

## Assessment Details

**ID** 531

**Name** Corporate Plan 2022-25 EqIA screening

**Organization** Care Inspectorate

**Description**

**Approver** Jacqui Duncan

**Respondent** gillian.connelly@careinspectorate.gov.scot (External)

**Template** Equality Impact Screening Form v0\_18

**Workflow** Deafult CI Workflow 2-Copy

**Creator** Hannah Lindsay

**Date Created** 2022/03/09 17:40

**Deadline**

**Completed Date** 2022/03/15 10:06

**Submitted Date** 2022/03/10 18:19

**Last Updated** 2022/03/15 10:06

**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** Approved

**Result Comments**

**Under Review** (Jacqui Duncan - Approved) ;

**Primary Record Id**

**Primary Record Name**

**Template Version** 1

**Project Version** 1

**Open Risk Count** 0

**Open Info Request** 0

**Tags**

**Submission Progress (%)** 100

## Assessment Questions

### 1 General information

#### 1.1 Your Equality Impact assessment relates to the following processing activity

##### Response

Communications and Engagement |  
Corporate Policy and Comms

##### Justification

None

#### 1.2 Project process or initiative

##### Response

Change to an Existing  
Policy

##### Justification

None

#### 1.3 Please describe the work

##### Response

Our Corporate Plan 2022-25 sets out our vision, mission and priorities for the next three years. Through our core purpose of providing scrutiny, assurance and improvement support we will contribute towards world-class care in Scotland, where every person, in every community, experiences high-quality care and support that is compassionate and tailored to their rights, needs and wishes.

Our current corporate plan is due for review. The new plan will take into account the lessons learned throughout the pandemic and the ongoing changes in the political and social care landscape. We will also work with the Scottish Government and partners on delivering the recommendations of the Independent Review of Adult Social Care and support the implementation of changes coming forward as part of the National Care Service and education reform.

Our 4 strategic outcomes:

1. High quality care for all
2. Improving outcomes for all
3. Everyone's rights are upheld and respected
4. Our people are skilled, confident and well supported to carry out their roles.

### 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

Positive/no impact

##### Justification

None

#### 2.3 Disability

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

##### Response

Positive/no impact

##### Justification

None

## 2.4 Race

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

### **Response**

Positive/no impact

### **Justification**

None

## 2.5 Sex

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

### **Response**

Positive/no impact

### **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**

Positive/no impact

### **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**

Positive/no impact

**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?*

**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**

Not  
 Sure

**Justification**

None

### 4 Feedback

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

**Response**

Yes

**Justification**

None

4.2 **Please select what this feedback/evidence relates to**

**Response**

Age  Race  Disability

Sexual  
orientation

## Justification

None

## Comments

Hannah Lindsay

2022/03/10  
18:19

### **Evidence: resources that we provide (via The Hub) relating to equalities strands**

Age: Care About Physical Activity (<https://hub.careinspectorate.com/media/4327/final-report-care-about-physical-activity.pdf>)

Disability: LGBT and Dementia, LGBT Living with Dementia, Scottish Strategy for Autism Menu of Interventions, Autism Toolbox, Assessment, Diagnosis and Interventions for Autism Spectrum Disorders. (<https://hub.careinspectorate.com/media/4372/proud-to-care-lgbt-and-dementia.pdf>, <https://hub.careinspectorate.com/media/1253/lgbt-living-with-dementia.pdf>, <https://hub.careinspectorate.com/media/1347/scottish-strategy-for-autism-outcomes-and-priorities-2018-2021.pdf>, <https://hub.careinspectorate.com/media/1392/the-scottish-strategy-for-autism-menu-of-interventions.pdf>, <https://hub.careinspectorate.com/resources/browse-all-resources/autism-toolbox/>, <https://hub.careinspectorate.com/media/1618/sign-145-assessment-diagnosis-and-interventions-for-autism-spectrum-disorders.pdf>)

Sexual Orientation: Introduction to Supporting LGBT Young People: A Guide for Schools, LGBT Living with Dementia, LGBT and Dementia (<https://hub.careinspectorate.com/media/1108/an-introduction-to-supporting-lgbt-young-people-a-guide-for-schools.pdf>, <https://hub.careinspectorate.com/media/1253/lgbt-living-with-dementia.pdf>, <https://hub.careinspectorate.com/media/4372/proud-to-care-lgbt-and-dementia.pdf>)

### **Feedback and consultation: not specifically related to the equality strands addressed in this EqlA**

A number of activities have been undertaken to consult on the new Corporate Plan. Our primary focus was to gather views through a survey and facilitated discussion and workshops with our stakeholder groups. We ensured our consultation is open, accessible and inclusive through the use of the Citizen Lab platform and in our promotion and communications relating to the consultation. The following consultation activities took place:

#### Internal:

- We held a development session with the Board, Strategic Leadership Team and Operational Leadership Team.
- We held three internal online consultation sessions for staff.
- We attended nine team meetings (one more to follow) across the four directorates in the organisation.
- We engaged with over 210 colleagues as part of these sessions enabling them to give their views.
- Consultation sessions were also held with our Inspection Volunteers and our Young Inspection Volunteers to hear their views.
- The Corporate Parenting Group submitted a joint response to the consultation.

#### External:

- We held four external events with a total of 66 attendees from a variety of sectors, including care providers, carers, local authorities, Scottish Government representatives and representative bodies.
- Further focussed sessions will be planned in February with key stakeholders to look at final draft and gather any further feedback.

#### Survey:

- We issued a survey to our stakeholders internally and externally, to which we received 157 responses.

The key themes that arose from the consultation can be summarised as follows:

- The need for clarity in language, terminology and statements.
- The need to keep the corporate plan concise, easy to read and easy to understand.
- The need to effectively promote who we are and what we do, communicating any changes and taking people with us on our journey.
- Understand the groups that we are trying to reach and find new ways of communicating to ensure we involve as many people as possible.
- Ensure we are open to everyone.
- Support people to understand their rights.
- Collect and share good practice and experiences.
- Find ways to gather feedback on a continuous basis out with the inspection and complaints process.
- Continue the collaborative approach that has been adopted throughout the pandemic and develop relations between inspectors and services.
- Collaborate internally by developing cross-team and cross-directorate opportunities. Collaborate externally and reach out to organisations and services to understand how we can best support them
- Continue to develop self-evaluation as a powerful tool and ensure it is understood, realistic and honest.
- Look at how we use our data to be proactive and inform our strategic approach.
- Develop our digital platforms to improve communications, enable more feedback and gather information. Understand the customer experience.
- Promote rights, choice, positive risk taking and safety.
- Adopt permanently the more flexible risk and intelligence-led approach adopted during the pandemic.

4.3 **Is any of the feedback/evidence negative or inconclusive?**

**Response**

No

**Justification**

None

**5 Conclusion**

5.2 **The screening form is now complete. Your answers have indicated that this activity does not reach the organisational threshold for an EqIA to be completed.**

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

5.3 **Your answers indicate that you need to complete an Island Communities Impact Assessment.**

*Please contact the Equalities Professional Adviser.*

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

**Response**

No

**Justification**

None

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**Assessment Notes**