

Reporting on our equality duties

Report to: Board

Date: 30 March 2017

Report by: Charlene Guild, OD Lead (Involvement and Culture)

Report No: B-05-2017

Agenda Item: 16

PURPOSE OF REPORT

To update Board members on the equality progress 2015 – 2017, discuss the way forward for future equality work, and provide the attached reports which are to be published by 30 April 2017 in line with our public sector equality duties.

RECOMMENDATIONS

That the Board:

1. Notes the content of the Equality outcomes and mainstreaming review 2015-17
2. Discusses proposals for future equality work contained in the Equality outcomes and mainstreaming report 2017-19 and accompanying appendix
3. Notes the Public Sector Equality Duty Reports

Version: 1.0	Status: <i>Final</i>	Date: 13/03/17
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Version Control and Consultation Recording Form

Version	Consultation	Manager	Brief Description of Changes	Date
	Senior Management	ET		13/3/17
	Legal Services			
	Corporate and Customer Services Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)			
Equality Impact Assessment				
Confirm that Involvement and Equalities Team have been informed			YES <input type="checkbox"/>	NO <input type="checkbox"/>
EIA Carried Out			YES <input type="checkbox"/>	NO <input type="checkbox"/>
If yes, please attach the accompanying EIA and appendix and briefly outline the equality and diversity implications of this policy.				
If no, you are confirming that this report has been classified as an operational report and not a new policy or change to an existing policy (guidance, practice or procedure)			Name: C Guild Position: OD Lead (Involvement and Culture)	
Authorised by Director	Name: R Okasha		Date: 13 March 2017	

1.0 BACKGROUND

Our equalities work assists us, whether directly or indirectly, in the achievement of all four of our strategic objectives:

1. to give public assurance and build confidence that social care in Scotland is rights-based and world class, through robust and independent scrutiny and improvement processes
2. to inform local and national policy development to contribute to ensuring a world class care system in Scotland, through intelligence-led, risk-based and evidence-based approaches to, and findings from, our scrutiny and improvement work
3. to support people's understanding of high quality, safe and compassionate care by promoting standards and quality of service they should expect and make sure their voices are heard
4. to perform as an independent, effective and efficient scrutiny and improvement body, working to consolidate excellence, deliver cultural change, invest in a competent, confident workforce and work collaboratively with partner agencies to support the delivery of safe and compassionate, rights-based care.

2.0 EQUALITY OUTCOMES, MAINSTREAMING AND ACTION PLAN 2017-19

The Equality Act 2010 (Specific Duties) (Scotland) 2012 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 says we must 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 publish the following by 30 April 2017:

- Equality outcomes, Mainstreaming and Action Plan review from April 2015 -2017
- Employee Monitoring Information April 2015 – 17
- New Equality Outcomes, Mainstreaming Report and Action Plan 2017-19
- Equality Impact Assessment relating to the above

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All of the above reports are attached as appendices.

3.0 MAINSTREAMING EQUALITY

It is our responsibility as a public body to integrate equalities into our day to day work. This means taking equality into account in the way the organisation exercises its functions and making it integral in our decision making processes. The Equality and Human Rights Commission has identified the benefits of mainstreaming to public bodies as

- Equality becoming part of the structures and improving the behaviours and cultures of the organisation
- The ability to know and demonstrate how it is advancing equalities in carrying out its functions
- Continuous improvement and better performance through mainstreaming equalities in every part of the organisations work

We have highlighted our progress in mainstreaming equality and progressing our actions since our last report in April 2015 in the Equality outcomes, Mainstreaming and Action Plan review 2015 -17 (Appendix 1).

The Equality Outcomes, Mainstreaming Report and Action Plan (appendix 2) sets out a range of information on how we will continue to mainstream equality throughout the organisation over the next two years.

4.0 NEW EQUALITY OUTCOMES 2017-2019

We are required to update our equality outcomes every four years. Due to feedback from our consultation in 2015, we completely updated our outcomes two years ago. Further feedback held in January 2017, has suggested that we further refine our outcomes to ensure we are focussed and detailed around these in our action planning. As a result, we are proposing four new equality outcomes which are more detailed in particular areas of our work and will allow for improvement in areas we have identified as requiring particular focus.

These are:

1. People from and across all protected characteristics find us accessible, and have opportunities to get involved and influence our work by telling us about the care and social work services they experience and want in future.

2. Care providers have an improved awareness and understanding of equality issues for people using care services because of our work to highlight these issues.

3. Our workforce is well informed and engaged around equality issues and reflects Scotland's diverse population.
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| <p>4. We promote awareness of equality issues in care and social work services and raise awareness in these areas in collaboration with external networks and equality organisations.</p> |
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5.0 RESOURCE IMPLICATIONS

Costs associated with the activities highlighted within the equalities action plan 2017-19 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 equality outcomes action plan 2017 – 19, we will continue to involve people of all protected characteristics in our work and ensure we respond to the diverse needs of our staff and stakeholders.

7.0 CONCLUSION

The Equality Outcomes, Mainstreaming Report and Action Plan 2017-19 meets the requirement 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.

LIST OF APPENDICES

- Appendix 1-** Equality Outcomes and Action Plan Review 2015-17
- Appendix 2 –** Equality Outcomes, Mainstreaming Report and Action Plan 2017-19
- Appendix 2a-** Care Inspectorate Employee Monitoring Information
- Appendix 3-** Equality Impact Assessment