



Involvement Plan EIA

Equality Impact Assessment Toolkit – Initial Screening				
Stage 1		IDENTIFY POLICY AIMS & NEED FOR EIA		
Title of Policy	Involving People, Improving Services: The Plan 2012 – 15			
Is this a new policy or changes to an existing policy?	New Policy			
Officer(S) responsible for carrying out EIA process	Colin McAllister, CPCI Manager			
What are the Aims and objectives of the policy?	The purpose of the Involvement Plan is to set out the Care Inspectorate's commitment to fulfilling (if not exceeding) the Scottish Ministers expectations regarding the Duty of User Focus, in relation to people who use care services and their carers.			
Which protected characteristic(s), if any, will be affected by this policy?	Protected characteristic	Yes	No	Don't Know
	Age	✓		
	Disability	✓		
	Gender Reassignment	✓		
	Marriage / Civil Partnership		✓	
	Pregnancy / maternity		✓	
	Race	✓		
	Religion or belief	✓		
	Sex	✓		
Sexual orientation	✓			
COMPLETION OF STAGE 1 & INITIAL SCREENING PROCESS				
If the policy (guidance, procedures, etc) will affect or impact negatively on any protected characteristic under the Equality Act 2010, you should continue on and complete the full EIA template.				
If there is no direct impact on any of the protected characteristics, this form should be signed below by the responsible officer to confirm a full EIA is not required. The form should then be authorised by a Senior Manager.				
Date of Initial Assessment	25 May 2012			
This policy will have no impact on people from any of the protected characteristics above and a full Equality Impact Assessment is not required.	Name: Position: Date:			
Authorised By (Senior Manager):	Name:			

Full Equality Impact Assessment	
Stage 2	COLLECT DATA AND CONSULT TO INFORM THE EIA
What do we already know about these groups?	We have significant experience of the needs of these groups, both through direct contact with people who use services and their carers, and through the Involving People Group.
Where are the gaps?	<p>There is a lack of evidence around the protected characteristics of gender reassignment. There is limited evidence in relation to race, sex, religion or belief and sexual orientation.</p> <p>Specific user group strategies – focused on individual groups – are an action of the Plan and each will include a scoping / evidence phase.</p>
What involvement or consultation have SCSWIS carried out and what are the results?	<p>The Plan has been formed through a co-production methodology with involved people.</p> <p>It has been commented upon by our Involved People Group and consulted upon internally.</p> <p>Over 400 of our stakeholders were consulted during the process or reviewing existing involvement activity and the creation of the new strategy by conducting focus groups, workshops, one to one meetings, telephone interviews and an online questionnaire. Specific expert consultation was conducted with Who carers?, People First, Move on, and Carers Scotland.</p>
What changes did those consulted with suggest?	The document has gone through multiple drafts with involved people directly responsible for the content.
Stage 3	OUTCOME OF CONSULTATION AND INVOLVEMENT
Set out what changes or improvements have been made to the policy as a result of the consultation / involvement activities.	The Plan is more focussed on practical actions and is more outward facing as a result of the process of co-production. This has shifted the focus from structures to the impact on service users.
What impact will the changes have?	
Set out what suggested changes or improvements have not been made and why.	N/A

Stage 4	MONITORING, APPROVAL and PUBLICATION
How will the policy, practice or procedure and its accompanying EIA be approved and published?	The Care Inspectorate Board will consider the plan and a recommendation for its publication together with associated promotional material.
Set out how the policy will be monitored and reviewed to regularly check if the effect on any protected characteristic has changed?	The Plan will be reviewed on an ongoing basis via incorporation into the organisation KPI process. In addition, a formal structured review will be conducted after 1 year. This will include examination of the effect on any protected characteristic.

Date EIA Completed: 29 May 2012

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