



**Police Scotland**  
**Screening and Equality Impact Assessment Form**

|                                  |                                       |                     |                          |              |          |
|----------------------------------|---------------------------------------|---------------------|--------------------------|--------------|----------|
| <b>EIA Author's Name:</b>        | S Spence                              | <b>Designation:</b> | Service Delivery Officer | <b>Date:</b> | 22/04/13 |
| <b>Version Number of Policy:</b> | Version 1                             |                     |                          |              |          |
| <b>Name of Policy</b>            | Highland Local Police Plan 2013 -2014 |                     |                          |              |          |

**Note: This form should be completed in line with the attached guidance and in conjunction with Equality and Diversity resources working within Police Reform. Completed EIAs must be retained with other project paperwork and the outcomes must be reported to project leads/decision makers to be considered when making decisions.**

The term Policy refers to: Policies; Provisions; Criteria; Functions; Practices; and Activities hereafter referred to as 'policy'.

|                       |                                       |
|-----------------------|---------------------------------------|
| <b>Name of Policy</b> | Highland Local Police Plan 2013 -2014 |
|-----------------------|---------------------------------------|

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## STAGE 1: SCREENING FOR POTENTIAL IMPACT(S)

Use this section to identify and document the potential impact of your policy and note the action planned or taken to eliminate (or justify) any potentially adverse impact. This section may also be used as an evidence log.

### 1.1 What is the main aim(s) or purpose of the policy?

The purpose of this Local Police Plan is to provide guidance and clarity in respect of the priorities and objectives which have been set out for Highland in 2013 – 2014 and to comply with the statutory requirements of the Police and Fire Reform (Scotland) Act 2012.

This plan forms part of a wider planning process and outlines the commitment of Police Scotland to service the needs and concerns of the local community, whilst dealing with the wider national demands placed upon it. It has been produced taking account of the Strategic Police Priorities set by Scottish Ministers, The Chief Constable's Police Plan, local crime trends and other information, consultation and engagement with our partners and the local communities of Highland.

### 1.2 What outcome(s) are you trying to achieve?

To increase public confidence by showing that Highland and Islands Division is committed to local policing approach that enables the Division to respond effectively to the individual needs of our communities;

To outline the following six strategic priorities and objectives which have been identified for Highland Local Policing Area;

- ◆ Increase Public Confidence and Local Engagement
- ◆ Protecting People
- ◆ Making Our Roads Safer
- ◆ Reducing Violence, Disorder and Antisocial Behaviour
- ◆ Tackling Serious Crime

To ensure that our staff and communities understand the reasons why these issues have been selected as important.; and

To demonstrate our commitment to local scrutiny and engagement, whilst meeting national performance priorities.

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**1.3 Collect Information: what evidence is available on how this policy might affect equality groups and what does this tell you? Consider inspections/audit recommendations, surveys, monitoring data, research. Are there any gaps in the evidence? (attach relevant research/evidence/monitoring)**

| Source/Title of evidence  | Gaps in evidence remaining  | Further evidence to be gathered   |
|---|---|---|
| <p>Census 2011 Population / Community Profile for Highland Council Area</p> <p>Total resident population: Approx 232,100</p> <p>Minority ethnic population: Approx 4,500</p> <p>Profoundly Deaf population: Approx 2,500</p> <p>Hard of hearing population: Approx 29,500</p> <p>Older people 65 yrs and over: Approx 43,000</p> <p>Young People 15-30 yrs: Approx 38,000</p> <p>Males: Approx 113,500 (48.9%)</p> <p>Females: Approx 118,700 (51.1%)</p> | <p>Census data in respect of other protected characteristics such as other disabilities, religion/belief and sexual orientation</p> | <p>Further community profile information to build an accurate picture of the diversity of the Highlands communities</p> |
| <p>Road Traffic Casualty targets as set by the Scottish Government</p> <p>Road Policing objectives have been informed by the commitment nationally and locally to making our roads safer.</p>   | <p>N/A</p>  | <p>N/A</p>  |

