## Equality and Human Rights Impact Assessment (EqHRIA)

## Summary of Results

### Policy/Practice Name:

Local Police Plans

### Owning Department:

Lanarkshire Police Division

### Date EqHRIA Completed:

24/11/2022

### Purpose of Policy/Practice:

The purpose of the Local Police Plan (LPP) 2023-2026 is to present Lanarkshire Division’s priorities for policing in the three years ahead (1 April 2023- 31 March 2026). The LPP describes how we will address the concerns raised by our communities and partners.

We follow the same approach adopted from the LPP 2020-2023 which sees the plan cover both council areas (North and South Lanarkshire). The plan focuses on three key priorities which have been identified in order to make a difference to the lives of people within Lanarkshire.

Lanarkshire Division will continue to focus on working closely with the public, communities, and partners to deliver on the priorities.

Delivery of specific activities set out within the LPP will enhance the service Police Scotland provides to communities and deliver upon its Equality Outcomes. Lanarkshire Division will report on progress to deliver the LPP on a quarterly basis to members of the council’s scrutiny committees.

### Summary of Analysis / Decisions:

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

It is assessed that the implementation of the LPPs will not result in any disproportionate impact on any of the protected characteristics. Police Scotland’s eight Joint Equality Outcomes (2021) have been considered when developing the Local Policing Plans. These are monitored locally via out internal Divisional Equality, Diversity and Inclusion Group.

All incident, crimes and offences that impact on the protected characteristics are scrutinised on a daily basis. Performance reporting against progress of the LPPs is subject to public scrutiny by each of the Local Authorities and reports are publicly available.

The Division maintains representation on a wide range of groups including Community Planning Partnerships, Violence Against Woman and Girl groups and the Ayrshire Equalities Partnership. This representation allows Ayrshire Division to draw experiences from a range of partners to better understand how policing activities impact on our communities.

### Summary of Mitigation Actions:

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

During the development of Local Police Plans (LPPs), activities were assessed on their potential to impact upon groups with protected characteristics. Engagement with internal and external stakeholders informed our prospective activities, as did insights from the ‘Your Police’ survey and bespoke engagement on an early draft of this LPP. This assessment was incorporated into the development of activities, and in their prioritisation. The activities within the LPP were found either to positively impact groups with protected characteristics, or to have no impact upon these groups.

The LPP milestones and performance measures / insights described for each of the activities have been set as a result of our assessment. There are no bespoke mitigating actions that require to be addressed at this time, but this will remain under review and can be updated at any time.

Of note, Police Scotland corporately carries out EqHRIAs for standard operating procedures and guidance associated with the operational delivery of the LPPs. The Summary of Results for these can be found on the Police Scotland website via the following link:

[Standard Operating Procedures - Police Scotland](https://www.scotland.police.uk/access-to-information/policies-and-procedures/standard-operating-procedures/)