### Response

N/A

## 13 Potential impacts - Care Inspectorate employees who have caring responsibilities

### 13.1 Do you think this work impacts Care Inspectorate employees who have caring responsibilities differently to those who do not?

#### Response

No

#### Justification

None

### 13.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of employees who have caring responsibilities?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

#### Response

None

#### Justification

Our inspections will have no impact on eliminating unlawful discrimination, harassment or victimisation of employees with caring responsibilities.

### 13.3 What kind of impact is there in terms of advancing equality of opportunity between employees who do and do not have caring responsibilities?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

#### Response

Not  
 Sure

#### Justification

While our inspections are carried out remotely, there will be no impact on equality of opportunity between employees who do and do not have caring responsibilities. Onsite inspections, given the requirement to be away from home overnight for several nights in a row, may pose more challenges for employees with caring responsibilities, which could mean fewer opportunities for employees with caring responsibilities. We will manage this by adopting a person centred approach to inspection planning which ensures that each employee has their individual caring responsibilities considered when inspection plans are developed and implemented. All opportunities and barriers will be discussed with individual employees to ensure equality of opportunity as far as possible.

### 13.4 What kind of impact is there in terms of fostering good relations between employees who do and do not have caring responsibilities?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

#### Response

None

#### Justification

Our inspection activity will neither foster nor detract from good relations between employees who have caring responsibilities and those who don't.

13.5 **If you answered 'negative' to any of the above questions, please outline how you will mitigate this.**

**Response**

N/A

**14 Child Rights and Wellbeing Impact Assessment. Please note this section only needs to be completed if the work involves/impacts on children in any way.**

14.1 **Which UNCRC Articles are relevant?**

*List all relevant Articles of the UNCRC and Optional Protocols All UNCRC rights are underpinned by the four general principles: non-discrimination; the best interests of the child; the right to life, survival and development; and the child's right to have their views given due weight.*

**Response**

n/a

14.2 **What impact will this work have on children's rights?**

**Response**

Not Answered

**Justification**

n/a

14.3 **Will there be different impacts on different groups of children and young people?**

*Which groups of children will be affected by the policy/measure? Are there competing interests between different groups of children and young people, or between children and young people and other groups?*

**Response**

n/a

14.4 **How will the work contribute to the wellbeing of children and young people in Scotland?**

*Outline how the implementation of the policy/measure will support public bodies in Scotland to meet their duties to safeguard, support and promote the wellbeing of children in their area, with wellbeing defined by eight wellbeing indicators. The indicators are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, and Included.*

**Response**

n/a

14.5 **How will the work give better or further effect to the implementation of the UNCRC in Scotland?**

*This will inform Scottish Ministers' duty to report to Parliament on children's rights under the Children and Young People (Scotland) Act 2014*

**Response**

n/a

14.6 **Have you involved children and young people in the development of this work?**

*Is there enough information on the views of the children and young people who will be affected by the policy/measure that enables you to make an informed assessment of impact?*

**Response**

n/a

**15 Considering the available evidence**

15.1 **Considering the available evidence**

*The information you gather in this section will:*

- *help you to understand the importance of your policy for different equality groups*
- *provide justification and an audit trail behind your decisions.*

*The evidence base may include demographic information, academic research, service monitoring/inspection reports, service evaluation reports, user surveys, etc.*

*Look at what existing evidence tells you about the experiences of people who share relevant equality characteristics, and/or what it tells you about their views of the work in question. Identify any gaps in the evidence base and set out how you will address these.*

*The attached document provides helpful suggestions for where you might look for relevant evidence. You can also find this document by searching 'evidence sources' on the Intranet.*

## 15.2 Which equality characteristics have you gathered relevant evidence for?

### Response

Age

### Justification

None

## 15.3 Please include quantitative and qualitative evidence relating to age

*Name the source(s) used, and either provide a link (if external) or attach below (if internal).*

### Response

*Please note that this and section 15.4 applies generally to this EqIA, not just to the impact of the work on people of different ages.*

It is difficult to be certain about the extent to which inspection activity can reduce discrimination and harassment, improve equality of opportunity or foster good relations between groups of people of different ages. Where improvements are identified, we cannot be sure of the extent to which these are driven by inspection findings as opposed to other pressures and influences - although inspection findings can and do shine a light on circumstances where people's rights under the law are not being upheld or where services don't meet the requirements of policy or good practice standards.

