

## Assessment Details

ID 1439

Name Digital skills assessment- stage 2 digital transformation

Organization Care Inspectorate

Description

Approver Jacqui Duncan

Respondent Karen Stewart

Template Equality Impact Screening Form v0\_22

Workflows Deafault CI Workflow 2-Copy

Creator Jacqui Duncan

Date Created 2024/09/26 16:03

Deadline

Completed Date

Date Submitted 2025/04/14 13:41

Last Updated 2025/04/14 13:41

Stage Under Review

Approval Stage Under Review

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

Result Comments

Under Review (Jacqui Duncan - Not Reviewed) ;

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 Is this new or existing work?

##### Response

New

##### Justification

None

#### 1.2 Please describe the work

##### Response

This project will encompass a digital skills assessment and organisational persona for Stage 2 Digital Transformation. The purpose of this, is to gain an understanding of how the Care Inspectorate's digital maturity of staff and how they use technology, tools and applications for work. By doing this will help to enable Stage 2 to identify and close any skills gaps in the organisation. This will be conducted as follows:

- Gain an understanding of your people and culture, then deliver and engaging comms campaign to launch the assessment
- Your Digital Skills Assessment & Organisational Persona survey gets built, personalised, and distributed across the organisation
- We get the data back, develop some hypotheses, and then validate them through employee led focus workshops
- All data and insights are then shared in the form of a dynamic dashboard, and the reports you need to digest all our findings.
- We help you identify the how to achieve the desired change, putting together next steps and recommendations.

The aim is to pull out thematic identification of digital skills gap.

### 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

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#### Comments

Karen Stewart

2024/10/11 11:49

### Disability Confident Employer: Accessible by default

Accessibility is central to who we are as a company.

Since the very beginning, we have made a conscious decision to embed accessibility in everything we do. It has never been an optional added extra. And it never will be.

It's now so much a part of what we do, that everything you buy from us is accessible by default.

Which means that when you choose Hable as your adoption and change management partner, you're also choosing to **commit to accessibility**.

## 2.3 Disability

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

### Response

Positive/no impact

### Justification

None

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### Comments

Jacqui Duncan

2025/04/14 13:41

We have picked an external delivery partner who is also a Disability Confident Employer, accessibility is embedded into everything they do.

## 2.4 Race

*What kind of impact will this work have on people of different races? 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? This section is likely to be most relevant to colleagues within Scrutiny & Assurance*

### 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

No

#### Justification

None

## 4 Feedback

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

*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.*

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

*Response*

Yes

*Justification*

None

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Comments

Karen Stewart

Discuss requirements and next steps

2024/10/11 11:50

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Assessment Notes