

Assessment Details

ID 1043

Name Recruitment and Selection Process

Organization Care Inspectorate

Description

Approver Jacqui Duncan

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Template Equality Impact Assessment Form v0_31

Workflows Deafault CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2023/06/20 12:46

Deadline

Completed Date 2024/05/17 16:30

Date Submitted 2024/05/14 09:21

Last Updated 2024/05/17 16:30

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

Open Risk Count 0

Open Info Request 0

Tags

Submission Progress (%) 100

Assessment Questions

1 General information

1.1 Work to be assessed

Response

Change to existing work

Justification

None

1.2 Details of policy, process or initiative

Response

We are making changes to our recruitment and selection process and policy that include:

- Improving accessibility of information through the website and ensuring inclusive communication
- Updating the recruitment and selection policy
- Updating job profiles
- Reviewing how we advertise vacancies
- Improving data gathering of equality and diversity information during recruitment and selection process

2 Further details

2.1 Please select the criteria which best relates to this work

Response

People management, HR practice or OWD project

Justification

None

2.2 Who will it affect?

Response

Members of the public Employees

Justification

None

2.3 What is the aim?

Response

To make improvements to our recruitment and selection policy/ process to ensure it is modernised in line with best practice, legislation and is accessible and inclusive.

2.4 Why is the change required?

Response

The recruitment and selection policy is due for review. We have also identified improvements in how we would like our process to work to make it more efficient to ensure it meets the needs to internal work plans and priorities.

2.5 What outcomes do you want to achieve?

Response

Outcomes include:

- Working to our Disability Confident Employer Level 2 work plan
- Building in an anti racist and human rights approach to our work/ working to our Improving Race Equality in Employment Plan
- Working to the family firm work priorities around care experience

2.6 What barriers are there to achieving these outcomes?

Response

Budget restrictions which have resulted in the current recruitment freeze. This impacts on the work of the team as we are responsible for recruitment. However, we also have temporary vacancies with the team that will not be filled during this time.

2.7 When is the change due to be implemented?

Response

📅 2024/04/01

2.8 What other Care Inspectorate policies or projects may be linked to or affected by changes to this work?

Response

Strategic Workforce Plan Shared Services Strategy Corporate Parenting Plan
Equality, Diversity and Inclusion Strategy HR Strategy Corporate Plan

Justification

None

3 Considering the available evidence

3.1 Considering the available evidence

The information you gather in this section will:

- help you to understand the importance of your policy for different equality groups
- provide justification and an audit trail behind your decisions.

The evidence base may include demographic information, academic research, service monitoring/inspection reports, service evaluation reports, user surveys, etc.

Look at what existing evidence tells you about the experiences of people who share relevant equality characteristics, and/or what it tells you about their views of the work in question. Identify any gaps in the evidence base and set out how you will address these.

The attached document provides suggestions for where you might look for relevant evidence and feedback. It also contains a template you may wish to use when gathering evidence, to structure the different information from different sources, and your analysis. You can also find this document by searching 'evidence gathering' on the Intranet.

3.2 Have you noticed any gaps in existing evidence/data? Did you want to gather evidence for something but the evidence was not there?

Response

Yes

Justification

Recruitment data is an area we are keen to improve, particularly reporting across the different stages- applications, short listing, appointments (by protected characteristics). We collect this evidence - however the team have little time to analyse this data on a regular basis other than for the mainstreaming report (every 2 years). We do report on the total number of applications every quarter.

3.3 Which equality characteristics have you gathered relevant evidence for?

Response

Age Disability Race
Marriage or civil partnership Religion or belief Sexual orientation
Gender reassignment Sex

Justification

None

3.4 Please include quantitative and qualitative evidence relating to age

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

In 2022-2023 most external applicants were aged 40-49 , followed by 30-39. Majority of applicant's ages were unknowns. Very small numbers of under 21 applied, same with 50 and above.

Our average employee age is 50. Our average retirement age is 62. Our ageing workforce profile poses a significant challenge. Ensuring we have effective strategies to attract and retain a more diverse workforce will continue to be critical.

