

Assessment Details

ID 1160

Name Rainbow Lanyard

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Jacqui Duncan

Template Equality Impact Screening Form v0_21 (Copy)

Workflows Deafult CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2023/10/30 13:08

Deadline

Completed Date 2025/04/14 09:38

Date Submitted 2025/04/14 09:38

Last Updated 2025/04/14 09:38

Stage Completed

Approval Stage

Status Active

Very High Risks 0

High Risks 0

Medium Risks 0

Low Risks 0

Total Risks 0

Residual Risk Level None

Residual Risk Score 0.0

Result Auto-Approved

Result Comments

Under Review (Jacqui Duncan - Not Reviewed) ;

Primary Record Id

Primary Record Name

Template Version 1

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

Assessment Questions

1 General information

1.1 Is this new or existing work?

Response

New

Justification

None

1.2 Please describe the work

Response

The LGBT charter group have made a case to introduce the optional use of rainbow lanyards for Care Inspectorate employees. This has been agreed in the EDI strategy as an action and is supported as a test of change by the Head of Quality Improvement and Participation.

The purpose is to show that the Care Inspectorate offers open, non-judgemental and inclusive support for our workforce, who identify as LGBT+ (lesbian, gay, bisexual, transgender).

The initiative is about making a positive difference by promoting a message of Inclusion, Equality and Diversity, and as an organisation we are keen to create conversations within and out-with the organisation to promote Equality, Diversity and Inclusion, specifically the LGBT+ Community.

Wearing the lanyards or a badge is a visible sign to all colleagues and services that we celebrate equality, diversity, inclusion, dignity, and respect, which supports the organisations principles and values.

Using rainbow-coloured lanyards can be a really good way to physically demonstrate inclusion for LGBT+ staff and people in services.

Showing the organisation's support of the LGBT+ community in such a public way means people who may not know what rainbow lanyards are, see them and start a conversation. Hopefully, it will also show people that homophobia, transphobia and biphobia will not be accepted.

2 Equality impact

2.1 For each of the questions in section 2, think about whether the work will impact on people differently based on the different characteristics

For example, does it impact on people of different ages/sexes/sexual orientations differently? Does it impact on people with and without a disability differently?

2.2 Age

What kind of impact will this work have on people of different ages?

Response

Not Sure

Justification

None

2.3 Disability

What kind of impact will this work have on disabled people?

Response

Not Sure

Justification

None

2.4 Race

What kind of impact will this work have on people of different races? This includes different ethnic and national origins, and Traveller community membership.

Response

Not Sure

Justification

None

2.5 Sex

What kind of impact will this work have on people of different sexes?

Response

Not Sure

Justification

None

2.6 Gender reassignment

What kind of impact will this work have on people are transgender/have a trans history?

Response

Positive/No impact

Justification

None

2.7 Sexual orientation

What kind of impact is this work going to have on people of different sexual orientations?

Response

Positive/no impact

Justification

None

2.8 Religion or belief

What kind of impact is this work going to have on people of different religions and beliefs? Beliefs includes no belief, and environmentalism.

Response

Not Sure

Justification

None

2.9 Pregnancy and maternity

What kind of impact is this work going to have on people who are pregnant or have given birth within the past 26 weeks?

Response

Positive/no impact

Justification

None

2.10 Marriage or civil partnership

What kind of impact is this work going to have on people of different marriage and civil partnership statuses? Please note this only applies to employees' marriage/civil partnership status.

Response

Positive/no impact

Justification

None

2.11 Children and young people we have corporate parenting responsibility for

What kind of impact is this work going to have on children and young people we have a corporate parenting responsibility for?

We are corporate parents for every child who is looked after by a local authority, and every young person under the age of 26 who was looked after on their 16th birthday.

Response

Not Sure

Justification

None

2.12 Children's rights (up to age 18), in line with UNCRC

What kind of impact is this work going to have on children's rights, in line with the United Nation's Convention of the Rights of the Child? This section is likely to be most relevant to colleagues within Scrutiny & Assurance

Response

Positive/no impact

Justification

None

2.13 Care Inspectorate employees with caring responsibilities

What kind of impact is this work going to have on Care Inspectorate employees who have caring responsibilities?

Response

Positive/no impact

Justification

None

3 Island community impact

3.1 Does this work impact differently on island communities, compared to other communities?

Response

No

Justification

None

4 Feedback

4.1 Do you have any feedback (from engagement/consultation) or evidence that influences, affects, or shapes this work?

Response

No

Justification

None

Comments

Jacqui Duncan

2025/04/14 09:38

Research tells us the need to create safe spaces for LGBT people who experience care as we know that there are barriers/ inequalities. We also know that this is true in employment also. However we also know that there is a balance between supporting LGBT rights and considering the rights of others e.g women, people with certain religion/ protected beliefs.

5 Conclusion

5.1 The screening form is now complete. You have reached the organisational threshold for an EqlA to be completed.

Thank you for your time in helping the Care Inspectorate and your Information Asset Owner understand equality impact associated with your work.

5.4 Do you wish to discuss any aspect of this form with the Equalities Team?

Response

☒ No

Justification

None

Assessment Notes