



## Public Sector Equality Duty Reporting 2015

**Report to:** Board  
**Date:** 26 June 2015  
**Report by:** Rami Okasha, Acting Director of Strategic Development  
**Report No:** B-11-2015  
**Agenda Item:** 16

### PURPOSE OF REPORT

To update the Board on the equality progress 2013-2015 and the equality outcomes for 2015-2017.

### RECOMMENDATIONS

That the Board:

1. Notes both reports.

Version: 3.0	Status: <i>Final</i>	Date: 19/06/2015
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**Version Control and Consultation Recording Form**

Version	Consultation	Manager	Brief Description of Changes	Date
	Senior Management			
	Legal Services			
	Resources Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)			
<p><b>Equality Impact Assessment</b></p> <p>To be completed when submitting a new or updated policy (guidance, practice or procedure) for approval.</p>				
Policy Title:		Equality outcomes and mainstreaming report 2015-17		
Date of Initial Assessment:		12 March 2015		
EIA Carried Out		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	
If yes, please attach the accompanying EIA and briefly outline the equality and diversity implications of this policy.		See attached EIA report		
If no, you are confirming that this policy will have no negative impact on people with a protected characteristic and a full Equality Impact Assessment is not required.		Name: Position:		
Authorised by Director	Name:	Date:		

## 1.0 CORPORATE PLAN REFERENCE

The information provided in this report link closely with the following strategic objectives:

2. To contribute to building a rights based world class care system in Scotland
3. To support people's understanding of high quality, safe and compassionate care by promoting the standards and quality of service they should expect and make sure their voices are heard
4. To build capacity within care services to make sure there is high quality development and improvement of rights based care across Scotland
6. To perform effectively and efficiently as an independent and improvement scrutiny body and work in partnership with others

## 2.0 INTRODUCTION

The Equality Act 2010 (Specific Duties) (Scotland) Regulations are designed to help public bodies develop better policies and practices, improve transparency and accountability, and deliver better outcomes for everyone in Scotland. They place a general duty on us which requires us to demonstrate due regard to the need to:

- eliminate unlawful discrimination, victimisation and harassment
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who have protected characteristics with those who do not

The general duty is underpinned by specific duties which detail a number of areas of equality work which we must progress and report on every two years. In order to meet our specific duties and fulfil our legal responsibilities we must have published the following by 30 April 2015:

- equality outcomes, mainstreaming report and action plan review from April 2013 - 2015
- gender pay gap information and other employment information for the period April 2013 - 2015
- new equality outcomes for next two year period April 2015 - 2017
- mainstreaming report and Action Plan 2015 - 2017
- and equality impact assessment relating to the above.

These reports are published on our website.

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### **3.0 MAINSTREAMING EQUALITY**

Mainstreaming the equality duty means integrating equality into the day to-day work of a public body. This means taking equality into account in the way the organisation exercises its functions. In other words equality should be an integral part of everything an organisation does. Mainstreaming the equality duty has a number of benefits including:

- equality becomes part of the structures, behaviours and culture of an organisation
- an organisation knows and can demonstrate how, in carrying out its functions, it is advancing equality
- mainstreaming equality contributes to continuous improvement and better performance.

We have highlighted our progress in mainstreaming equality and progressing our action since our last report in April 2013 in our equality outcomes and mainstreaming review.

The equality outcomes and mainstreaming report sets out a range of information on how we will continue to mainstream equality throughout the business of the Care Inspectorate over the next two years. This delivery of this work will be carried out by the Involvement and Equalities Team with direction from the internal Equality Implementation Group.

### **4.0 DEVELOPING THE POLICIES**

Our new equality outcomes are based on evidence gathering, research and engagement with our stakeholders. A specific consultation event was held with equality organisations to discuss our proposed approaches.

Significant discussion was had at a Board development event in March 2015 which welcomed the work to date and proposed some changes to the draft outcomes. The revised reports were subsequently approved and published by the statutory deadline of 30 April 2015. Associated statistical information was produced at the same time.

### **5.0 RESOURCE IMPLICATIONS**

Any financial impacts as a result of progressing our responsibilities under the public sector equality duties will be met from existing resources.

### **6.0 BENEFITS FOR PEOPLE WHO USE SERVICES AND THEIR CARERS**

Our equality outcomes and mainstreaming proposals are designed to assist us in advancing equality of opportunity, eliminating discrimination and fostering good relations between different groups. By fulfilling the commitments in our

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equality outcomes action plan 2015 -17 we will continue to involve people of all protected characteristics in our work and ensure we respond the diverse needs of all our staff and stakeholders.

## **7.0 CONCLUSION**

The Equality Outcomes and Mainstreaming Report 2015-17 meets the requirements of the Equality Act 2010 (Specific Duties) (Scotland) 2012 Regulations. It also demonstrates how the Care Inspectorate will take actions to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Our involvement and equalities team will continue to progress the work required to meet our legislative responsibilities by fulfilling the proposals set out in the report and accompanying action plan for the next two years.

## **LIST OF APPENDICES**

- Appendix 1 -** Equality Outcomes, Mainstreaming Report and Action Plan Review 2013 - 15
- Appendix 2 -** Equality Outcomes, Mainstreaming Report and Action Plan 2015 - 17
- Appendix 3 -** Equality Impact Assessment