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| <p>The Scottish Policing Assessment: This is informed by Local Strategic Assessments from all the Scottish policing areas and sets the priorities for Police Scotland.</p>  | <p>N/A</p> | <p>In the near future, there will be further consultation carried out as part of the Scottish Policing Assessment, the local Joint Strategic Assessment with the Community Partnership and the local policing assessment. But at this time we do not know what form this will take.</p> |
| <p>Chief Constable of Scotland's Annual Police Plan</p>   | <p>N/A</p> | <p>N/A</p>  |
| <p>Scottish Government National Outcomes</p>  | <p>N/A</p> | <p>N/A</p>  |
| <p>EHRC 'Hidden in Plain Sight' report 2011</p> <ul style="list-style-type: none"> <li>◆ Identified issues around under reporting of disability related harassment, not understanding what is hate crime and a feeling of not being believed</li> </ul>                     | <p>N/A</p> | <p>N/A</p>  |
| <p>Evidence from local crime trends and police information has informed the priorities. Appendix A within our Local Policing Plan lists the crime trends in the area for the past 3 years.</p>  | <p>N/A</p> | <p>N/A</p>  |
| <p>Public Sector Equality Duties<br/>Requires that due regard be given to the need to :</p> <ul style="list-style-type: none"> <li>i) Eliminate discrimination &amp; harassment</li> <li>ii) Advance equality of opportunity</li> <li>iii) Foster good relations</li> </ul> | <p>N/A</p> | <p>N/A</p>  |

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| <p>Police Scotland National Equality Outcomes<br/>Outcomes relevant to operational areas include:</p> <ul style="list-style-type: none"> <li>◆ People better recognise hate crimes and incidents and feel confident in reporting them</li> <li>◆ Individuals within protected groups feel safe and secure within their local community</li> <li>◆ Victims of gender-based violence are safer and are confident that the police are responsive to their needs</li> <li>◆ People from protected groups are engaged with us and their views contribute to service improvements</li> <li>◆ Everyone in Scotland is able to contact the police when they require our assistance.</li> </ul> | <p>Based on draft document – may be subject to minor changes before publication at the end of April 2013.</p> | <p>N/A</p>   |
| <p>The Scottish Crime Survey (biannual) for 2010-11 and the 2012 Northern Community Consultation Survey: Both highlighted that confidence in the police in Highland is high. We wish to maintain this.</p>   | <p>N/A</p>  | <p>Future surveys and consultation feedback will help us to assess how we are doing and what we need to improve.</p> |
| <p><b>1.4 Is there any potential for the policy or practice to discriminate, directly or indirectly, or disadvantage any particular group/s?</b></p>   |   |  |

If yes, who is affected and how? / If no, state what evidence is available to support this?

No, there is no potential for this Local Policing Plan to discriminate directly, indirectly or disadvantage any particular group.

However, whilst the plan is framed with due regard to our statutory equality duty, there are aspects of this Local Policing Plan which may result in certain sections of the community being more likely to come into contact with the police in a variety of situations. There is also the potential for negative stereotyping of young people as a result of our identified priorities. Proactive measures that include closely working with young people and other affected groups will help to mitigate this potential. Our plan explains quite clearly the reasons and evidence for selecting the priorities.

Further information can be found in the analysis section of this assessment.

### **1.5 Is there any opportunity to advance equality for any group/s by removing an existing inequality/disadvantage? Yes/No**

If yes, please provide details / If no, state what evidence is available to support this?

Yes this Local Policing Plan presents an opportunity to address key issues and safety concerns that can have a significant impact on the confidence and abilities of those affected. Such an impact can prevent people from taking advantage of opportunities or to access services that should be available to all.

Our objectives and priorities aim to offer reassurance to some of our most vulnerable and disadvantaged members of the community. It is hoped that this approach will have a positive impact on those affected by any type of crime or the fear of crime. We will achieve our mission of keeping people safe through visible, accessible and responsive policing. We will work to reduce the risk of harm to others through our commitment to protecting our people, reducing anti social behaviour, reducing violence, tackling drugs and alcohol issues, making our roads safer for everybody and tackling serious and organised crime. This in turn will benefit all our communities and improve the quality of life experienced by them.

