

Equality Impact Assessment: Involvement Strategy

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EQUALITY IMPACT ASSESSMENT TEMPLATE

Section 1: Details of the Policy/Practice

Department/Team responsible for the policy:	Involvement and Equalities Team		
Name of Policy or Practice being assessed:	Involvement Strategy		
Purpose and anticipated outcomes 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> <p>The following six outcomes have been developed:</p> <ol style="list-style-type: none"> 1. People of all cultures, communities, circumstances, backgrounds and ages can be actively involved with us, and new ideas and ways of working are welcomed. 2. Our involvement opportunities make a real contribution to our work and help influence the improvement of care in Scotland. 3. Everyone involved in our work feels respected and valued, with recognition and acknowledgement of their commitment and contribution. 4. Being involved in our work is easy to access, with open, inclusive and understandable information and processes. 5. We develop and share good involvement practices by working with relevant organisations and agencies. 6. Our employees know and understand our involvement activities, and have opportunities to get involved. 		
Is this a new or existing policy?	New	x	Existing
List of participants in Equality Impact Assessment Process:	Charlene Guild – Senior Involvement & Equalities Adviser Linda McKenna – Equalities and Engagement Adviser		
Date assessment started:	(Oct 2014)	Completion Date:	(15/05/2015)

Please indicate who is likely to be affected by the policy:	Anyone with a personal experience of care e.g. care users and their families. This includes people from and across all protected characteristics (age, disability,
For example Care service providers/users,	

men, women, young people, people with disabilities	gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex and sexual orientation.) Employees of the Care Inspectorate with responsibilities within the Involvement Strategy Action Plan.
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Section 2: Collecting Information

What evidence is available about the needs of relevant groups? Please consider Demographic data, including Census information, Research, Consultation and survey reports, Service user feedback and complaints, Case law, Officer/adviser knowledge & experience

Details	Source of Evidence
<p>According to Scottish Government research, 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>	<ul style="list-style-type: none"> • Scottish Government Research • Equality and Human Rights Commission • Scotland's Census 2011 • Equality Monitoring Exercise – Involved People 2015 • Good Practice Guidance Consultation with Equalities Groups' www.gov.scot/Publications/2002/06/14850/5333 • Are You Listening?', Age UK, http://www.ageuk.org.uk/PageFiles/2810/are_you_listening_interactive.pdf?dtrk=true
<p><u>Disability</u></p> <ul style="list-style-type: none"> • 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. • Scotland's Census 2011 showed that 20% of Scotland's population had a long-term activity-limiting health problem or disability. <p><u>Age</u></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. • Today's older people are extremely heterogeneous, encompassing people with radically different life experiences and a wide age span of 40 years or more • A recent equality monitoring exercise of inspection volunteers and involving people group members showed that 85.1% were over 50 years of age. <p><u>Sexual Orientation</u></p> <ul style="list-style-type: none"> • Two in five (41 per cent) LGBT people report that they would expect to be discriminated against by staff at a residential home for older people if they were a resident. • 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

Gender Reassignment

- 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.

Pregnancy & Maternity

- 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.

Race

- 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)

Religion

- 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.

Sex

- 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.

From your research above have you identified any gaps in evidence? If so what are the gaps?

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.

As appropriate please describe the consultation/engagement undertaken including details of the groups involved and the methods used.

We have developed our Involvement Strategy and Action Plan 2015 – 18 through a number of consultation and involvement exercises including:

- 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

A summary of the feedback is available at Appendix 2 of the Involvement Strategy and Action Plan

Are there any other groups to be consulted?

No

Section 3: Impacts

Has the research and consultation identified any potential for impacts on the following groups:

Protected Characteristic	Yes	No	Please explain
Age (Older people, children and young people)		x	Along with reaching other groups, actions have been identified to reach older people and younger people. These include considering different methods of reaching and engaging with young people via social media and other methods.
Disability		x	We have actions to ensure that our training processes are more clear and accessible – particularly around provision of information in easy read format.
Gender Reassignment (Where a person is living as the opposite gender to their birth)		x	Although underrepresented at present, we have actions to engage with groups representing people who have gone through a gender reassignment process to ensure we are eliminating any discrimination, advancing equality and fostering good relations.
Pregnancy and Maternity		x	We have actions to engage with individuals and groups representing women who are pregnant or within the maternity period to ensure we are eliminating any discrimination, advancing equality and fostering good relations.
Race, ethnicity, colour, nationality or national origins (including Gypsy/Travellers, refugees, asylum seekers)		x	Although under represented at present, we have actions to engage with individuals and groups representing BME and other communities to ensure we are eliminating any discrimination, advancing equality and fostering good relations.
Religion or belief (including non-belief)		x	We have actions to engage with individuals and groups representing women who are pregnant or within the maternity period to ensure we are eliminating any discrimination, advancing equality and fostering good relations. We will also seek to ensure that our meetings and involvement opportunities take account of cultural events

			and holy days where required/appropriate.
Sex/Gender		x	Although underrepresented at present, we have actions to engage with men to ensure we are eliminating any discrimination, advancing equality and fostering good relations.
Sexual Orientation		x	Although underrepresented at present, we have actions to engage with individuals and groups representing people from LGB communities to ensure we are eliminating any discrimination, advancing equality and fostering good relations.

Is there any evidence that the policy may:

	Yes	No	No Evidence
Result in less favourable treatment for particular groups?		x	
Give rise to direct or indirect discrimination?		x	
Give rise to unlawful harassment or victimisation?		x	

If yes to any of the above, please give details:

How will the policy be modified to mitigate this?
N/A

Section 4: Meeting our General Equality Duty

The following sections must be completed:

Which aspects of the policy seek to eliminate unlawful discrimination, harassment and victimisation?

The Involvement Strategy seeks to involve people from and across all protected characteristics. Any discrimination or potential for discrimination will be addressed immediately.

Which aspects of the policy seek to advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

The strategy seeks to involve people from and across all protected characteristics. Actions have been developed to ensure we involve more people and target those groups currently under-represented in our current involvement work and opportunities.

Which aspects of the policy seek to foster good relations between people who share a protected characteristic and those who do not?

The strategy aims to bring people together from and across all protected characteristics. In so doing it offers opportunities to learn from each other, hear about experiences of different groups and foster understanding of different issues.

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Section 5: Outcome of Assessment

Please detail the outcome of the assessment:

No major change	X
Adjust the policy	
Continue the policy	
Stop and remove the policy	

Please detail recommendations, including any action required to address any negative impacts identified:

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Section 6: Monitoring

Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure achievement of outcomes:

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.

Updates on progress will be published on the Care Inspectorate website and provided in alternative formats on request.

When and how is the policy or practice due to be reviewed?

The Strategy will be reviewed on an ongoing basis, with reports on progress submitted to the Executive Team on an annual basis.

Section 6: Sign Off

Date sent to Involvement and Equalities Team:	05/06/2015
Comments from Involvement and Equalities Team	None required as EIA carried out by the Involvement and Equalities Team.

Date signed off by Involvement and Equalities Team	05/06/2015
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Please insert name and title of the Senior Manager who has signed off this Equality Impact Assessment:

Name	Rami Okasha
Title	Acting Director of Strategic Development
Date approved	08/06/2015

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