According to our Strategic Workforce Plan, 11.53% of our employees are currently over our average retirement age. 18.22% of our employees are eligible to retire with their LGPS (based on a retirement age of 60. 11.53% of our employees are due to reach our average retirement age in the next 3 years. 1.09% of our workforce are aged 16 - 24.

Most of our internal recruitment is for people aged between 35-44

3.5 What does the evidence tell you about the experiences of people of different ages in relation to this work?

Response

We are attracting people who have already started their careers. This could be a second or third career for some people.

3.6 Please include quantitative and qualitative evidence relating to disability

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

2022-2023, 6.41% applicants disclosed a disability. 54.07% said they did not have a disability. 39.12% were unknown. Small numbers of prefer not to say.

15 out of 21 internal applicants said they did not have a disability. The remainder either said yes or prefer not to say.

3.7 What does the evidence tell you about the experiences of disabled people in relation to this work?

Response

6.41% of applicants were disabled, this is an area where people are typically feel uncomfortable sharing information/ or are unsure if they meet they definition. It is likely to be higher, especially due to the high levels of unknowns and prefer not to says. It would be helpful to know what type of disability applicants experience to ensure appropriate support is in place and to communicate effectively

In line with equality outcome 3, more work is required to improve the diversity of our workforce. Including better data gathering.

3.8 Please include quantitative and qualitative evidence relating to race

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

14.95% define as White Scottish, 7.34% White British, 1.60% Black, Black Scottish or Black British and 1.47% as Indian, Indian British or Indian Scottish. Numbers against other groups were too low to report. 39% were unknown. Majority where white, low numbers from minority ethnic community, we know we have low numbers of staff from minority ethnic backgrounds which is why we have included an equality outcome on this,

According to our Strategic Workforce Plan, 1.4% of our staff are from an ethnic minority background.

Internal applicants 18 out of 21 were white. Remainder unknown.

3.9 What does the evidence tell you about the experiences of people of different races in relation to this work?

Response

In line with equality outcome 3, and our improving race equality plan, more work is required to improve the diversity of our workforce. Including better data gathering.

3.10 Please include quantitative and qualitative evidence relating to sex

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

50% female applicants, 38.6% unknown and numbers too low to report on said prefer not to say.

Research tells us there are systematic barriers women face to applying for roles compared to men.

Numbers are too small for internal

<https://hbr.org/2021/05/how-to-close-the-gender-gap>

3.11 What does the evidence tell you about the experiences of people of different sexes in relation to this work?

Response

The data is incomplete, however, we know that we attract more women. However, we know that our workforce profile is 80% female, 20% male. This is reflective of the social care sector. We know from our pay gap data that women might like to work part time, so we need to be aware of this when we are advertising roles. When we compare percentages of women and men in the different grades, we see the following:

- Grades 1- 3, 89% of women compared to 11% of males.
- Grades 4-6, 76% of women compared to 24% of males.
- Grades 7-8, 70% of women compared to 30% of males.
- Grades CS1+, 62% of women compared to 38% of males.

Again this is something we need to be aware of when we are designing job profiles, advertising, training managers etc. We are working with Close the Gap, on the

3.12 Please include quantitative and qualitative evidence relating to gender reassignment

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

This information is missing for external. People have reported no or it is unknown. We have this information for internal candidates, no-one has reported to be trans. However, there are some unknowns.

3.13 What does the evidence tell you about the experiences of transgender people in relation to this work?

Response

There is a gap around external applicants, internally no one has reported to be trans, however, this does not mean there are not colleagues who are non binary or trans and we need to consider this for future employees.

3.14 Please include quantitative and qualitative evidence relating to sexual orientation

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

External- 4.28% are Lesbian, Gay, Bisexual , 36.9% of applicants are heterosexual, 53.6% is unknown, the data is therefore incomplete.

Internal- numbers are too small to share, straight, bisexual and unknown

3.15 What does the evidence tell you about the experiences of people of different sexual orientations in relation to this work?

Response

Data is incomplete, but we attract people from different sexual orientations, we also have a very active internal LGBT Charter Group. We have external accreditations with Stonewall and LGBT Youth Scotland to try and help us show that we are LGBT+ inclusive employer

3.16 Please include quantitative and qualitative evidence relating to religion or belief

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

Almost 39% unknown, followed by almost 35% no religion, followed by a mixture of Christian faiths as the next most popular (approx 20%). Prefer not to say 3.07%, and very small number of a few other religions.