In addition, the implementation of the Local Police Plan will be supported by a locally developed Equality and Diversity strategy and equality outcomes that have been developed following consultation with local equality groups, which will work towards advancing equality of opportunity for all. We also accept that our information and services are not equally accessible for all. The language and some of the terms used within our plan may not be easy to understand by those who experience language, communication or other barriers. Options for translation, interpretation and communication support are in place to mitigate potential impact.

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**1.6 Is there any potential for impact (negative or positive) on relations between different groups? E.g. Can it lead to tension between any groups and cause damage to relations or will it help to foster good relations? Yes/No**

If yes, please provide details / If no, state what evidence is available to support this?

There is potential for positive impact arising from this policy. The key purpose of the policy is to minimise risk of harm to all members of our communities and to improve the quality of life for all we serve through effective, visible and accessible policing services. Achieving this goal will contribute to people feeling safer in and out of their homes, more confident in our service and more positive towards other sections of the community leading to better relationships between our diverse communities.

Effectively tackling matters such as anti-social behaviour, inappropriate driving behaviour or community based crime by young people will also have additional benefits for our young communities as a whole by demonstrating that these matters relate to a minority only, thereby addressing negative stereotyping and improving relations.

**1.7 Which of the protected groups is the potential impact relevant to and to what level?**

|     | High | Medium | Low | No Relevance | Reasons   |
|-----|------|--------|-----|--------------|---|
| Age | x    |        |     |              | <p>Anti social behaviour: Evidence suggests that proportionally more young people are involved in issues relating to driving, under age drinking and anti social behaviour.</p> <p>Protecting People: Young people can be subject to physical and emotional harm as a result of domestic/child abuse situations.</p> <p>Older people are seen as vulnerable to certain types of crimes and abuse.</p> |

|                                    |   |   |   |   |   |
|------------------------------------|---|---|---|---|---|
| Disability                         |   | X |   |   | Protecting People: Evidence from documents such as the EHRC 'Hidden in Plain Sight' report highlights that there is under-reporting of hate crime by people with disabilities, or a lack of awareness of what constitutes a hate crime. This is evidenced by comparison of the number of reports received relating to other protected characteristics. We have also encountered instances of people with disabilities being targeted by perpetrators of anti-social behaviour, because of their disability. |
| Gender                             | x |   |   |   | Protecting People: Effectively tackling domestic abuse and gender based violence is a strategic priority for Police Scotland and policing in Highland. Many people can be the victims of physical, sexual or emotional abuse and neglect. Domestic Abuse affects the lives of not only the individuals subject to it, but also their wider families, including children.  |
| Gender Reassignment                |   |   | X |   | Protecting People: It is recognised that transgender people can be subject to prejudice on grounds of their transgender status. As a result they experience harassment /hate crime. There can also be domestic abuse situations affecting this group. Our plan seeks to address both of these important issues.   |
| Marital / Civil Partnership Status |   |   |   | x | There is no evidence or concerns to suggest that the proposed Local Poling Plan or its objectives and priorities are likely to have any relevance to this characteristic.   |
| Pregnancy & Maternity Leave        |   |   | x |   | This characteristic has been given a low level relevance because whilst there is no evidence to suggest negative impact due to pregnancy or maternity, women in this group may experience some of the gender based issues highlighted above and their status may require added considerations.  |

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|--------------------|--|---|--|--|--|
| Race               |  | X |  |  | <p>Tackling Serious Organised Crime may involve a significant element of stop search activities, which can be the subject of complaints from minority communities. Whilst there are no indications that this is currently and likely to be an issue within Highland this will be monitored to identify any emerging trends.</p> <p>Racially motivated hate crime is statistically higher than for any other group.</p> |
| Religion or Belief |  | X |  |  | <p>Protecting people: Religious hate crime can be an issue for this group. Also, race and religion can be very closely linked, so there can be the potential for negative stereotyping of this group when a few individuals from a particular race or religion may be involved in serious organised crime.</p>   |
| Sexual Orientation |  | X |  |  | <p>Protecting People: It is recognised that people can be subject to prejudice on grounds of their sexual orientation. As a result they experience harassment /hate crime. There can also be same sex partner domestic abuse situations affecting this group. Our plan seeks to address both of these important issues.</p>  |

**Note:** If the impact of the policy is considered to be of no relevance to **any** equality group/s, then there is no need to progress to a full equality impact assessment. However if the screening above has high, medium or low against any of the aims of the public sector general equality duty, then a full impact assessment should be done.

