

POLICE SCOTLAND

Scottish Police Reform Screening and Equality Impact Assessment Form

EIA Author's Name:	Colin Mowat 9035	Designation:	Safer Communities Inspector	Date:	4 April 2013
Version Number of Policy:	Version 0.1				
Name of Policy	Aberdeenshire Local Policing 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'.

Name of Policy	Aberdeenshire Local Policing Plan 2013 - 2014
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NOT PROTECTIVELY MARKED

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 Aberdeenshire 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 the new force 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 and engagement with our partners and the local communities of Aberdeenshire.

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

To increase public confidence by showing that Aberdeenshire and Moray Division is committed to local policing that enable us to respond effectively to the individual needs of our communities.

To outline the following six strategic priorities and objectives which have been identified for Aberdeenshire;

- ◆ Acquisitive Crime (such as theft, street, retail crime etc.)
- ◆ Antisocial Behaviour, Violence and Disorder
- ◆ National Security
- ◆ Public Protection
- ◆ Road Safety and Road Crime
- ◆ Serious Organised Crime and Drugs

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

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

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
Census 2011 Population / Community Profile for Aberdeenshire Total population: Approx 253,000 Minority ethnic population: Approx 5,000 (2.01%) Deaf population: Approx just under 3,000 (1.1%) Hard of hearing population: Approx 32,500 (13.6%) Older people 65 yrs and over: Approx 43,000 (approx 17%) Young People 15-30 yrs: Approx 40,000		
Aberdeenshire Community Safety Partnership Strategic Assessment 2013/14	N/A	N/A
Aberdeenshire Divisional Strategic Assessment 2013	" "	" "
Scottish Index of Multiple Deprivation 2012	" "	" "
Grampian Police Youth Crime Survey 2011	" "	" "
Grampian Police Joint Equality Outcomes Survey 2012	" "	" "

Police Scotland Strategic Police Priorities	" "	" "
Chief Constable of Scotland's Annual Police Plan	" "	" "
Scottish Government National Outcomes	" "	" "
EHRC 'Hidden in Plain Sight' report 2011		

1.4 Is there any potential for the policy or practice to discriminate, directly or indirectly, or disadvantage any particular group/s?

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 wrong assumptions to be made about the level of threat to national and local security or level of particular issues as a result of our identified 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. Minimising the risk of harm to others through our commitment to public protection, national security, road safety, serious and organised crime and drugs, violence disorder and anti-social behaviour will benefit the residents of Aberdeenshire and improve the quality of life experienced by them.

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 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><u>Acquisitive crime and antisocial behaviour:</u> Evidence suggests that proportionally more young people are involved in theft of performance vehicles and antisocial behaviour relating to young drivers. There are also links between young people and under age drinking and anti social behaviour.</p> <p><u>Public protection:</u> Young people can be subject to physical and emotional harm as a result of domestic/child abuse situations.</p>
Disability		x			<p><u>Public protection</u> 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,</p>

					because of their disability.
Gender	x				<u>Public protection</u> ; effectively tackling domestic abuse and gender based violence is a strategic priority for Police Scotland and policing in Aberdeenshire. Many people can be the victims of physical, sexual or emotional abuse and neglect. Domestic Abuse blights the lives of not only the individuals subject to it, but also their wider families, including children.
Gender Reassignment			X		<u>Public protection</u> : 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.
Race	X				Tackling SOCG will involve a significant element of stop search activities in our area, which can be an area of key grievance to minority communities, and this will be monitored to identify any emerging trends. Racially motivated hate crime is statistically higher than for any other group. Also recent historical events at national and international level have led to particular faith or racial groups being associated with acts of terrorism. Our pro-active work in this area will assist in identifying vulnerable people subject to all forms of radicalisation or susceptibility to influence.

Religion or Belief		X			National Security: Although our approach to national security is intended to show that this is a cross cultural issue, not limited to any particular communities. However, recent historical events at national and international level have led to particular faith or racial groups being associated with acts of terrorism. Public protection: Religious hate crime can be an issue for this group
Sexual Orientation		X			Public Protection: 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.

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.

1.8 Quality Assurance and Decision: On completion of Screening for Relevance, seek advice from your Equality and Diversity resources working within police reform		
Comments from the Equality and Diversity Police Reform resource regarding the above screening level:		
EIA Author's Name: Colin Mowat 9035	Designation: Safer Communities Inspector	Date: 4 April 2013
E&D Resource's Name:	Designation:	Date:

Note: 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.

Reason for postponing full EIA

Date for reviewing:

Policy Owner's Name:

Designation:

Date:

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 4th column below.

