

**Equality and Human Rights Impact Assessment
(EqHRIA)**

Summary of Results

Policy / Practice	Local Policing Plans for the Police Service of Scotland’s 32 Local Authority Areas
Owning Department	Local Policing Development and Support
Date EqHRIA Completed	04/06/2018
Purpose of Policy / Practice	This policy has been introduced to ensure that the Police Service of Scotland has fulfilled its statutory requirement under the Police and Fire Reform (Scotland) Act 2012, to publish 32 Local Policing Plans (LPPs) that align to the 32 Local Authority Areas (LPAs) in Scotland.

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

These plans reflect the priorities of local community concerns and evidence our commitment to improving the safety and wellbeing of the citizens in Scotland. They enable officers and police staff to respond to local community concerns whilst delivering on the outcomes of the wider Local Outcome Improvement Plans (LOIPs). The LPPs demonstrate to the public how local police officers will respond and deliver service at the local community level. The plans also provide governance via local scrutiny arrangements where Local Policing Command Teams report on performance of the objectives contained within each plan throughout its lifetime.

The EqHRIA is required to ensure a consistency in approach when considering the impact across the 32 Local Authority Areas as, although the LPPs are bespoke to the local area, the approach and standards of delivery are derived under a national guidance aligned to the Community Empowerment Act and Police Fire and Reform.

Each Local Policing Plan is subject to a period of consultation. Individual records of engagement with key partners, stakeholders and organisations including protected groups that have links to the local community, is held by the respective LPAs.

LPPs also draw from our periodic YourViewCounts public survey, local strategic assessments and LOIP themes. There have been gaps identified in the survey sample size and disproportionate representation across all age groups. Work is underway to enhance engagement with groups whose responses are underrepresented.

Some communities have identified hate crime as a priority and activity to improve the lives of those affected can be seen within some of the plans. However, the Police Service of Scotland treats all hate crimes as a priority and any such incidents reported to Police Scotland will be subject to a full and thorough investigation.

A number of the LOIPs have a focus around social isolation, youth engagement and vulnerability. LPPs address a number of issues through activity contained within their objectives which will improve outcomes for various age groups in society.

LPPs provide a local policing framework that evidences approach and activity to tackle the concerns of local communities, wider community issues and any threats/risks highlighted

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through local tactical assessments of each Local Authority area.
The intended outcome of the LPPS is to improve the lives of people, places and communities through addressing the issues that are the highest priority.

All activity contained within the LPPs is underpinned by the Police Service of Scotland's commitment to equality and diversity, when engaging with the public and our staff. The plans promote the policing values of Fairness, Integrity, Respect and Human Rights.

In having due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations, it is assessed that the development and implementation of LPPs is unlikely to have any negative/disproportionate impact on any protected characteristic groups. The anticipated impact is likely to be positive in nature as the LPPs present opportunities to proactively prioritise and work to address the key concerns of local communities/groups.

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

The LPPs provide officers and police staff with a basis to ensure they understand the priorities of their local communities and provide legitimacy for service delivery. All officers and staff can access the plans from the intranet.

The plans provide a platform for the public and partners to hold local policing delivery to account through a robust local governance arrangement. Plans are living documents that can be adapted should communities' needs change over their tenure.

To remove any communication/language barriers during direct engagement, Police Scotland already provides a 24/7 access to interpreters – including British Sign Language and other forms of communication support.

Requests for information in alternative forms to meet specific needs will be considered on a case by case basis.

To ensure that the plans truly reflect local communities, work will continue to strengthen the engagement with those currently underrepresented, through an enhanced engagement strategy to support YourViewCounts.

Management Log – Policy Support Dept. Use Only

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