There is some evidence that where older people have not experienced equality of opportunity in relation to access to services, the Care Inspectorate's strategic inspections of health and social care services for older people in Scotland has led to improvements. The evidence for this can be seen in review reports where inspection teams revisited areas to check progress against recommendations for improvement: in Aberdeenshire, Western Isles, Edinburgh and Scottish Borders. These reports are attached.

There is limited empirical evidence that strategic inspection activity is effective in improving outcomes for people who use health and social care services and their unpaid carers. However, it is generally accepted that inspection and regulation is a tool that evaluates and provides public assurance about the quality of services that people use. It does this by identifying good practice and supporting improvement. There is even less evidence that strategic inspection activity is effective in reducing discrimination, promoting equality and promoting good relations between people with protected characteristics and those without. However, to the extent that strategic inspection examines how effectively services are planned and delivered for the whole population, and that it consistently and routinely identifies good practice and areas for improvement, it is probably safe to assume that it has the potential to impact positively on discrimination and inequality.

Improving Social Work in Scotland - a report on SWIA's performance inspection programme 2005-9 (2010, Social Work Inspection Agency, attached) - suggested that strategic inspection did have a positive impact on promoting equality and reducing discrimination.

However, recent research in Sweden (The legitimacy and Implications of Inspections of Social Services Organisations in Sweden: Eva Hamberg, April 2020, attached) suggested that in complex health and social care organisations and systems, inspection was less effective at supporting improvement overall, although it did not specifically comment on equalities matters.

## 15.4 What does the evidence tell you about the experiences of people of different ages in relation to the policy?

### Response

Evidence from reviews of progress following strategic inspection of services for older people suggests, that as a result of inspection findings:

- Health and Social Care Partnerships (HSCPs) made a greater effort to consult with older people to ensure that their specific needs were understood and could be met
- HSCPs recognised that older people needed more appropriate support to stay well in their own homes, and initiatives were implemented to provide this support
- Older people's rights to post-diagnostic dementia support were more likely to be met
- Work was carried out to make sure that older people were not so disproportionately affected by delays in being discharged from hospital when they no longer needed hospital treatment.
- Partnerships made efforts to ensure that older people benefitted from self directed support choices and clear application of eligibility criteria in the same way as younger age groups did.

There was some broad evidence that strategic inspection can have a positive impact on improving equality of

access to services, and reducing discrimination for people with protected characteristics in the inspections carried out by the Social Work Inspection Agency between 2005 and 2009:  
"In the vast majority of cases, recommendations for improvement made by the Social Work Inspection Agency were found to be acted on. SWIA inspections routinely considered equality issues in respect of access to services and consultation and involvement of people who use services and their carers. Examples of good practice in equality and inclusion were also highlighted"

However, more recent research in Sweden suggested that in complex health and social care organisations and systems (such as health and social care partnerships), inspection was less effective at supporting improvement because the causes of problems were less within the control of those tasked with making the improvement. For example, lack of staffing or high staff turnover isn't easily resolved by developing and implementing an action plan. This research did not specifically comment on equalities matters.

## 16 Stakeholder engagement & consultation

### 16.1 Have you engaged and consulted with relevant groups?

#### Response

Yes

#### Justification

None

### 16.2 Please state who was engaged/consulted with

#### Response

In developing our inspection methodology, we consulted on the development of our engagement framework, which will form the basis for all our engagement with people over this inspection programme. We invited 24 national and representative organisations to discuss the framework with us. We wanted to ensure that our approach is meaningful and accessible for a range of different groups, including people of different ages, people with caring responsibilities, people with physical and learning disabilities and people of different religions and beliefs. 14 organisations engaged with us and all 14 have indicated that they will work with us to refine the framework as required once it has been tested. The 14 organisations are:

- Alzheimer Scotland
- Parkinsons UK
- Neurological Alliance
- Health and Social Care Alliance
- Coalition of Carers Scotland
- Scottish Care
- Scottish Commission for Learning Disability
- Faith in Older People
- People First
- RNIB
- Bipolar Scotland
- Stroke Association
- Voluntary Health Scotland
- Scottish Association for Mental Health