2.1 Log on consultation undertaken				
Consultee	Date sent	Date received	Response – issues/concerns raised	Amendments etc. made
Young people in the Grampian area	2011	N/A	<p>In 2011, the Force conducted a survey to ascertain our young community's perceptions of crime and the Police. This was widely distributed and promoted amongst educational establishments, young people's groups and those who represent them, with over 1000 responses received.</p> <p>The survey demonstrated that young people often fear going out alone or after dark and that they are more worried about violent or sexual crime than matters such as acquisitive crime.</p> <p>Many reported positive experiences of contact with the Police, but a significant number also reported a reluctance to engage with the Police. A variety of reasons were given for this, but a feeling that they were stereotyped by communities, communication and attitudinal issues and a feeling that 'nothing would be done' were notable contributions.</p> <p>A majority of young people highlighted that seeing the Police in their area gave them a sense of security and that they wanted less formal engagement with the Police (stopping for a chat, drop in centres etc)</p>	Findings of survey contributed to the creation of the Aberdeenshire and Moray Divisional Strategic Assessment and the Local Policing Plan.

NOT PROTECTIVELY MARKED

<p>Grampian Joint Engagement Equality Outcomes survey.</p>	<p>2011/2012</p>	<p>N/A</p>	<p>In 2011, Grampian Police entered in to a partnership with various Public Authorities in our area to collectively gather evidence to inform our future Equality Outcomes, in keeping with the requirements of the Equality Act 2010.</p> <p>A survey was developed, which was centred on accessibility of services, communication, safety and employment opportunities. This was circulated to more than 300 organisations, groups and individuals who represented all protected characteristics.</p> <p>The following were identified as issues affecting our communities in the Grampian area, which have relevance to the Local Policing Plan.</p> <ul style="list-style-type: none"> • Confidence in the Police and service is essential to encourage reporting of incidents • Police need to have greater awareness of key issues affecting communities in order to understand and address them • Individual and organisations are enabled and encouraged to recognise, report and react to the signs of abuse and harassment • There is a general lack of understanding amongst some communities of what constitutes criminal behaviours, particularly those motivated by hate or prejudice • Support community initiatives to encourage participation in public life and to address negative stereotyping • There is a lack of understanding of the role of the Police and the engagement activities they conduct within communities 	<p>In compiling our Local Policing Plan, a key element of development was listening to and understanding the needs of our communities. The Aberdeenshire and Moray Divisional Strategic Assessment and this Local Policing Plan have both been prepared in recognition of these needs and reflect the issues identified as a result of our consultation activities.</p>
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			<ul style="list-style-type: none"> • People need to know what support is available for them • Young people are often perceived negatively within communities owing to stereotyping <p>An action plan is being developed around these and the other issues identified, which will assist in local delivery.</p>	
Aberdeenshire Community Councils	2010 to present day	N/A	<p>In 2010, following a period of extensive consultation and involvement of local communities, Grampian Police realigned their services to a Local Policing Team (LPT) model. In Aberdeenshire, there are 7 LPTs, each with identified priorities relevant to their areas. The common features which occur in most areas are road safety, concerns regarding drugs misuse and anti-social behaviour, particularly involving young people.</p> <p>A key element of the LPT model is engagement with local communities, through regular attendance at community council meetings and engagement with key individuals in the area. We have developed Key Individual Networks (KINs) using our Community Engagement Database. KINs are people/groups identified as having a key role to play in their community and are seen as vital tools to communicating with people in the area.</p> <p>Every quarter, each LPT Inspector produces a report, which highlights the key issues within the community over that period and also the local priorities. This allows additional areas of focus to be identified, albeit it should be noted that the priorities have remained consistent since 2010.</p>	The feedback from Community Councils, KINs and community members has allowed us to identify the local perspective of the Scottish Strategic Police Priorities and demonstrated how they apply to Aberdeenshire and Moray Division.
Aberdeenshire Council	7 Feb		A copy of the draft Local Policing Plan has been provided to Aberdeenshire Council Policy and	This has been approved.

