

Equality Impact Assessment Toolkit – Initial Screening				
Stage 1	IDENTIFY POLICY AIMS & NEED FOR EIA			
Title of Policy	Involvement Strategy 2015-18			
Is this a new policy or changes to an existing policy?	This is a new strategy which will replace the Involvement Strategy “Involving People, Improving Services” 2012-15.			
Officer(S) responsible for carrying out EIA process	Charlene Guild – Senior Involvement & Equalities Adviser Linda McKenna - Equalities and Engagement Adviser			
What are the Aims and objectives of the policy?	<p>The Involvement Strategy sets out how the Care Inspectorate will continue to involve and engage with people who use care services and carers. It also aims to set the scene for a culture of involvement in the organisation, embedding it in our organisational culture and core business at every level of the organisation.</p> <p>The strategy also sets out detailed actions with regard to involving people who use care service and carers over the next three years.</p>			
Which protected characteristic(s), if any, will be affected by this policy?	Protected characteristic	Yes	No	Don't Know
	Age	x		
	Disability	x		
	Gender Reassignment	x		
	Marriage / Civil Partnership	x		
	Pregnancy / maternity	x		
	Race	x		
	Religion or belief	x		
	Sex	x		
Sexual orientation	x			
<p>COMPLETION OF STAGE 1 & INITIAL SCREENING PROCESS</p> <p>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.</p> <p>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.</p>				

Date of Initial Assessment	
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?	<p>General Information</p> <p>According to Scottish Government research¹ many equality groups representing particular protected characteristics report quite negative experiences of consultation and engagement. They often suggest that their views have not been taken into account, or that the issues that they face have not been addressed. It has also been suggested that some consultations in the past have sought the views of equalities groups as an "afterthought", making the consultation tokenistic.</p> <p>The Equality and Human Rights Commission provides some examples of groups who commonly experience barriers to participation. These include people with mental ill health, people with learning difficulties, Gypsies/Travellers, people who are undergoing, are considering or have undergone gender reassignment, older and young people, pregnant and breastfeeding women, asylum seekers, refugees, people with caring responsibilities and people on low incomes or benefits.</p> <p>Age</p> <ul style="list-style-type: none"> • Scotland's Census 2011 showed that Scotland has an ageing population with 43.3% of the population aged over 45 years. • A recent equality monitoring exercise of inspection volunteers and involving people group members showed that 85.1% were over 50 years of age.

¹ 'Good Practice Guidance Consultation with Equalities Groups' ://www.gov.scot/Publications/2002/06/14850/5333

	<ul style="list-style-type: none"> • Today’s older people are extremely heterogeneous, encompassing people with radically different life experiences and a wide age span of 40 years or more²
	<p>Disability</p> <ul style="list-style-type: none"> • Scotland’s Census 2011 showed that 20% of Scotland’s population had a long-term activity-limiting health problem or disability. • A recent equality monitoring exercise of inspection volunteers and involving people group members showed that 35% had a long term activity limiting health problem or disability.
	<p>Gender Reassignment</p> <ul style="list-style-type: none"> • Two in five (41 per cent) LGBT people would expect to be discriminated against by staff at a residential home for older people if they were a resident. • Information is not currently collated on gender reassignment via the Census. However Stonewall Scotland estimates that there are over 10,000 transgender people in Scotland with 1000 having undergone a gender reassignment process. • Currently none of our Inspection Volunteers or members of the Involving People Group have stated that they have or are going through a gender reassignment process.
	<p>Pregnancy and Maternity</p> <ul style="list-style-type: none"> • No information is available on pregnancy and maternity from the Census 2011. • Currently none of our Inspection Volunteers or members of the Involving People Group have stated that they are pregnant or in the maternity period.
	<p>Race and Ethnicity</p> <ul style="list-style-type: none"> • The Census revealed that Scotland became a more ethnically diverse country in the decade to 2011. Scotland's minority ethnic population doubled, from 2 to 4 per cent of the total population (from around 102,000 to 211,000 people). • A recent equality monitoring exercise of inspection volunteers and involving people group members showed that 100% of respondents were of White ethnicity (including White Scottish, White Irish, White Other British and Other White)

