

## Equality and Human Rights Impact Assessment (EqHRIA)

### Summary of Results

<b>Policy / Practice</b>	Strategic Police Plan (2020) Policing for a safe, protected and resilient Scotland
<b>Owning Department</b>	<b>Strategy, Insight and Innovation</b>
<b>Date EqHRIA Completed</b>	3 March 2020
<b>Purpose of Policy / Practice</b>	<p>The Joint Strategy for Policing (2020), <i>Policing for a safe, protected and resilient Scotland</i>, has been developed by the Scottish Police Authority and Police Scotland to continue the transformation started through the previous strategic police plan/long-term strategy for policing, <i>Serving a Changing Scotland</i> published in 2017.</p> <p>This provides clear direction and provides the foundation for long term operational and financial sustainability.</p>

#### **A. Summary of Analysis / Decisions - What the assessment found and actions already taken.**

##### **Equality Impact Assessment**

Analysis of the strategy, from an equality perspective, appears to support that the proposed changes will have no direct or indirect adverse or disproportionate impact on protected groups in the wider community or in respect of partnerships.

The proposed strategy will identify potential for inequality and disadvantage at an early stage through ongoing public engagement that is meaningful and accessible. The strategy aims to focus on prevention and early intervention, as well as effective partnership working, to address the needs of Scotland's diverse communities.

Any impact is likely to be positive in nature. In particular, there is likely to be a positive impact on service delivery for all groups.

There will be an impact on individuals across the wider workforce as a result of the strategy's implementation which may include those identified as within the protected characteristic categories. The development of Implementation and Delivery Plans and overall delivery of the strategy will provide more detail in relation to these as separate EqHRIA assessments are carried out.

##### **Human Rights Impact Assessment**

Analysis of the Strategy from a Human Rights perspective identified no potential infringements to any of the rights.

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

**4.4 Analysis of Evidence**

The Joint Strategy for Policing sets out how Police Scotland will deliver policing over the next three years (2020 – 2023) and is aligned to:

- Annual Police Plan (2020 – 21)
- Joint Strategy for Policing: 3-year Delivery Plan (2020-2023)
- Local Police Plans
- Local Outcome Improvement Plans
- Performance Framework

The Joint Strategy for Policing underwent a period of public consultation alongside extensive internal engagement. The consultation was hosted on the Citizen Space online survey platform and advertised across Police Scotland's social media platforms and website. Details of the consultation were also advertised on the intranet. The consultation was developed to be as inclusive and accessible as possible in order to ensure that all groups can help shape our strategic direction. Alternative ways to feedback were made available. For example, an Easy Read version of the consultation was developed. Police Scotland ensured, as far as possible, all feedback was captured and incorporated into the final version.

Accessibility of the Joint Strategy for Policing was considered to provide and increase access for when published. Details are provided in the Plan of how various groups can request alternative formats.

The Joint Strategy for Policing will have a positive impact on communities as it articulates the outcomes we aim to achieve for the people of Scotland. Delivery of specific activities set out within the Joint Strategy for Policing will enhance the service Police Scotland provides to the public and communities and contribute positively towards equality outcomes.

There is potential that groups with protected characteristics are likely to be affected by the implementation of the Joint Strategy for Policing and the associated plans. Whilst delivery plans are under development, work will continue to embed equality and diversity into the implementation of the strategy, ensuring that due regard and assessment is carried at all stages to mitigate this risk. Where any groups are likely to be disadvantaged by particular activities or plans mitigating action will be taken where possible.

Engagement with relevant groups will be ongoing throughout the development of the 3-year Implementation Plan, Enabler Strategies, Delivery Plans and the delivery of associated projects. EqHRIAs will be completed separately detailing any impacts/mitigation relating to groups with protected characteristics and will provide finer detail.