



Equality Impact Assessment Toolkit – Initial Screening				
<b>Stage 1</b>	<b>IDENTIFY POLICY AIMS &amp; NEED FOR EIA</b>			
<b>Title of Policy</b>	Equality Outcomes and Mainstreaming Report and Action Plan 2015-17			
<b>Is this a new policy or changes to an existing policy?</b>	This is a new policy required as set out by the Equality Act Specific Duties (Scotland) Regulations 2012.			
<b>Officer(S) responsible for carrying out EIA process</b>	Linda McKenna - Equalities and Engagement Adviser Charlene Guild – Senior Involvement & Equalities Adviser			
<b>What are the Aims and objectives of the policy?</b>	<p>This report sets out the Care Inspectorate’s revised Equality Outcomes for 2015 - 2017 and our intended approach to mainstreaming equality throughout the organisation as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The report also includes:</p> <ul style="list-style-type: none"> <li>• Our new Equality Outcomes Action Plan 2015-17 which sets out the actions being proposed to fulfil both the general and specific duties in the next two years.</li> <li>• Care Inspectorate employment information including gender pay reporting – a breakdown of the structure of our organisation by protected characteristic (equality group)</li> <li>• A summary of the consultation activities which helped to inform our approach for the new outcomes and actions.</li> </ul>			
<b>Which protected characteristic(s), if any, will be affected by this policy?</b>	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			



**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.

<b>Date of Initial Assessment</b>	<b>12 March 2014</b>
<b>This policy will have no impact on people from any of the protected characteristics above and a full Equality Impact Assessment is not required.</b>	<b>Name:</b>  <b>Position:</b>  <b>Date:</b>
<b>Authorised By (Senior Manager):</b>	<b>Name:</b>

**Full Equality Impact Assessment**

<b>Stage 2</b>	<b>COLLECT DATA AND CONSULT TO INFORM THE EIA</b>
<b>What do we already know about these groups?</b>	<b>Age</b> <ul style="list-style-type: none"> <li>Britain has one of the worst records in Europe on age discrimination, with nearly two out of five people claiming to have been shown a lack of respect because of how old they are.</li> </ul>
	<b>Disability</b> <ul style="list-style-type: none"> <li>Only about half of disabled people of working age are in work (50%), compared with 80% of non-disabled people of working age</li> <li>Employment rates vary greatly according to the type of impairment a person has. Disabled people with mental health problems have the lowest employment rates of all impairment categories at only 21%. The employment rate for people with learning disabilities is 26%.</li> <li>Disabled people are more than twice as likely as non-disabled people to have no qualifications (26% as opposed to 10%)</li> </ul>
	<b>Gender Reassignment</b> <ul style="list-style-type: none"> <li>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</li> </ul>



	<p><b>Pregnancy and Maternity</b></p> <ul style="list-style-type: none"> <li>Evidence suggests that in 2013 the annual number of pregnancy related workplace dismissals in the UK had doubled since 2005 at over 60000 dismissals.</li> </ul>
	<p><b>Race and Ethnicity</b></p> <ul style="list-style-type: none"> <li>Racial crime remains the most commonly reported hate crime, with 4,148 charges in 2013-14, more than twice the number for the other four categories of hate crime combined.</li> </ul> <p><b>Gypsy/Travellers:</b></p> <ul style="list-style-type: none"> <li>Life expectancy for Gypsy/Traveller men and women is 10 years lower than the national average; and</li> <li>Gypsy/Traveller mothers are 20 times more likely than the rest of the population to have experienced the death of a child.</li> </ul>
	<p><b>Religion and Belief</b></p> <ul style="list-style-type: none"> <li>There were 587 charges with a religious aggravation reported to the Crown Office and Procurator Fiscal Service in 2013-14.<sup>1</sup></li> </ul>
	<p><b>Sex</b></p> <ul style="list-style-type: none"> <li>Violence against women persists with 36552 domestic abuse charges reported to the Crown Office and Procurator Fiscal Service in 2013-14. These included 10 homicides and 554 serious assault &amp; attempted murder charges<sup>2</sup>.</li> <li>Scotland's gender pay gap, the difference in pay between women and men remains high at 11.5%(2014)</li> <li>Women working part-time still earn 32.4% less than men working full-time, as part-time work continues to be concentrated in low-pay, low-skill jobs.</li> </ul>

