

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	'Policing 2026': Our 10 Year Strategy for Policing in Scotland
Owning Department	Strategy, Insight and Innovation
Date EqHRIA Completed	9 th March, 2018
Purpose of Policy / Practice	<p><i>'Serving a Changing Scotland'</i> Our 10 year Strategy for policing in Scotland is a collaborative and strategic programme, led jointly by the Scottish Police Authority and Police Scotland, to transform policing in Scotland over the next 10 years.</p> <p>The Strategy provides clear direction and provides the foundation for long term operational and financial sustainability.</p>

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

Equality Impact Assessment

Analysis of the strategy, from an equality perspective, appears to support that the proposed changes will have no direct or indirect adverse or disproportionate impact on protected groups in the wider community or in respect of partnerships.

Any impact is likely to be positive in nature, as the proposed strategy will identify potential for inequality and disadvantage at an early stage through ongoing community engagement and the focus on threat, risk and harm to people, places and communities.

There will be an impact on individuals across the wider workforce as a result of the strategy's implementation which may include those identified as within the protected characteristic categories. The development of Implementation and Delivery Plans and overall delivery of the strategy will provide more detail in relation to these as separate EqHRIA assessments are carried out.

Internal and external consultation/engagement has taken place in an inclusive and accessible manner to ensure staff and public views have influenced the strategy.

Human Rights Impact Assessment

Analysis of the Strategy from a Human Rights perspective identified no potential infringements to any of the rights.

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

Whilst 2026 delivery plans are under development, work will continue to assess, from an equality and human rights viewpoint, the impact of particular actions and plans. This will allow specific consideration of needs to be assessed and mitigating action taken where possible.

During the development of the 3 Year implementation Plan, Enabler Strategies, Delivery Plans and the delivery of projects and policy, reviews and consultation/engagement with relevant groups will be ongoing to ensure an inclusive approach is taken during the development and implementation of actions and plans. EqHRIA's will be completed separately detailing any impacts/mitigation relating to groups with protected characteristics and where information is available will provide finer detail.

A cyclical review will be carried out of the plan and EQHRIA.