

**Equality outcomes 2013-2017**

# **Our work to make sure everyone is treated in a fair way**



**Easy read**



## Who we are

We are called the **Care Inspectorate**.

## What we do

We work in Scotland.



We make sure people get good care and support.



Care and support can be lots of things like

- homes for people who need a lot of care and support



- care for children



- help with doing things at home.



## What this report is about

It tells you some things we will do to make sure all groups of people are treated fairly and get the best care and support.

These are groups like



Disabled people



Young and old people



People who are going to have a baby or who have just had a baby



People who believe in different religions or different things



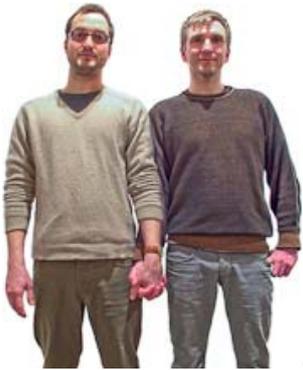
People from different backgrounds and cultures

Gay, lesbian or bisexual people

Gay men are men who are attracted to other men

Lesbians are women who are attracted to other women

Bisexual people are attracted to both men and women



People who are married or in a civil partnership.

A civil partnership is when 2 men or 2 women love each other and say they will stay together.

Men and women.

And people who want to change from being a man to a woman or the other way around.





We want to make sure everyone is treated fairly and gets care and support that is right for them.



When everyone is treated fairly it is called equality.



We looked at the work we needed to do.

We talked to lots of groups of people to find out what they thought we should do.



This booklet talks about the work we will do.



This work will help us make sure we

- do what the law says to treat everyone fairly
- help make care and support better for everyone.

# What we want to happen

We want to make sure



- all groups of people are treated fairly and get their rights



- all groups of people get good care and support
- people's care and support keeps getting better



- more people can tell us what they think of their care and support



- we have the right staff with the right skills.

## Making sure all groups of people are treated fairly



We want to

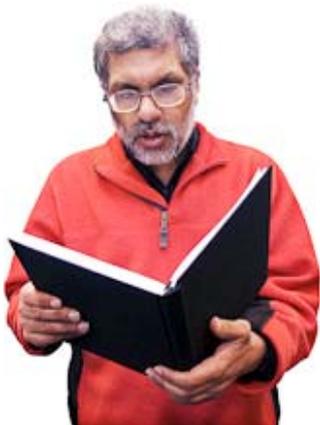
- stop people being treated badly
- make sure people get their rights.

## Some of the things we will do



- We will look at the information we have about different groups of people and how they are treated.

This will help us know what needs to change.



- We will make sure our information about giving people good support says the right things.



- We will tell people about good work that is happening to make sure everyone is treated fairly.



- We will do more to make sure all our staff are safe and not treated badly by other people.

## **Making sure all groups of people get good care and support**



We want all groups of people to get the best care and support.

This will help them do the things they want and have a good life.



## **Some of the things we will do**

We will make the information on our website better and easier to find.



We will talk to more people about new plans we make to check they will work well for everyone.



We will do more to make sure all different groups of people have the chance to work for us.

## **Making sure more people can tell us what they think of their care and support**



We want everyone's care and support to be right for them.

We will talk to more groups of people about their care and support and what they want.

## **Some of the things we will do**



We want to talk to all groups of people about their care and support to make sure we know what they need.



We want to talk to more young people and people who don't always have a say, like

- people who don't have a home to live in
- people with drug or alcohol problems
- people from different backgrounds and cultures.



We will make new plans about how to make sure lots more people can have a say in our work.



We will share information about good work that is happening.



We will ask different groups of people to tell us about any good care and support they got.

This will help us know what works for people.

## **Making sure we have the right staff with the right skills**



We want the right staff to work for us.  
We want them to know what all groups of people need from their care and support.

## **Some of the things we will do**



All our new staff will get training in how to treat everyone in a fair way.



We will make it easier for staff to find information about how to treat all groups of people in a fair way.



## What will happen next

We will keep checking how we are doing with the things in this report.



We will tell everyone how we are doing with this by 30 April 2015.