



Equality Outcomes and Mainstreaming 2017-19, Annual Progress Report 2018

Report to: Board
Date: 20 June 2018
Report by: Katy Penman, Senior Involvement & Equalities Adviser
Report No: B-48-2018
Agenda Item: 16

PURPOSE OF REPORT

To update Board members on the equality progress for the year 2017/18

RECOMMENDATIONS

That the Board:

1. Notes the activity completed towards achieving the Equality Outcomes and Mainstreaming review 2017-19 during the time period 2017-2018

Version: 1.0	Status: <i>Final</i>	Date: 07/06/18
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Consultation Log

Who	Comment	Response	Changes Made as a Result/Action
Senior Management	Minor adjustments to reporting on specific workstreams		30/05/18
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 checked="" type="checkbox"/>	NO <input type="checkbox"/>	
EIA Carried Out	YES <input type="checkbox"/>	NO <input checked="" 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: Katy Penman Position: Senior Involvement and Equalities Adviser		
Authorised by Director	Name: Rami Okasha	Date: 7 June 2018	

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 2019:

- Equality outcomes, Mainstreaming and Action Plan review from April 2017-19
- Employee Monitoring Information April 2017-19
- New Equality Outcomes, Mainstreaming Report and Action Plan 2019-21
- Equality Impact Assessment relating to the above

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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 2017 in the Annual Progress Report 2018 (Appendix 1). Publication of this report is not a statutory requirement but supports the organisation and the Board to be aware of activity already completed and still to be delivered ahead of the statutory report to be published by 30 April 2019.

4.0 CURRENT EQUALITY OUTCOMES 2017-19

Last year the following four equality outcomes were confirmed. These are more detailed in particular areas of our work and will allow for improvement in areas we have identified as requiring particular focus. We will build on these later in 2018-19 to develop a new set of outcomes which will support the Care Inspectorate to continue to meet its statutory requirements in this area. For 2017-19, our equality outcomes are:

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| 1. People from and across all protected characteristics find us accessible, 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. We work with the care service providers we register and regulate to improve awareness and understanding of equality issues for people using care services. |
| 3. Our workforce is well informed and engaged around equality issues and are representative of Scotland's diverse population. |
| 4. We will work in collaboration with external networks and equality organisations to promote awareness of equality issues in care and social work services and raise awareness in these areas. |

5.0 RESOURCE IMPLICATIONS

It is expected that any 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 EXPERIENCE CARE

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. The Annual Progress Report 2018 sets out progress we have made in achieving this. Both documents demonstrate 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, overseen by the Organisational and Workforce Development Team.

LIST OF APPENDICES

Appendix 1 - Annual Progress Report 2018

Appendix 2 - Equality Outcomes, Mainstreaming Report and Action Plan 2017- 19

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