

## Equality and Human Rights Impact Assessment (EqHRIA)

### Summary of Results

<b>Policy / Practice</b>	<b>Annual Police Plan 2018/19</b>
<b>Owning Department</b>	<b>Strategy, Insight and Innovation</b>
<b>Date EqHRIA Completed</b>	27 March 2018

<b>Purpose of Policy / Practice</b>	The purpose of the Annual Police Plan 2018/19 (APP) is to establish Police Scotland's policing priorities for the year ahead (1 April 2018 – 31 March 2019) and set out the approach to be taken, to work with the public, communities and partners, to address them. The APP aligns to the Scottish Government's strategic priorities and the joint Police Scotland / Scottish Police Authority strategy; Policing 2026 - 'Serving a changing Scotland'. Delivery of the specific activities set out within the APP will enhance the service Police Scotland provides to communities and contribute positively towards delivery of its Equality Outcomes (2017-21). Police Scotland will report on progress to deliver the APP on a quarterly basis to SPA.
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#### A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The APP sets out how Police Scotland will deliver policing over the period 1 April 2018 – 31 March 2019 and is aligned to the Policing 2026 Strategy – 'Serving a changing Scotland', which was subject to an extensive consultation and engagement process. (For further information on this please visit: <http://www.scotland.police.uk/about-us/policing-2026/>).

The APP establishes Police Scotland's priorities, informed by the National Strategic Assessment, and sets out the planned approach to address them. This was developed through engagement with Police Scotland's divisions, departments and stakeholders. The APP also includes information on how Police Scotland will be held to account on the delivery of the APP by the Scottish Police Authority (SPA).

In addition to the internal engagement, the APP was developed through significant external engagement with partners and the public. It was formally consulted upon with the SPA and was subject to an open, transparent and inclusive engagement phase with public and partners, including capturing feedback on the draft APP via a Citizen Space online survey. A communications plan was developed which guided this engagement, including considerations around access to the survey and engagement with 'hard to reach' groups. An Engagement Analysis Report has been produced to provide further information and this can be viewed via: <https://consult.scotland.police.uk/>. The engagement phase revealed no negative feedback relating to equality and diversity issues.

The APP will have a positive impact on communities as it clearly establishes Police Scotland's

policing priorities and sets the approach to address each priority, ensuring that the most vulnerable people are protected from the risk of harm. Delivery of specific activities set out within the APP will enhance the service Police Scotland provides to communities and contribute positively towards our equality outcomes.

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.**

The 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.