Internally the numbers are too small to report on but it is mostly from christian faiths.

3.17 What does the evidence tell you about the experiences of people of different religions or beliefs in relation to this work?

Response

Partial picture, we attract people from different religions, beliefs and people with no religion/ belief

3.20 Please include quantitative and qualitative evidence relating to marriage or civil partnership

Name the source(s) used, and either provide a link (if external) or attach below (if internal).

Response

Almost 39% unknown, followed by 29% married, 1.74% prefer not to say. We also included the option to include other relationship statuses.

Internally, married people and single people (too small to report on), mostly unknown 13 out of 21

3.21 What does the evidence tell you about the experiences of employees of different marriage and civil partnership statuses in relation to this work?

Response

We attract people who are married and in civil partnerships and those who are not and a range of people who are in relationships out with this scope.

4 Stakeholder engagement & consultation

4.1 Have you engaged and consulted with relevant groups?

Response

Yes

Justification

None

4.2 Please state who was engaged/consulted with

Response

CEMVO - suggestions on how to engage and remove barriers for potential applicants from minority ethnic communities. AGE SCOTLAND - consultation on how to a more age inclusive workforce. Internal Corporate Parent Group - to sponsor/encourage applications from care experienced people/care leavers. Internal disability and race groups - to continue to improve recruitment practices.

4.4 How was the engagement/consultation carried out?

If other, please specify below

Response

Discussion, Advice, etc Focus group

Justification

None

4.5 Has the proposal been reviewed/changed because of the engagement/consultation?

Response

Yes

Justification

None

4.6 What did you learn from the engagement/consultation?

Response

Job boards/portals have been sought out/used to attract applications from people with protected characteristics for all roles - those will be used more often going forward. In particular, CEMVO supported a couple of open days in Aberdeen and Inverness to attract interest from minority ethnic communities. Learning from corporate parents encouraged the introduction of a guaranteed interview scheme for applicants who are care experienced.

Taking time to reach minority groups can increase attraction to our vacancies.

4.7 Have the results been shared with the people you engaged/consulted with?

Response

Yes

Justification

None

4.8 Is further engagement/consultation recommended?

Response

Yes

Justification

None

5 Potential impacts - Age

5.1 Do you think the work impacts on people of different ages differently?

Response

Yes

Justification

None

5.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment and victimisation of people based on their age?

Please include a justification for your answer. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

We will continue to review via our equal opportunities form and new system for recording applicants. Inspector and Strategic Inspector roles specify a business need for leadership experience which in turn usually means that younger people are less likely to apply. We have a commitment to the Young Person's Guarantee/Developing the Young Workforce to engage with and create opportunities to support young people to reach a positive destination.

5.3 What kind of impact is there in terms of advancing equality of opportunity between people of different ages?

Please include a justification for your answer. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

Ensure that adverts/ job specs/ person spec/ application form don't use language that could imply we are looking for a certain age (skills, experience, qualifications, ageist language, date of birth, dates associated with education/ employment) and is not discriminatory in terms of age. We also heavily advertise our range of flexible working opportunities.

5.4 What kind of impact is there in terms of fostering good relations among and between different age groups?

Please justify your answer. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

Training covers, questioning and scoring and the importance of equalities

5.5 If you answered 'negative' to any of the questions above, please outline how you will mitigate this.

Response

N/A

6 Potential impacts - Disability

6.1 Do you think this work affects disabled people differently to non-disabled people?

Disability: a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities.

Response

Yes

Justification

None

6.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of disabled people?

Please justify your answer. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

We will continue to review via our equal opportunities form and new system for recording applicants

The intention is to focus a large part of the review on improving accessibility for disabled people following:

[The Public Sector Bodies \(Websites and Mobile Applications\) Accessibility Regulations 2018 \(legislation.gov.uk\)](#)

[Digital Scotland Service Standard - gov.scot \(www.gov.scot\)](#)

[Services, public functions and associations: Code of Practice | EHRC \(equalityhumanrights.com\)](#)

6.3 What kind of impact is there in terms of advancing equality of opportunity between people with and without a disability?