In a very few cases where the relevance is considered to be low, it may be necessary to postpone the full impact assessment – if this is decided the reasons should be recorded and the date for reviewing this decision inserted below.

|   |
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| <p><b>1.8 Quality Assurance and Decision:</b> On completion of Screening for Relevance, seek advice from your Equality and Diversity resources working within police reform</p> |
| <p><b>Comments from the Equality and Diversity Police Reform resource regarding the above screening level:</b></p>  |
| <p>The above is a fair assessment based on the evidence and information available.</p>  |

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|---|--|---------------------|
| EIA Author's Name: S Spence   | Designation: Service Delivery Officer                  | Date:26/4/13        |
| E&D Resource's Name:<br>Nasreen Mohammed  | Designation: Diversity Adviser, "D" Division (Tayside) | Date: 17.04. 13     |
| <p><b>Note:</b> If a full equality impact assessment is not required, the senior manager who is the policy's owner must also sign off the screening, OR if it is decided that a full EIA cannot be done at this time, the reasons given and a date for reviewing this decision given below.</p> |  |                     |
| Reason for postponing full EIA  |  | Date for reviewing: |
| Policy Owner's Name:  | Designation:   | Date:               |

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## STAGE 2: GATHERING EVIDENCE INCLUDING CONSULTATION/INVOLVEMENT

Consultation: This section should be used to record **all** consultation conducted by the author in creating **this version** of the policy with a consultation record being developed for every individual or organisation consulted with. **The Owing Department/Author must retain all correspondence (emails, letters, notes, draft/final document versions, etc) during the creation of the procedure, policy, function or activity.** Copy and paste issues raised into 4<sup>th</sup> column below.

| 2.1 Log on consultation undertaken  |                                      |               |  |  |
|---|--------------------------------------|---------------|--|--|
| Consultee   | Date sent                            | Date received | Response – issues/concerns raised  | Amendments etc. made   |
| <p>Service User surveys<br/>A public consultation survey involving approx. 6,500 people<br/>Public consultation evenings across the Highland area involving the groups and partnerships listed below informed our Local Policing Plan and their respective Multi Member Ward Plans.</p> | <p>October 2012 and January 2013</p> | <p>N/A</p>    | <p>1,729 people responded.</p> <p>Appendix B within our Local Policing Plan shows the results of this consultation and the priorities for each of our Multi Member Wards.</p> <p>Main concerns include:</p> <ul style="list-style-type: none"> <li>- Road safety</li> <li>- Alcohol abuse</li> <li>- Antisocial behaviour</li> <li>- Serious organised crime</li> <li>- Public protection</li> <li>- Crimes of dishonesty</li> <li>- Violent crime</li> <li>- Terrorism</li> </ul> <p>The priorities outlined by the public were as follows(priority order):</p> <ul style="list-style-type: none"> <li>- Road Safety / Speeding</li> <li>- Drugs</li> <li>- Crime prevention</li> <li>- Drink related crime / behaviour</li> <li>- More police on streets / increased visibility</li> <li>- Antisocial behaviour</li> <li>- Drink / drug drivers</li> </ul> | <p>Feedback taken into account when deciding the priorities</p> <p>The delivery of the Police Plan will be supported by work delivered by individual work areas in line with the Multi Member Ward Level Community Policing Plans.</p> <p>We will try our best to ensure we are consulting with people from all sections of our community so that we can achieve a fair and equal outcome for all.</p> |

