

Equality Impact Assessment – Template

Please refer to the Equality Impact Assessment Guidance for details on how to complete this template.

Section 1: Details of the Policy/Practice

Department/Team responsible for the policy:	Involvement team		
Name of Policy or Practice being assessed:	Involvement Strategy 2018-21		
Purpose and anticipated outcomes of the policy:	The involvement strategy sets out how the Care Inspectorate will continue to involve people who experience care in our work. It outlines our commitment to involvement activities, our culture of involvement and the overall purpose and aims of our strategy.		
Is this a new or existing policy?	New	Existing	X
How does this policy link to corporate values?			
List of participants in Equality Impact Assessment Process:	Charlene Guild; OD Lead Involvement team members CI volunteers CI employees		
Date assessment started:	April 2018	Completion Date:	Dec 2018

Please indicate who is likely to be affected by the policy: For example: Employees, Care service providers/users, men, women, young people, children for whom there are corporate parenting responsibilities, people with disabilities	<ul style="list-style-type: none"> •Care Inspectorate volunteers (adults and young people) •Care Inspectorate employees (involvement team / inspection staff) •People above who belong to different protected characteristic groups
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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. Please refer to the list of evidence on the EIA page of the intranet.

Details	Source of Evidence
<p>According to Scottish Government research¹ 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> <p>When reviewing our Involvement Strategy and setting our aims and outcomes for the next 3 years, we knew that it is important to include our involved people who experience care and employees at an early stage.</p>	

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

<p>We know there are gaps in data around equality issues in Scotland, recognised by the Scottish Government. There is also a lack of recent comprehensive comprehensive data/information barriers and issues around engaging groups/communities representing particular protected characteristics. The new National Health and Social Care Standards</p> <p>We did not feel we had gaps in the evidence around the groups we involve in our work. However, to ensure our strategy and its accompanying action plan are fit for purpose, we want to develop these in a way that is co-productive and gives the opportunity for feedback, suggestions, influence and engagement with the people affected by this area of work.</p>
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As appropriate please describe the consultation/engagement undertaken including details of the groups involved and the methods used.

¹ 'Good Practice Guidance Consultation with Equalities Groups'
://www.gov.scot/Publications/2002/06/14850/5333

We have developed our involvement strategy 2018-21 through a number of different consultation methods:

- 19 April 2018 – Involving People Group consultation meeting
- 8 May 2018 – focus group consultation with young inspection volunteers
- 11 May 2018 – focus group consultation with adult inspection volunteers
- 11 May 2018 – focus group with CI employees
- May 2018 – Survey Monkey questionnaire for employees and current volunteers

Are there any other groups to be consulted?

No – we have consulted widely with people who may be impacted by this strategy and accompanying action plan.

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	
Disability		X	
Gender Reassignment (Where a person is living as the opposite gender to their birth)		X	
Pregnancy and Maternity		X	
Race, ethnicity, colour, nationality or national origins (including Gypsy/Travellers, refugees, asylum seekers)		X	
Religion or belief (including non-belief)		X	
Sex/Gender		X	
Sexual Orientation		X	

Children for whom there are corporate parenting responsibilities.		X	
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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?			

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?

-advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

-foster good relations between people who share a protected characteristic and those who do not?

There are many different aspects of the strategy that are in line with our general equality duties as above;

Our involvement charter has been developed in co-production and sets out our organisational commitment and aims for our involvement activities. It is inclusive and overarching and is intended to make clear our commitment to involving anyone who wishes to work with us, regardless of equality characteristic.

In addition, our involvement outcomes 2; **“We respect the unique contribution of all our people and they have opportunities to meet, share experiences and actively engage.”**

And 4 **“We involve a wide range of people with diverse experiences, backgrounds and circumstances in ways which are meaningful and supported.”**

Are intended to welcome and encourage individuals from all equality characteristics to get involved if they choose to do so. We have also committed to some proactive actions to get people from diverse backgrounds involved with us and will develop more specific plans around this in the next year.

Section 5: Outcome of Assessment

Please detail the outcome of the assessment:

No major change	
Adjust the policy	We have made a number of additions to the strategy – including the action plan – as a result of feedback, ideas and suggestions from everyone who responded to our various consultation methods.
Continue the policy	
Stop and remove the policy	

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

- Make any training accessible and process clear – invite volunteers for more training events with staff
- Involve people in recruitment and selection and learning and development of staff
- Be more creative in reaching seldom heard groups
- Keep recruiting inspection volunteers – increase volunteers in rural areas and people with disabilities
- Make sure the Care Inspectorate continues to listen
- Consider different methods of reporting our findings to young people – enhanced use of social media.
- Involvement reports and information to be more accessible – including more use of ‘easy read’ format.
- Make sure all involved people are aware of new care standards and have an understanding of the role these will play in future
- Ensure that people feel valued and are able to participate as fully as they wish in all aspects
- Continue to be as inclusive as possible and actively support those with personal experience of care

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:

As always, we will monitor and measure our performance in delivery of our involvement activities and report to our Board on an annual basis on progress. We remain committed to evaluating our processes and we believe that by working together, we can discover what is working, what doesn't and how we can learn to measure the difference we are making through evaluation methods.

In addition, we want to be able to tell our involved people the value their work has added to people using care services in Scotland. We will make sure that our desire to report better on our involvement activity is built into our new digital systems. In the meantime, we will continue to gather both qualitative and anecdotal evidence as well as quantitative statistics on our involvement activities. By taking an approach which is consistent with our earlier strategies, we can track improvements over time.

Updates on our progress and activity will also be published on the Care Inspectorate website, via social media and our YouTube channel, and provided in alternative formats on request. Further information in relation to our involvement activities can be found on our website www.careinspectorate.com.

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

The policy will be reviewed in summer 2021 before proposals are presented to Board in December 2021.

Section 7: Sign Off

Please note that comments are only required from the Involvement and Equalities Team on the rare occasion that the team has not been involved earlier in the process.

Date sent to Involvement and Equalities Team:	April 2018
Comments from Involvement and Equalities Team	
Date signed off by Involvement and Equalities Team	04/12/18

Please insert name and title of the Senior Manager who has signed off this Equality Impact Assessment:

Name	
Title	
Date approved	