## Equality and Human Rights Impact Assessment (EqHRIA)

## Summary of Results

### Policy/Practice Name:

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| Highland Local Policing Plan (2023-2026) |

### Owning Department:

Highland and Islands Police Division - Partnerships

### Date EqHRIA Completed:

05/09/2023

### Purpose of Policy/Practice:

The purpose of the guidance document is to provide an overview of the Highland Local Policing Plan (2023-2026).

### Summary of Analysis/Decisions:

**What the assessment found and actions already taken.**

In terms of the Equality and Human Rights Impact Assessment, the Policing Priorities, Objectives and Activities found there to be a Positive Impact within the Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation Groups.

There is no impact to the Marriage and Civil Partnership Group.

In terms of the Equality and Human Rights Impact Assessment, assessment found that:-

**Article 2 (Right to Life)** is protected given the Local Policing Plan has a strong victim centred approach and focuses on prevention from harm and promotes effective Partnership working with key Partners ensuring the communities we serve receive the most appropriate response by the most appropriate agency.

**Article 3 (Prohibition of Torture)** is protected given the Local Policing Plan has a strong victim centred approach and focuses on prevention from harm with a number of objectives and activities identified relating to Serious Organised Crime, which may include Organised Crime Groups (OCGs), Human Trafficking, Cuckooing and County Lines.

This will include Early and Effective Interventions of victims (including potential) victims of crime with a view to introducing relevant safeguarding measures in conjunction with Partners. The Local Policing Plan further protects individuals from abusive treatment and violence by Police Scotland’s participation with Partners in Multi Agency Risk Assessment Conferences (MARAC) and Multi Agency Tasking and Co-ordination (MATAC) to tackle Domestic violence.

**Article 4 (Prohibition of Slavery and Forced Labour)** is protected given the Local Policing Plan has a strong victim centred approach and focuses on prevention from harm with a number of objectives and activities identified relating to Serious Organised Crime, which may include Organised Crime Groups (OCGs), Human Trafficking, Cuckooing and County Lines.

This will include Early and Effective Interventions of victims (including potential) victims of crime with a view to introducing relevant safeguarding measures in conjunction with Partners.

**Article 5 (Right to Liberty and Security)** is protected given the Local Policing Plan has a strong victim centred approach and focuses on prevention from harm with a number of objectives and activities identified relating to Serious Organised Crime, which may include Organised Crime Groups (OCGs), Human Trafficking, Cuckooing and County Lines.

This will include Early and Effective Interventions of victims (including potential) victims of crime with a view to introducing relevant safeguarding measures in conjunction with Partners.

**Article 14 (Prohibition of Discrimination)** is protected by operating in line with SPA/Police Scotland policy and current equalities legislation. Both organisations aim to ensure that no unlawful discrimination takes place against any member of a protected group or wider public.

**Protocol 1, Article 1 (Protection of Property)** is protected given the Local Policing Plan has a strong approach in relation to tackling residential housebreaking and acquisitive crime through preventative measures.

This will include working in partnership with local Partners, groups and supported accommodation providers in order to develop and disseminate appropriate messaging and guidance in relation to crime prevention to assist residents in keeping their homes safe.

The Local Policing Plan also focusses activity for high visibility Policing in known hotspots of residential housebreakings and acquisitive crime

**Summary of Mitigation Actions:**

**What the assessment found, and actions already taken.**

No actions required. Owning department will continue to monitor changes in legislation/technology/circumstances which may affect the Highland Local Policing Plan and consequently how this will impact protected groups.