Please justify your answer. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

If we make improvements for disabled people it improves accessibility for everyone.

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of disability, signpost to a contact person to talk to.

We also heavily advertise our range of flexible working opportunities.

We make 'reasonable adjustments', for any part of the recruitment process. Application method determined by whether a reasonable adjustment is needed; We will take an action to promote better on our recruitment webpages. We are currently discussing the possibility of providing questions in advance when inviting to interview with all recruiting managers - so this is decided role by role at the moment.

6.4 What kind of impact is there in terms of fostering good relations among & between disabled and non-disabled people?

Please justify your answer. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Training covers, questioning and scoring and the importance of equalities

6.5 If you answered 'negative' to any of the questions above, please outline how you will mitigate this.

Response

N/A

7 Potential impacts - Sex

7.1 Do you think this work affects people of different sexes in different ways?

Response

No

Justification

None

7.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people based on their sex?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

We will continue to review via our equal opportunities form and new system for recording applicants

7.3 What kind of impact is there in terms of advancing equality of opportunity between people of different sexes?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of sex, signpost to a contact person to talk to.

we also heavily advertise our range of flexible working opportunities, that might appeal to mothers/ fathers/ people with child care responsibilities.

7.4 What kind of impact is there in terms of fostering good relations among & between people of different sexes?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Is this covered in training for recruiting managers?

Training covers, questioning and scoring and the importance of equalities?

7.5 If you answered 'negative' to any of the questions above, please give details on how you will mitigate this.

Response

N/A

8 Potential impacts - Pregnancy and maternity

8.1 Do you think this work impacts on people who are pregnant or have given birth in the past 26 weeks differently to others?

Response

No

Justification

None

8.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people who are pregnant or gave birth in the past 26 weeks?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of pregnancy and maternity, signpost to a contact person to talk to.

Applicants would continue to be shortlisted during pregnancy, expected pregnancy or recent maternity leave

8.3 What kind of impact is there in terms of advancing equality of opportunity between people who are pregnant or have given birth in the past 26 weeks, and those who are/have not?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of sex/ pregnancy and maternity, signpost to a contact person to talk to, we also heavily advertise our range of flexible working opportunities.

8.4 What kind of impact is there in terms of fostering good relations between people who are pregnant or have given birth in the past 26 weeks, and those who are/have not?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Training covers, questioning and scoring and the importance of equalities

8.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

9 Potential impacts - Gender reassignment

9.1 Do you think this work impacts non-binary people, or transgender people/ people with a trans history differently to people whose gender identity and expression matches their biological sex?

A decision to undertake gender reassignment is made when an individual feels that their gender at birth does not match their gender identity. This is called 'gender dysphoria' and is a recognised medical condition.

Gender reassignment refers to individuals, who either:

- *Have undergone, intend to undergo or are currently undergoing gender reassignment (medical and surgical treatment to alter the body).*
- *Do not intend to undergo medical treatment but wish to live permanently in a different gender from their gender at birth.*

Non-binary identity is also a protected characteristic under the Equality Act.

Response

No

Justification

None

9.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of transgender people?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Evidence is incomplete

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of transgender.

We will continue to review via our equal opportunities form and new system for recording applicants

9.3 What kind of impact is there in terms of advancing equality of opportunity between transgender/ people with a trans history and people whose gender identity and expression matches the biological sex?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Evidence is incomplete

9.4 What kind of impact is there in terms of fostering good relations between transgender/ people with a trans history and people whose gender identity and expression matches the biological sex?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Evidence is incomplete

Training covers, questioning and scoring and the importance of equalities

9.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

10 Potential impacts - Sexual orientation

10.1 Do you think this work impacts people of different sexual orientations differently?

Response

No

Justification

None

10.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people of different sexual orientations?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

Nothing has been identified in this assessment

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of sexual orientation.

We will continue to review via our equal opportunities form and new system for recording applicants

10.3 What kind of impact is there in terms of advancing equality of opportunity between people of different sexual orientations?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

We continue to promote our work with LGBT Youth Scotland and Stonewall as these organisations are recognised as organisations that support lesbian, gay and bi sexual inclusion

10.4 What kind of impact is there in terms of fostering good relations between people of different sexual orientations?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Training covers, questioning and scoring and the importance of equalities

We also reference on our website that we support Pride, and we have a LGBT Charter champions employee network

10.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

11 Potential impacts - Race

11.1 Do you think this work impacts people of different races differently?

Race applies to national or ethnic origin, nationality, colour, Gypsy, Roma and Traveller community membership.