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|---|----------|-----|----------|---|
| Young people in the Highland area - Highland Youth Voice Conference | As above | N/A | As above | “ |
| Equality Groups<br>Highland Strategic Community Advisory Group      | As above | N/A | As above | “ |
| Highland Community Councils   | As above | N/A | As above | “ |

|  |          |     |          |   |
|--|----------|-----|----------|---|
| <p>Partnership engagement:</p> <ul style="list-style-type: none"> <li>• Community Safety partnerships</li> <li>• Highland Alcohol and Drug Partnership</li> <li>• Road Safety Partnership</li> <li>• Antisocial Behaviour Partnership</li> <li>• Highland &amp; Islands Strategic Coordinating Group</li> <li>• Local Businesses</li> <li>• Scottish Fire &amp; Rescue Service</li> <li>• Highland Council</li> <li>• Licensing Forum (police, licensed trade and criminal justice)</li> <li>• Highland Licensing Association - aimed at promoting sensible drinking and stopping unsociable and violent behaviour</li> <li>• Tenants and Residents Association</li> <li>• NHS Officials</li> <li>• Youth practitioners groups through the Police Youth Co-ordinators and Community Safety Officers</li> </ul> | As above | N/A | As above | “ |
|  |          |     |          |   |

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**2.2 Evidence/Information from Other Sources (attach relevant research/evidence/monitoring)**

| Source/Title of evidence | Further evidence gathered   |
|--------------------------|---|
| The Community Engagement | Engagement activities such as Ward Forums and Community Council meetings are captured on an ongoing basis using the Divisional Community Planning Process. The information is captured and fed into the Divisional Intelligence Process where the information is fed into the operations tasking process. Information from the ward forums is fed to the Policy and Planning department to inform future policing plans. The evidence gained from this activity corresponds to evidence outlined above. |

**STAGE 3: ANALYSIS**

| 3.1 Analysis of Evidence Obtained: summarise the findings from 2.1 and 2.2 above and what does it tell us. |   |
|--|---|
| Issue/concern raised   | Analysis/Comment  |
| <p>General analysis based on evidence / information / feedback gathered</p>                                | <p>Highland Local Policing Plan for 2013 -2014 sets out the policing priorities and objectives for the area. At this stage the document is a positively focussed document which has been based on evidence of need and developed following significant engagement with the community within Highland and reflects the priorities which matter to people in Highland.</p> <p>The demographic profile of people in Highland is relatively small with the population being around 220,000 (2011 Census) therefore in its nature the diversity of the profile can often be small in some areas and can be difficult to engage with. Efforts have been made to get views from different sections of our community in order to help the Plan more relevant to the whole of our community. All 22 Multi Member Ward Level Communities Plans will help to deliver the objectives set out in this plan.</p> <p>The plan confirms police commitment to ongoing engagement with a variety of people from all protected characteristics to ensure a fair and equal outcome for all. There is a specific objective within Priority 1 (increase public confidence &amp; local engagement) regarding promotion of equality through daily business and partnerships.</p> <p>Staff involved in the delivery of the local police plan will have received equality and diversity training ensuring that this is applied consistently and fairly across the region. Efforts will be made to continue this standard.</p> <p>Against each priority is a set of objectives which are aimed at showing whether our performance has improved or not; these reflect a range of measures from reduction in crimes; increases in detection rates; fear of crime; level of satisfaction etc. These will be evidence of whether our strategies are working correctly.</p> <p>And, as detailed in the Plan in section 5, each priority will be discussed, reported on, monitored and actions will be reviewed if not working well.</p> |

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|   | <p>Addressing the issues around hate crime is rightly included within the Public Protection priority. It is also a part of our performance objectives. Close working relations with partner organisations will help to progress work in this area.</p> <p>The Local Policing Plan will be supported by a locally developed Equality and Diversity strategy. Equality outcomes have been developed following consultation with local equality groups, therefore ensuring opportunity for advancing equality of opportunity remains.</p> <p>There are several references to youths or young persons but this is appropriate to the evidence that has been gathered, locally, nationally and with partners that these are the demographic group to target in these instances. The Getting It Right for Every Child is a major part of the whole systems approach to policing and partnership working. With every agency playing their part to ensure that the SHANARRI indicators (Safe, Healthy, Achieving, Nurtured, Active, Respected and Responsible, and Included are met.</p> |
| <p>i) Increase Public Confidence and Local Engagement</p> | <p>Whilst evidence suggests that we are doing relatively very in this area, it is seen as a continued priority by our community. Our approach of visible policing and meaningful community engagement will help to further enhance the good relations with the police and between different communities as well as advancing equality for groups usually underrepresented or excluded in mainstream activities.</p>  |

