

Equality Impact Assessment (EQIA) form

A. General Information

Name of proposal	SSSC hosted external events
Responsible department	Communications

B. Aims of the proposal

What do you hope to achieve?	Engagement with registered workers, employers and other key stakeholders.
Why is the proposal needed?	To provide key stakeholders information about registration and regulation, workforce development and planning activity and resources and to enable them to inform and influence our work.
How will the proposal contribute to the SSSC's strategic objectives and/or priorities?	<p>Our external events contribute to all three strategic outcomes by:</p> <ul style="list-style-type: none"> • making sure workers and employers understand their responsibilities as part of a registered and regulate workforce. • supporting the regulated workforce to use our learning resources and other materials to deliver high standards of practice and drive improvement. • by working with employers, commissioners and policy makers to build capacity in the workforce to make sure it is sustainable, integrated and innovative.

How will the proposal address the SSSC's Equality duties?	External events advance equality of opportunity for people who share a relevant protected characteristic and those who do not and fosters good relations between them, as they are open to all key stakeholders.
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C. Data and evidence gathering

What evidence has been used to come to the decisions contained in this EqIA?	Scottish Social Service Sector: Report on 2019 Workforce Data Registrant survey information
Has the proposal been the subject of relevant engagement and/or consultation?	For registrant roadshow events we survey registered workers to find out the topics they most want to hear about and shape the programme around that.
Has best judgement been used in place of data/research/evidence?	Other external events may be held as part of work we are delivering with partners or on behalf of Scottish Government and will be to consult, engage or inform our stakeholders in that work.
Have any gaps been found in the data?	We have limited information on those with protected characteristics from our social service workforce data reports.

D. ASSESSING IMPACT AND IDENTIFYING OPPORTUNITIES TO PROMOTE EQUALITY

Gender – 85% of the social service workforce is female and 49% of the workforce work part time (Scottish Social Service Sector: Report on 2019 Workforce Data). Holding our events at different times of the day and week will enable as many people as possible to attend, to take account of caring responsibilities, which predominantly fall to women, and working patterns. These mitigations mean it should have a neutral impact. Holding events online could have a positive impact as more people could join without needing to spend time travelling or could choose to attend in their own time.

Ethnicity – we don't hold ethnicity data for our registered workers, and it is under reported in the workforce data reports. The latest data report reports that 3% of the total workforce is from an ethnic minority, but this varies from 1% in the public sector and 3% in the private sector. When we hold face-to-face events, we ask attendees if they have any special requirements so this should have a neutral impact.

Disability – there is a large number of unknowns regarding disability in our workforce data reports but the latest one shows it is low in all sub-sectors ranging from 0%-4%. When we hold face-to-face events, we ask attendees if they have any special requirements and make sure we book venues that have disabled access so this should have a neutral impact. For online events we will ensure the technology we use is accessible to those with disabilities, so this would have a positive impact.

Sexual orientation – our events will have a neutral impact on this protected characteristic as they are open and inclusive events.

Gender reassignment – our events will have a neutral impact on this protected characteristic as they are open and inclusive events.

Age – the median age of the social service workforce is 44, which is older than the general working population median age (41). This could mean that online events are harder to access for some, as older people may not be as used to using technology. We will organise online events in the simplest way and provide attendees with instructions on how to join, so this should have a neutral impact.

Marital and civil partnership – our events will have a neutral impact on this protected characteristic as they are open and inclusive events.

Pregnancy and maternity – when we hold face-to-face events, we ask attendees if they have any special requirements so this should have a neutral impact.

Religion/belief/non-belief – when we hold face-to-face events, we ask attendees if they have any special requirements so this should have a neutral impact.

E. CHALLENGES AND OPPORTUNITIES FOR GROUPS LIVING IN AN ISLAND COMMUNITY

This section considers the impact or effect of the proposal on island communities and whether this could be significantly different from its effect on other communities.

Our online events will have a positive impact on island communities by advancing equality of opportunity, eliminating discrimination and promoting good relations by making sure they can access the same events as those on the mainland, who find it easier to travel to central locations for face-to-face events. An ICIA is not required.

F. CHILD RIGHTS AND WELLBEING

This section considers the impact of the proposal on children and young people, or specific groups of children and young people, in Scotland.

Our events are not aimed at children but by holding events with our registered workers and employers we help make sure we have a trusted, skilled and confident workforce to deliver high standards of care in all types of social services to foster a positive impact on all of the areas listed.

Supporting workforce development and high standards of care helps address article 27 which requires that every child has the right to a standard of living adequate for their mental, spiritual, moral and social development and article 27 (3), which requires states to help parents meet this right.

G. HEALTH AND WELLBEING AND HEALTH INEQUALITIES

This section considers the impact of the proposal on physical and mental health and wellbeing; this includes for example, participation, creativity and developing potential.

Supporting workforce development through our events will have a positive impact on health and wellbeing of workers, as it will improve their knowledge, skills and confidence to equip them to undertake their role and meet the behaviours and values in the SSSC Codes of Practice. This will help them be more able to obtain employment, progress to other roles and improve family income and health and wellbeing. Being better able to deliver high quality care services brings similar benefits for the people receiving those services too.

H. ECONOMIC AND SOCIAL SUSTAINABILITY

This section is concerned with the impact of the proposal on pay and employment opportunities as well as valuing and supporting voluntary work.

Supporting workforce development through our events helps workers have the knowledge, skills and confidence to deliver high quality person-centred services, which promote equality and opportunity for all and contribute to overall community wellbeing and sustainability. Our events encourage workers to focus on learning and development and enables them to further their own career and progress into other roles. Delivering online events will allow those working in rural and remote areas to access the same benefits as those who choose to attend face-to-face events.

I. Care experienced children, young people and adults

This section concerns our duties to put Scotland's care experienced children, young people and adults at the heart of what we do.

Supporting workforce development through our events helps workers have the knowledge, skills and confidence to deliver high quality person-centred services, which impacts positively on care experienced children, young people and adults. This will have a positive impact on our duties as a corporate parent by improving care for care experienced children, young people and adults receiving services.

J. DECISION MAKING

Which of the following statements best describes the action that should be taken following the EqIA in relation to your proposal?

No major change	<input checked="" type="checkbox"/>
Adjust the policy	<input type="checkbox"/>
Continue with Policy	<input type="checkbox"/>
Stop and remove the policy	<input type="checkbox"/>

Outline the reasons why you've selected this option

There is no evidence that external events will have negative impacts and we give due consideration for those with certain protected characteristics during planning for events.

K. MONITORING AND REVIEWING

How will the implementation of the policy/proposal be monitored? How and when will the impact of the proposal be reviewed? Outline the actions that will be taken, the timescale for these and who will be responsible for carrying out these actions.

Action	Timescale	Person Responsible
We will gather feedback from events to help us learn about attendees' experience and to improve future events. This will provide an opportunity to reflect on whether we need to improve our approach to protected characteristics.	Feedback gathered following each event and used on an ongoing basis to plan future events.	Lead organiser for the event.

L. SIGN OFF

Name: Nicola Gilray

Title: Head of Strategic Communications

Date Approved: 19 May 2021