<sup>1</sup> Hate Crime in Scotland 2013-14 , <http://www.copfs.gov.uk/publications/equality-and-diversity>

<sup>2</sup> <http://www.copfs.gov.uk/publications/statistics> domesticabusechargesreported2013-14.pdf



	<p><b>Sexual Orientation</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• One in six (16 per cent) LGBT people say they have experienced poor treatment because of their sexual orientation or gender identity when accessing a public service in the last three years.</li> <li>• Sexual orientation aggravated crime is the second most common type of hate crime. The number of charges reported has risen each year since the legislation was introduced, to stand at 890 in 2013-14<sup>3</sup>.</li> <li>• 52 % of Lesbian, Gay or Bisexual pupils experience homophobic bullying and 99% hear homophobic language such as “you’re so gay” and “that’s so gay” on a regular basis.</li> </ul>
<p><b>Where are the gaps?</b></p>	<p>It has been recognised by Scottish Government that there are gaps in data around equality issues. We referred to the Scottish Government Equality Evidence finder amongst a range of other sources in the development of the report. Page 17 of the report highlights some of the information/evidence used in the development of the report.</p>
<p><b>What involvement or consultation have the Care Inspectorate carried out and what are the results?</b></p>	<p>We held a consultation event on Monday 16 February 2015 in Glasgow to look at the development of new equality outcomes. The event had representation from around 30 organisations and individuals who work in the area of equality.</p> <p>We also held an online consultation from 16 February - 6 March 2015. We received over 60 responses, from a mixture of equality organisations, charities, public services and Care Inspectorate employees. Full details can be found at Appendix 3 of the report.</p>
<p><b>What changes did those consulted with suggest?</b></p>	<p>Feedback from the consultation activity showed that people were in favour of the proposed new equality outcomes and many suggestions for actions and improvements were incorporated into our new action plan. Full details of the responses can be found in Appendix 3 of the report.</p>

<sup>3</sup> Hate Crime in Scotland 2013-14 , <http://www.copfs.gov.uk/publications/equality-and-diversity>



Stage 3	OUTCOME OF CONSULTATION AND INVOLVEMENT
<p><b>Set out what changes or improvements have been made to the policy as a result of the consultation / involvement activities.</b></p> <p><b>What impact will the changes have?</b></p>	<p>As well as outcomes and actions that will help us meet our duties in relation to the nine protected characteristics we have also developed specific actions relevant to people with disabilities, younger and older LGBT people and Gypsy/Travellers.</p> <p>We have also included actions relating to the diversity of workforce and on how we will support employees by providing them with information on particular equality issues that will help meet our equality duties in terms of eliminating discrimination, advancing equality and fostering good relations between different groups.</p>
<p><b>Set out what suggested changes or improvements have not been made and why.</b></p>	<p>All suggestions and changes were incorporated into the report where possible and appropriate.</p>

Stage 4	MONITORING, APPROVAL and PUBLICATION
<p><b>How will the policy, practice or procedure and its accompanying EIA be approved and published?</b></p>	<p>The report is being submitted to the Board for approval on 26 March 2015. Thereafter it will be published on our website and made available in a range of alternative formats no later than 30 April in order to meet the legislative timescales.</p>
<p><b>Set out how the policy will be monitored and reviewed to regularly check if the effect on any protected characteristic has changed?</b></p>	<p>We will publish a review of progress made in meeting our Equality Outcomes in April 2016 and April 2017. The Equality Implementation Group, supported by the Involvement and Equalities Team, will be responsible for driving progress on meeting our equality outcomes. 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> <p>Updates on progress will be published on the Care Inspectorate website and provided in alternative formats on request.</p>



**Date EIA Completed: 12 March 2015**

**Name of Project Manager: Linda McKenna**

**Job Title: Equalities and Engagement Adviser**

**Signature: L.McKenna**

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