**NOT PROTECTIVELY MARKED**



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| <p><b>ii) Protecting People</b></p>       | <p>Our commitment to Public Protection brings with it a focus on a victim centred approach and working in partnership to protect our communities. This can be particularly relevant in terms of domestic abuse, hate crime or any form of discrimination or harassment. For example, we have placed particular emphasis on the protection of vulnerable adults or those at risk of harm by capturing and sharing relevant information, using established and effective processes.</p> <p>We also aim to reduce the potential of physical and emotional harm to young people through our priorities of effectively tackling domestic abuse and the robust management of Registered Sex Offenders resident within the Highland area.</p> <p>Protecting adults at risk of harm through strong partnership approaches across relevant agencies is the right thing to do. Evidence from documents such as the EHRC 'Hidden in Plain Sight' report highlights that there is under-reporting of hate crime by people with disabilities, or a lack of awareness of what constitutes a hate crime. This is evidenced by comparison of the number of reports received relating to other protected characteristics.</p> <p>Although infrequent we have also encountered instances of people with disabilities being targeted by perpetrators of anti-social behaviour, because of their disability. Our approach to dealing with offenders and to raising awareness amongst communities as part of our Equality Outcomes will have an impact on this issue. We are also developing our Vulnerable Persons Database capability to ensure appropriate referral mechanisms are established for vulnerable people.</p> <p>Effectively tackling domestic abuse (including same sex partners), gender based violence and harmful traditional practices (such as forced marriage, honour based violence and female genital mutilation) is a strategic priority for Police Scotland and policing in Highland. Evidence shows that many people can be the victims of physical, sexual or emotional abuse and neglect. Domestic Abuse and Gender based violence blights the lives of not only the individuals subject to it, but also their wider families, including children. We have established dedicated domestic and rape abuse investigation units, which will focus on detecting and managing offenders. Our continued focus in this area will build upon work we have already conducted in this area leading to offenders being reported through the courts and a significant reduction in repeat Domestic Abuse incidents.</p> |
| <p><b>iii) Making Our Roads Safer</b></p> | <p>Traditionally, intelligence and statistics demonstrate that issues involving road safety (particularly serious injury Road Traffic Collisions) often involve young people under the age of 25.</p>   |

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| <p><b>iv) Reducing Violence, Disorder and Antisocial Behaviour</b></p> | <p>Although by no means exclusive to young people, often relates to a disproportionately high percentage of youth and features as a common and significant community concern across Highland.</p> <p>Effectively tackling matters such as anti-social behaviour, inappropriate driving behaviour or community based crime by young people will also have additional benefits for our young communities as a whole by demonstrating that these matters relate to a minority only, thereby addressing negative stereotyping and improving relations.</p> <p>Analysis indicates that the vast majority of Hate Crime and violence / disorder is linked to drink and drugs abuse. Drunken/abusive patrons often come in to verbal conflict with employees within the licensing trade, particularly at premises linked to night time economy or fast food outlets in town centres. Alcohol and drugs are undoubtedly a 'golden thread' within many of the Strategic Priorities. By working with partners to develop opportunities for prevention, intervention and influencing policies and attitudes, will help to reduce offending behaviour - particularly that which is motivated by prejudice.</p> <p>Evidence shows that this is an area where young men are most likely to be the victims or perpetrators of such crimes. Targeted campaigns in conjunction with partners, to address these lifestyle issues and choices has the potential to impact positively upon them in the longer term.</p> |
| <p><b>vi) Tackling Serious Organised Crime and Drugs</b></p>           | <p>The priority and objectives relating to Serious Organised Crime makes reference to organised crime groups that are involved in the distribution of controlled drugs. In tackling this, there is the potential for stop/search activity to appear to impact upon some communities owing to the profile of those involved.</p>   |

**STAGE 4: DECISION / MITIGATION ACTION / JUSTIFICATION**

| <p><b>4.1 What is your decision? (see page 11 of guidance)</b></p>     | <p><b>Please tick only 1 box</b></p> |
|--|--------------------------------------|
| <p>A. No Change is required (no adverse impact)</p>                    |                                      |
| <p>B. Adjust the policy (to remove or minimise the adverse impact)</p> | <p>X</p>                             |

