



## Equality Impact Assessment: Stage 1

### Equality Impact Screening Assessment Form

The screening impact assessment is quick and easy. It should:

- Identify those policies\* which require a full equality impact assessment (EqIA) by looking at:
  - Negative, positive or no impact on any protected characteristics/ other equality strands
  - Opportunity to promote equality across all protected characteristics/ other equality strands
  - Data and/ or feedback
- Determine if a full EqIA should be completed.
- Justify reasons for why a full EqIA is not going to be completed.

\* For the purposes of equality impact assessment or screening, "policy" is used as a generic term meaning a policy, a strategy, a process, a programme, a project, a proposal, a service function etc.

The following legislation is considered in our equality impact assessments, the Equality Act 2010, the Human Rights Act 1998, the Children and Young People (Scotland) Act 2014 and the United Nations Convention on the Rights of the Child (UNCRC).

If you have any queries regarding this equality impact assessment, please contact [equalities@careinspectorate.gov.scot](mailto:equalities@careinspectorate.gov.scot)

Title of policy: National Improvement Programme for Social Care (design phase)

Type of policy:      New          Change to existing policy   

Department/Team responsible for the policy    Strategy and Improvement (Improvement Support)

List of participants involved in the screening impact assessment    Craig Morris & Aidan McCrory

Date of assessment    December 2021

**Q1.**

The Adult Social Care Review (ASCR) February 2021 was a request to recommend improvements to adult social care support in Scotland (1), primarily in terms of the outcomes achieved by and with people who use services. The review listened to the voices and the stories of many people with lived experience of social care support, unpaid carers, and staff working in the sector and recommended three things that must change to secure better outcomes. Recommendation 27 outlined a new approach to improving outcomes in social care through closing the implementation gap and a new system for managing quality. It recommends a **National Improvement Programme** for social care should be introduced by the National Care Service and should address three key areas. This work will be to initiate the programme team and design phase to enable the infrastructure to be put in place for respective implementation.

**Q2.**

How is it seeking to achieve this?

Work with Healthcare Improvement Scotland and associated partners to put in the place the infrastructure needed to design the National Improvement Programme for social care using a tried and tested process for achieving this

**Q3.**

Who is the policy going to benefit and how? (and who, therefore, doesn't and why?)

There will be a range of benefactors, but it should be noted this work is to set up the initiation stages and led the design work needed for the implementation of the National Improvement Programme for social care.

Group	Negative	Positive/No impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy or maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Care experienced	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Children's rights (up to age 18) in line with the UNCRC	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with caring responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Q4.

What are any 'associated aims' attached to the policy?

Using a clear set of underpinning principles agreed by both organisations, the aim of this work is to put in place the infrastructure for the design phase of the National Improvement Programme and secondly undertake the design work needed for the implementation of this national programme. The national improvement programme for social care through three distinct programmes will seek to achieve transformations in SDS, Commissioning and Safe and Effective Care in Care Homes.

## Q5.

Does the policy help to promote equality for members of the equality groups?

Group	Negative	Positive/No impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy or maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Care experienced	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Children's rights (up to age 18) in line with the UNCRC	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

People with caring responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
-------------------------------------	--------------------------	-------------------------------------	--------------------------

If the answer is negative or unclear complete a full EqIA.

#### Q6.

Do you have any feedback or information from the equality groups that influence, affects, or shapes this policy? If so, complete the relevant box to summarise their feedback

Not directly at this stage. The review of Adult Social Care received feedback from high numbers of groups and individuals who have experienced social care. In the design phase, a large emphasis will be on the engagement of people and their families to shape the national improvement programme implementation.

Group	Negative	Positive/No impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy or maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Care experienced	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Children's rights (up to age 18) in line with the UNCRC **	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with caring responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

\*\* Under the UNCRC, 'children' can refer to: individual children, groups of children, or children in general. Some groups of children will relate to the groups with protected characteristics under the Equality Act 2010: disability, race, religion or belief, sex, sexual orientation. 'Groups' can also refer to children by age band or setting, or those who are eligible for special protection or assistance: e.g. preschool children, children in hospital, children in rural areas, looked after children, young

people who offend, victims of abuse or exploitation, child migrants, or children living in poverty.

If the answer is negative or unclear complete a full EqIA.

Q7.

Using the responses, you provided for questions 3,5 & 6 should a full EqIA be carried out on this policy?

Yes  No

If yes please move on to Stage 2 of the process and complete the [full equality impact assessment form](#).

Q8.

If you answered no to question 7, what are your reasons for this decision?

This work is to initiate the programme management group that will then lead the design phase of the National Improvement Programme for Scotland. The design phase will be key to engagement of people and their families who experience social care to shape how the National Improvement Programme will be delivered. We will be using a tried and tested process to design National Improvement Programmes.

Date sent to [equalities@careinspectorate.gov.scot](mailto:equalities@careinspectorate.gov.scot)

Please email a copy of your completed screening impact assessment to [equalities@careinspectorate.gov.scot](mailto:equalities@careinspectorate.gov.scot) who will contact you with any comments or queries.