

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	Annual Police Plan 2017/18
Owning Department	Organisational Development
Date EqHRIA Completed	31 March 2017

Purpose of Policy / Practice	The purpose of the Annual Police Plan 2017/18 (the Plan) is to set out Police Scotland’s operational priorities and planned activities for the year ahead. The Plan is aligned to the Strategic Police Priorities and the ‘10 year Strategy for Policing in Scotland’. Police Scotland will report on progress to deliver the Plan on a quarterly basis at SPA Public Board meetings and this will also inform the SPA’s Annual Review of Policing.
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A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The Plan is aligned to the ‘10 Year Strategy for Policing in Scotland’, which was subject to an extensive consultation and engagement process (<http://www.scotland.police.uk/about-us/policing-2026/>). The operational priorities and planned activities are all relevant in relation to Police Scotland giving due regard to its equality duties. The potential impact of the Plan on any of the protected groups will be determined by the methods by which Police Scotland carries out its daily business.

The Equalities Act 2010 and the Police Scotland EqHRIA Standard Operating Procedure (SOP) both require the Equality and Human Rights Impact Assessment (EqHRIA) of all policies and procedures (including Policies, SOPs, Guidance Documents, Function, Practices, Service Provision, Events and Operations, HR Documents/Processes, Procurement, Contracts and Financial/Non-Financial Decisions).

Conducting EqHRIAs on these policies and procedures will ensure that any impacts (positive or negative) can be identified, considered and, where required, mitigated or rejected.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

Owning Department will monitor changes in legislation/circumstances which may affect this document and assess how these changes may impact on the protected groups.

In addition, they will be responsible for the cyclical review of the document and EqHRIA.