**NOT PROTECTIVELY MARKED**

|   |  |
|---|--|
| C. Continue the policy (despite adverse impact being identified – complete 5.1 below) |  |
| D. Stop and remove the policy (in case of unlawful discrimination)                    |  |

**Note: if options A or D are chosen, then stage 5 (mitigation) is not required.**

**MITIGATION /JUSTIFICATION**

**4.2 Can any negative impact be justified on a legal or objective ground? If so, please give full details here - attach any EHRC and /or legal guidance or similar received"**

There is no known negative or adverse impact identified as a result of implementing this Local Policing Plan. However, it is recognised that given the fact that certain types of crimes involve some sections of the community more than others there may be a potential for affected groups to feel they are being unfairly targeted. The objectives are important for the police and our communities and they are based on evidence of need. There are sufficient measures in place to ensure that there will be no unnecessary or unjustified targeting of any group. Also proactive initiatives to reduce and prevent the level of incidents in all our priority areas will help to reduce any potential impact. Local ward level community engagement, including protected groups, and focus on key issues most relevant in that area will further assist in managing emerging issues.

**4.3 MITIGATING ACTION PLAN: What mitigating or positive action/s have been or will be taken to minimise/eliminate any potential for adverse impact on our ability to meet the aims of the Public Sector Equality Duty? And, how will this action be monitored to see if it is reducing any adverse impact?**

| Issue / Concern identified | Mitigating Action taken/ to be taken | Evaluation/ Monitoring method | Timescale & Updates | Action Owner | Strategic Ownership & Links to Equality Outcomes |
|----------------------------|--------------------------------------|-------------------------------|---------------------|--------------|--|
|----------------------------|--------------------------------------|-------------------------------|---------------------|--------------|--|

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|   |   |  |                                 |                      |  |
|---|---|--|---------------------------------|----------------------|--|
| <p>All people living in our area have visible and accessible services. Potential barriers to contacting and accessing services are identified and removed</p> | <p>The Local Policing Plan recognises the issues affecting our communities. We analyse crimes trends and local/national issues. We also seek feedback from our communities to help identify accessibility issues.</p> <p>We have 24/7 access to translation, interpretation, including signers, and communication support services to remove language and communication barriers.</p> <p>Police Scotland Equality Outcomes have recognised the need to address any remaining barriers to equal access for all.</p> <p>The adoption of this Local Policing Plan aims to help create a sense of safety and wellbeing for those who reside or work in, travel to or visit our city and enhance the quality of life for those we serve.</p> | <p>The Plan will be monitored and reviewed on a regular basis by the Senior Management Team and revised if necessary</p> | <p>For the life of the plan</p> | <p>Supt Highland</p> | <p>Will help to reduce discrimination, advance equality of opportunity and foster good relations</p> |
| <p>Matters affecting communities need to be addressed through appropriate mechanisms and working in conjunction with partners</p>                             | <p>There is a strong emphasis within the Local Policing Plan for effective partnership working to both identify issues affecting communities and the best way to address these.</p>   | <p>As Above</p>  | <p>For the life of the plan</p> | <p>Supt Highland</p> | <p>Will help to advance equality of opportunity and foster good relations</p>                        |

|   |   |  |                                 |                                |   |
|---|---|--|---------------------------------|--------------------------------|---|
| <p>Through partnership working and community engagement, develop support mechanisms for all our communities, particularly minority communities and vulnerable groups who may be impacted by some crime types and/or behaviours.</p>   | <p>This Local Policing Plan is based on the principles of partnership working with relevant communities to minimise the risk of harm or abuse as a result of anti-social behaviour and crimes motivated by prejudice.</p> <p>Local Multi Member Ward Plans have been developed. Police will work with partners to create a safe environment for people to live, work and socialise.</p> | <p>As Above</p>  | <p>For the life of the plan</p> | <p>Supt Highland</p>           | <p>Will help to the need to reduce discrimination, harassment and foster good relations</p> |
| <p>Intelligence suggests that a number of people involved in Serious Organised Crime activities are from minority ethnic communities, though not exclusively so. This can be an issue for some, particularly amongst the minority ethnic communities who may feel they are being unfairly targeted; however, there are no indications of this in Highland</p> | <p>Any activities or operations will be based on evidence in order to ensure that no one is targeted on racial grounds. Where operations have the potential to impact on a particular group or community a community impact assessment will be conducted.</p>   | <p>Monitoring will be done via governance procedures – plan will be revised if issues emerge</p> | <p>For the life of the plan</p> | <p>D Supt H&amp;I Division</p> | <p>Will help to reduce discrimination</p>   |