### 16.4 How was the engagement/consultation carried out?

*If other, please specify below*

#### Response

E-mail and telephone/microsoft teams conversations

#### Justification

None

### 16.5 Has the proposal been reviewed/changed because of the engagement/consultation?

#### Response

Yes

#### Justification

None

### 16.6 What did you learn from the engagement/consultation?

#### Response

- that human rights are only met if they are always met - they can't be partially met
- that we need to find creative ways to discuss the concept of spiritual care with people
- the importance of taking adequate time in engaging with people to make sure they understand the purpose and nature of the engagement and that they are adequately prepared and supported
- the importance of feeding back to people on what we have done with the information they have given us
- the need to be consistent in our terminology so that everyone understands what we mean
- the need to give careful thought to how we include the views of people who communicate differently or who lack capacity
- the need to proactively plan to include people from groups that are seldom heard
- the need to pay close attention to the language we use to ensure that we aren't making assumptions and that we don't accidentally phrase things in a way that excludes some people
- that in talking with people, we need to allow people to talk about their future (hopes and aspirations) as well as their current experience

16.7 **Have the results been shared with the people you engaged/consulted with?**

**Response**

Yes

**Justification**

None

16.8 **Is further engagement/consultation recommended?**

**Response**

Yes

**Justification**

None

## 17 Assessment outcome

17.1 **Please read the following four statements:**

1) *No major change required. Your assessment demonstrates that the work is robust. The evidence shows no potential for unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.*

2) *The work must be adjusted to reduce impact on protected characteristic groups. You need to take proportionate steps to remove any barriers, to better advance equality of to foster good relations. You have set actions to address this and have clear ways of monitoring the impact of the work when implemented.*

3) *Continue with the work but it is not possible to remove all the risk to protected characteristic groups. The work will continue despite the potential for adverse impact. You have justified this with this assessment and shown how this decision is compatible with our obligations under the public sector equality duty. When you believe any discrimination can be objectively justified you must record in this assessment what this is and how the decision was reached.*

4) *Stop the work as this is potentially in breach of equality legislation. The work will not be implemented due to adverse effects that are not justified and cannot be mitigated.*

17.2 **Which of the four statements best matches your assessment?**

**Response**

Option 1

**Justification**

None

17.3 **Option 2**

*If you select this option you must submit an action plan to make arrangements to monitor any potential adverse impacts.*

## 18 Monitoring and review

18.1 **How will you monitor the implementation of this work?**

## **Response**

1. We will use a learning log to keep a record of issues that arise during inspection, which will be discussed at every team meeting
2. We have processes in place to gather feedback from: the health and social care partnership, providers and community groups, and people and unpaid carers who we speak with during the inspection
3. We have a quality and consistency panel and a process to thoroughly review each inspection report before it is published to ensure findings are consistent with evidence
4. We have a national reference group, comprising representatives of key groups (eg HSCP chief officers, chief social workers officers, directors of nursing, Scottish Government). The reference group will keep the programme under review and provide an advisory function.
5. We will continue to engage with national organisations to support continuous improvement in how we gather and use the views of people and unpaid carers.

## 18.2 **How will you use the results of the monitoring to develop the work?**

### **Response**

1. We have a methodology group which will review feedback during and after each inspection and make decisions about improvements to our methodology.
2. We will complete an equalities impact statement as part of the review of each inspection
3. We have an established 'test of change' process which allows us to try out and monitor the impact of new methods.

## 18.3 **When and how will you review this work? Please also give details of who is responsible.**

### **Response**

On an ongoing basis, after every inspection (see 18.2)  
The responsible officers are:  
Joyce Johnson, Service Manager Strategic Adults (Care Inspectorate)  
Jane Byrne, Lead for Multi-agency Inspection (Healthcare Improvement Scotland)

## 18.4 **Please give details of how you will monitor any adverse impact over time, and how you will consider the monitoring information gathered in relation to equality. This ensures that you understand the actual impact of the policy, process or initiative once implemented.**

### **Response**

We will keep the equalities impact statements for each inspection under review to ensure we monitor both positive and negative impacts in relation to equality matters.

## **19 Sign off and approval**

### 19.1 **Approved by (senior manager or Executive Director)**

*Please state full name and job title*

#### **Response**

Joyce Johnston

### 19.2 **Date Approved**

#### **Response**

📅 2022/05/10

### 19.3 **Review Date**

#### **Response**

📅 2023/03/31

### 19.4 **Person responsible for reviewing?**

#### **Response**

Chair of methodology and quality assurance group (currently Joyce Johnston)

## 20 Conclusion

20.1 **The full Equality Impact Assessment Form is now complete.**

*Thank you for your time in helping the Care Inspectorate and your Information Asset Owner understand equality impact associated with your activity.*

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

**Response**

No

**Justification**

None

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### Assessment Notes

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