Response

Yes

Justification

None

11.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people of different races?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of race, signpost to a contact person to talk to.

We will continue to review via our equal opportunities form and new system for recording applicants

11.3 What kind of impact is there in terms of advancing equality of opportunity between people of different races?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

One of the purposes of the review is to ensure accessible and inclusive communication.

We are also wanting to become more diverse as a workforce as set out in equality outcome 3 and in our improving race equality in employment plan.

We offer pre-employment checks – including immigration checks this can impact some people from different countries differently.

11.4 What kind of impact is there in terms of fostering good relations between people of different races?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Training covers, questioning and scoring and the importance of equalities

We are engaging with ethnic minority communities for example the work we did with CEMVO, we have also reached out to ask if we can do more

11.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

12 Potential impacts - Religion or belief

12.1 Do you think this work impacts on people of different religions or beliefs differently?

This includes people with no religion or belief, and environmentalism.

Response

No

Justification

None

12.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of people of different religions or beliefs?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

None identified in this assessment

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of religion and belief, signpost to a contact person to talk to.

12.3 What kind of impact is there in terms of advancing equality of opportunity between people of different religions or beliefs?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

None identified in this assessment

12.4 What kind of impact is there in terms of fostering good relations between people with different religions and beliefs?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

None identified in this assessment

12.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

13 Potential impacts - Marriage or civil partnership

13.1 Do you think this impacts employees who are married or in a civil partnership differently to those who are not?

This refers specifically to Care Inspectorate employees, not service users who are married or in a civil partnership.

Only the first part of the Public Sector Equality Duty (eliminate unlawful discrimination, harassment and victimisation) apply to marriage and civil partnership.

Response

No

Justification

None

13.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of employees based on their marriage/civil partnership status?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

None

Justification

None identified in this assessment

13.3 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

None identified in this assessment

14 Potential impacts - Children and young people for whom we have corporate parenting responsibilities

14.1 Do you think this work impacts children and young people who we have a corporate parenting responsibility for differently to others?

We have corporate parenting responsibility 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

Yes

Justification

None

14.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of children and young people we have a corporate parenting responsibility for?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of care experience, signpost to a contact person to talk to.

We offer Care Experience Guarantee

14.3 What kind of impact is there in terms of advancing equality of opportunity between children and young people we do and do not have a corporate parenting responsibility for?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

We operate a care experienced guaranteed interview scheme, supported by guidance pre/during and post recruitment. Employees complete essential training to support care experienced applicants/employees.

14.4 What kind of impact is there in terms of fostering good relations between children and young people we do and do not have a corporate parenting responsibility for?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Positive

Justification

We offer colleagues corporate parenting training and there is a range of communications about corporate parenting and valuing care experience.

14.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

15 Potential impacts - Care Inspectorate employees who have caring responsibilities

15.1 Do you think this work impacts Care Inspectorate employees who have caring responsibilities differently to those who do not?

Response

No

Justification

None

15.2 What kind of impact is there in terms of eliminating unlawful discrimination, harassment & victimisation of employees who have caring responsibilities?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Ensure our advert/ job profile/ person spec/ application form is not discriminatory in terms of carers, signpost to a contact person to talk to.

We will continue to review via our equal opportunities form and new system for recording applicants

15.3 What kind of impact is there in terms of advancing equality of opportunity between employees who do and do not have caring responsibilities?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

We know from our internal carers employee network the challenges some carers experience in terms of managing their work and caring, some may not apply for a promoted post/ different post if there are barriers in place (such as a short timescale to apply, vacancies during school holidays etc.) if the post requires a certain amount of hours/ lack of flexibility in terms of location

15.4 What kind of impact is there in terms of fostering good relations between employees who do and do not have caring responsibilities?

Please justify your answer below. You may select both positive and negative if you identify both kinds of impact.