|   |  |   |                                 |   |   |
|---|--|---|---------------------------------|---|---|
| <p>Young people feel they don't have all the important information about police services and feel they are negatively stereotyped</p> | <p>Proactive use of social media such as twitter and facebook to engage with young people and keep them informed.</p> <p>Proactive measures to prevent and intervene so that young people are appropriately engaged and supported – thereby reducing crime involving young people and building a positive image.</p> | <p>Ongoing consultation with youth groups such as Highland Youth Voice to gauge views on services</p> <p>Review of the effectiveness of prevention and interventions activities once complete</p> | <p>For the life of the plan</p> | <p>Head of Media</p> <p>DCU Preventions and Interventions</p> | <p>Will help to reduce discrimination and negative perceptions about young people</p> |
|---|--|---|---------------------------------|---|---|

## STAGE 5: IMPLEMENTATION AND REVIEW

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| <p><b>5.1 What arrangements /systems are / will be in place to monitor the effect of the policy once it is implemented and how will this relate to our duty to advance equality?</b></p>  |
| <p><b>The plan will be reviewed on a regular basis by the Divisional Senior Management Team. This regular review by senior management will ensure that advancement of equality issues are an integral part of the Divisions objectives and service delivery</b></p>   |
| <p><b>5.2 Who will be responsible for the above monitoring?</b></p>   |
| <p>The Divisional Senior Management Team.</p>   |
| <p><b>5.3 When will the policy be reviewed and who will be responsible for this review?</b></p>   |
| <p>This Local Policing Plan is an interim document for 2013-2014 only. As stated above the review of the plan will be conducted by the Senior Management Team on a regular basis. This will ensure that the interim plan is effective; meets the needs of our communities and meets our legislative obligations. If any adverse impact or significant adjustment is identified during the course of the year, the plan can be review and adjusted if necessary. A new 3 year Local Policing Plan will be developed during 13/14 for the 2014-2017 years. Issues highlighted during 13/14 will also be used to inform the future priorities and objectives listed in the 14/17 plan.</p> |

**NOT PROTECTIVELY MARKED**

**STAGE 6: PUBLICATION. LEGISLATION REQUIRES THIS TO BE PUBLISHED IN AN ACCESSIBLE FORMAT AND AVAILABLE IN A REASONABLE TIME.**

|                     |  |                    |  |
|---------------------|--|--------------------|--|
| Place(s) published: |  | Date(s) published: |  |
|---------------------|--|--------------------|--|

**STAGE 7: FINAL EQUALITY IMPACT ASSESSMENT SIGN OFF**

|   |                                       |               |
|---|---------------------------------------|---------------|
| <b>Statement by Author of the Policy</b> - This policy has been developed in accordance with the EIA guidance notes having considered the impact and effect of this policy against the general equality duty and taken appropriate steps to mitigate, reduce, eliminate, or provide justification for any adverse impact it may have. |                                       |               |
| Name: S Spence  | Designation: Service Delivery Officer | Date: 26/4/13 |

**Quality Check: Full Impact Assessment Checked by Police Reform Equality & Diversity Resource**

|       |              |       |
|-------|--------------|-------|
| Name: | Designation: | Date: |
|-------|--------------|-------|

**Police Reform Executive Delivery Officer**

|  |              |       |
|--|--------------|-------|
| The final stage of the EIA is to formally sign off the document as being a complete rigorous and robust assessment. Decision makers must take account of the results of Equality Impact Assessments when considering whether to approve a new or revised policy. |              |       |
| Name:  | Designation: | Date: |

**NOT PROTECTIVELY MARKED**

