

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	Annual Police Plan 2020/21
Owning Department	Strategy and Innovation, Business Integration
Date EqHRIA Completed	03 March 2020

Purpose of Policy / Practice	<p>The purpose of the Annual Police Plan 2020/21 (APP) is to present Police Scotland’s priorities for policing in the year ahead (1 April 2020 – 31 March 2021). We follow the same approach adopted from the APP 2019/20 which focuses on five strategic outcomes that describe the impact and difference Police Scotland aims to make to the lives of people across Scotland.</p> <p>Police Scotland will continue to focus on working closely with the public, communities, the Scottish Police Authority and partners to deliver on these outcomes.</p> <p>Delivery of specific activities set out within the APP will enhance the service Police Scotland provides to communities and deliver upon its Equality Outcomes (2017-21). Police Scotland will report on progress to deliver the APP on a quarterly basis to the Scottish Police Authority.</p>
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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 2020 – 31 March 2021 and is aligned to:

- Joint Strategy for Policing: Policing for a Safe, Protected and Resilient Scotland,
- Joint Strategy for Policing: 3-year Delivery Plan (2020-2023)
- Local Police Plans
- Local Outcome Improvement Plans
- Performance Framework

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

The APP provides information on the priorities for policing during the period 1 April 2020 to 31 March 2021. The priorities are determined by national outcomes, Scottish Government strategic policing priorities, and a national assessment of threat, risk and harm along with the outcomes of internal and external engagement.

The APP includes activities which relate to Police Scotland's equality outcomes. Police Scotland has engaged with activity owners highlighting the role of the associated EqHRIA in planning, through to reviewing of all activities. Engagement with activity owners will continue to ensure the activities' impacts are monitored and reported on throughout the year through existing and enhanced governance processes.

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

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

Activities relating to equality outcomes will be monitored and managed by activity owners of their impact on protected groups. Police Scotland leadership will be provided with a summary of the EqHRIA and informed on the requirement to consider equality and human rights more widely as they implement activities to deliver on the APP and develop additional EqHRIAs where an impact is highlighted.

Equality reporting is embedded into the tracking and governance arrangements for the APP. We will report on progress to deliver against the Equality Duty through the performance framework and the national quarterly reporting process. The APP will be reviewed in 2021.