Response

Not Sure

Justification

Training covers, questioning and scoring and the importance of equalities

15.5 If you answered 'negative' to any of the above questions, please outline how you will mitigate this.

Response

N/A

16 Child Rights and Wellbeing Impact Assessment

16.1 Please note this section only needs to be completed if the work involves/impacts on children in any way. This is likely to be most relevant to colleagues within Scrutiny & Assurance.

Please write n/a in the questions below if this section is not applicable to your work.

16.2 Which UNCRC Articles are relevant?

List all relevant Articles of the UNCRC and Optional Protocols, and outline their relevance to your work in a couple of sentences.

All UNCRC rights are underpinned by the four general principles: non-discrimination; the best interests of the child; the right to life, survival and development; and the child's right to have their views given due weight.

Response

N/A

16.3 What impact will this work have on children's rights?

Response

None

Justification

N/A

16.4 Will there be different impacts on different groups of children and young people?

Which groups of children will be affected by the policy/measure? Are there competing interests between different groups of children and young people, or between children and young people and other groups?

Response

N/A

16.5 How will the work contribute to the wellbeing of children and young people in Scotland?

Outline how the implementation of the policy/measure will support public bodies in Scotland to meet their duties to safeguard, support and promote the wellbeing of children in their area, with wellbeing defined by eight wellbeing indicators. The indicators are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, and Included.

Response

N/A

16.6 How will the work give better or further effect to the implementation of the UNCRC in Scotland?

This will inform Scottish Ministers' duty to report to Parliament on children's rights under the Children and Young People (Scotland) Act 2014

Response

N/A

16.7 Have you involved children and young people in the development of this work?

Is there enough information on the views of the children and young people who will be affected by the policy/measure that enables you to make an informed assessment of impact?

Response

N/A

17 Assessment outcome

17.1 Please read the following four statements:

1) No major change required. Your assessment demonstrates that the work is robust. The evidence shows no potential for unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.

2) The work must be adjusted to reduce impact on protected characteristic groups. You need to take proportionate steps to remove any barriers, to better advance equality of to foster good relations. You have set actions to address this and have clear ways of monitoring the impact of the work when implemented.

3) Continue with the work but it is not possible to remove all the risk to protected characteristic groups. The work will continue despite the potential for adverse impact. You have justified this with this assessment and shown how this decision is compatible with our obligations under the public sector equality duty. When you believe any discrimination can be objectively justified you must record in this assessment what this is and how the decision was reached.

4) Stop the work as this is potentially in breach of equality legislation. The work will not be implemented due to adverse effects that are not justified and cannot be mitigated.

17.2 Which of the four statements best matches your assessment?

Response

Option 2

Justification

None

17.3 Option 2

If you select this option you must submit an action plan to make arrangements to monitor any potential adverse impacts.

18 Monitoring and review

18.1 How will you monitor the implementation of this work?

Response

Continually review feedback from all stakeholders and make improvements to practice based on this learning.

18.2 How will you use the results of the monitoring to develop the work?

Response

We will review equality monitoring information to consider where more targeted or positive action is required.

18.3 When and how will you review this work? Please also give details of who is responsible.

Response

This work will be continually reviewed. Recruitment practice is reported to the Board on a quarterly basis and the equalities information contributes to the mainstreaming report every 2 years. The Head of HR is responsible.

18.4 Please give details of how you will monitor any adverse impact over time, and how you will consider the monitoring information gathered in relation to equality. This ensures that you understand the actual impact of the policy, process or initiative once implemented.

Response

Continually review feedback from all stakeholders and take any necessary action.

19 Sign off and approval

19.1 Approved by (senior manager or Executive Director)

Please state full name and job title

Response

Lucy Finn, Head of HR

19.2 Date Approved

Response

 2024/05/14

19.3 Review Date

Response

 2025/05/14

Comments

Lucy.Finn@careinspectorate.gov.scot (External)

2024/05/14 09:21

I have put a year from now as review date but, as stated, this is continually reviewed

Jacqui Duncan

2024/05/17 16:29

Perfect thanks!

19.4 Person responsible for reviewing?

Response

Lucy Finn

20 Conclusion

20.1 The full Equality Impact Assessment Form is now complete.

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

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

Response

No

Justification

None