²‘Are You Listening?’, Age UK, http://www.ageuk.org.uk/PageFiles/2810/are_you_listening_interactive.pdf?dtrk=true

	<p>Religion and Belief</p> <ul style="list-style-type: none"> • The Census revealed that almost two fifths of the population (2 million people) stated they had no religion in 2011 • This figure is replicated in the make-up of our Inspection Volunteers and Involving People Group with 27.5% stating they have no religion. <p>Sex</p> <ul style="list-style-type: none"> • The results of the Census showed that there were more women (51.5%) than men (48.5) living in Scotland • 80% of our Inspection Volunteers and members of our Involving People Group are Women. <p>Sexual Orientation</p> <ul style="list-style-type: none"> • Questions around sexual orientation were not asked in the Census. The organisation Stonewall Scotland estimates that the number of Lesbian, Gay, Bisexual and Transgender people in Scotland is estimated at around 300,000, 5-7 per cent of the population. • A recent equality monitoring exercise of inspection volunteers and involving people group members showed that 4.5% of respondents were Lesbian, Gay, Bisexual or Transgender. • A third (33 per cent) of LGBT people would be uncomfortable being open about their sexual orientation or gender identity with adult social care staff
<p>Where are the gaps?</p>	<p>It has been recognised by Scottish Government that there are gaps in data around equality issues. There is also a lack of recent comprehensive data/information barriers and issues around engaging groups/communities representing particular protected characteristics. Information is available around the national standards for community engagement, although this is around 10 years old.</p>
<p>What involvement or consultation have the Care Inspectorate carried out and what are the results?</p>	<p>We have developed our Involvement Strategy and Action Plan 2015 – 18 through a number of consultation and involvement exercises including:</p> <ul style="list-style-type: none"> • Involving People Group development day – involvement exercise on our action plan 2015-18 • Development event for Young Inspection Volunteers • Consultation on involvement outcomes at the IPG • Focus group open to all Inspection Volunteers on the involvement outcomes • an online consultation survey open to all involved people

<p>What changes did those consulted with suggest?</p>	<ul style="list-style-type: none"> • Make any training accessible and process clear • Be more creative in reaching seldom heard groups • Utilise skills we have in Involving People Group and link up with relevant local and national organisations • Approach GP surgeries, community hospitals, dentists and post offices to help reach older people and carers • Consider different methods of reporting our findings to young people – enhanced use of social media. • Involvement reports and information to be more accessible – including more use of ‘easy read’ format.
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Stage 3	OUTCOME OF CONSULTATION AND INVOLVEMENT
<p>Set out what changes or improvements have been made to the policy as a result of the consultation / involvement activities.</p> <p>What impact will the changes have?</p>	<p>We have developed a series of actions that have taken on board the issues and suggestions raised during the consultation process.</p> <p>The changes will ensure that our processes are inclusive and people from all backgrounds who would like to be involved can be involved in our work. Further to this, we have included an action to ensure we are actively promoting our involvement opportunities with seldom heard groups.</p>
<p>Set out what suggested changes or improvements have not been made and why.</p>	<p>All suggestions and changes were incorporated into the report where possible and appropriate.</p>

Stage 4	MONITORING, APPROVAL and PUBLICATION
<p>How will the policy, practice or procedure and its accompanying EIA be approved and published?</p>	<p>The report is being submitted to the Board for approval in June 2015. Thereafter it will be published on our website and made available in a range of alternative formats.</p>
<p>Set out how the policy will be monitored and reviewed to regularly check if the effect on any protected characteristic has changed?</p>	<p>We will publish a review of progress made in meeting our actions in June 2016 and June 2017. The Involvement and Equalities Team will be responsible for driving progress on meeting the actions. We will also consult and engage on equality issues on a regular basis to ensure that our plans and policies can actively eliminate discrimination, advance equality of opportunity and foster good relations between different groups wherever possible.</p>

	Updates on progress will be published on the Care Inspectorate website and provided in alternative formats on request.
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Date EIA Completed: **5 June 2015**

Name of Project Manager: **Charlene Guild**

Job Title:

Signature:

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