2.2 Evidence/Information from Other Sources (attach relevant research/evidence/monitoring)	
Source/Title of evidence	Further evidence gathered
Grampian Police Community Engagement Database	The Community Engagement Database is used to capture evidence of engagement across Aberdeenshire. This embraces all forms of engagement, for example from participation in local events or groups to formal partner meetings at a tactical/strategic level. Included in this is feedback from each Community Council meeting and any issues which may have been raised. Analysis of this system, combined with crime trends etc, allows us to identify local issues that are important to local communities and direct our services accordingly

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>i) Acquisitive Crime (theft, street / retail crime etc.)</p>	<p>The specific issue of acquisitive (theft) crime involving vehicles has been identified as involving young people in the Aberdeenshire area.</p> <p>A trend of theft of performance vehicles involving young or underage drivers has been identified. The approach to this problem will be evidence based, and this may involve a degree of focus upon this group.</p>
<p>ii) Anti-Social Behaviour</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 the Local Policing Team areas in Aberdeenshire.</p> <p>We have highlighted the connection between drinking too much alcohol and instances of violence and disorder. Evidence shows that this is an area where young men are most likely to be the victims or perpetrators of such crime. Targeted campaigns in conjunction with partners, to address these lifestyle issues and choices have the potential to have a positive impact upon them in the longer term.</p> <p>Analysis indicates that the vast majority of Hate Crime is linked to drunken/abusive patrons who 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 consumption is undoubtedly a 'golden thread' within many of the Strategic Priorities. By working with partners to create further development of opportunities for intervention and challenging and influencing policies and attitudes, an opportunity is presented to reduce offending behaviour and particularly that motivated by prejudice or prejudice on account of the protected characteristics.</p> <p>Effectively tackling matters such as anti-social behaviour, inappropriate driving behaviour or community based crime involving 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>

iii) National Security

is a key priority in Aberdeenshire, given the prominence of the oil and gas industry which includes the St Fergus terminal and Garlogie gas compression station. There are also the busy sea ports of Peterhead and Fraserburgh. The greatly diverse nature of the population we serve means that local, national and international events can impact adversely upon sections of our communities.

We are committed to the aims and objectives of the Government's anti-terrorism CONTEST strategy, and work with our partners and communities to build resilience in the fight against terrorism threat. We recognise that CONTEST can be viewed with uncertainty and suspicion by some communities and we will ensure that any activities we conduct in our area are in keeping with national strategies and procedures. We will also consider the local impact via consultation and the involvement of relevant communities and use of Equality and Community Impact Assessments where appropriate.

Our approach to national security demonstrates that this is a cross cultural issue, not limited to any particular communities. Our pro-active work in this area will assist in identifying vulnerable people subject to all forms of radicalisation or those easily influenced. Through our proactive approach to education and early intervention, we demonstrate that national security issues can affect all communities and are not limited to particular races, religions or beliefs as may be perceived by some.

The community we serve in Aberdeenshire is particularly diverse, with people of multiple nationalities coming to live, work, in, travel to or visit our area. Through our commitment to Protecting People, we aim to reduce instances of prejudice motivated crime and to foster good community relations where people can live in harmony and with a sense of well-being and safety.

<p>iv) Public Protection</p>	<p>Our commitment to Public Protection brings with it a focus on a victim centred approach and working in partners 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 people 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 Aberdeen City 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 a comparison of the number of reports received relating to other protected characteristics.</p> <p>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 Scotland and policing in Aberdeenshire. Evidence shows that many people can be the victims of physical, sexual, emotional abuse and neglect. Domestic Abuse and Gender based violence blights the lives of not only the individual subject to it, but also their wider families, including children. We have established dedicated domestic and rape 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>v) Road Safety and Road Crime</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>

vi) Serious Organised Crime and Drugs	<p>The priority and objective relating to Serious Organised Crime and Drugs makes reference to organised crime groups from England travelling to the North East of Scotland for the purposes of distributing controlled drugs. In tackling this there is the potential for stop/search activity to appear to impact upon some minority ethnic communities owing to the profile of those involved.</p> <p>Evidence suggests that a number of people involved in such 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. Any such activity will be based on evidence and subject to monitoring via governance procedures.</p>
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STAGE 4: DECISION / MITIGATION ACTION / JUSTIFICATION

4.1 What is your decision? (see page 11 of guidance)	Please tick only 1 box
A. No Change is required (no adverse impact)	
B. Adjust the policy (to remove or minimise the adverse impact)	X
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"
<p>There is no known negative or adverse impact identified as a result of implementation of the Local Policing Plan.</p>
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?

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 adverse impact?

Issue / Concern identified	Mitigating Action taken/ to be taken	Evaluation/ Monitoring method	Timescale & Updates	Action Owner	Strategic Ownership & Links to Equality Outcomes
<p>All people living in Aberdeenshire 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</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>Will help to reduce discrimination, advance equality of opportunity and foster good relations</p>

	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.				
Matters affecting communities need to be addressed through appropriate mechanisms and working in conjunction with partners	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.	Monitoring will be done via governance procedures – plan will be revised if issues emerge	For the life of the plan		Will help to advance equality of opportunity foster good relations
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.	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. Local Multi Member Ward Plans have been developed. Police will work with partners to create a safe environment for people to live, work and	Monitoring will be done via governance procedures – plan will be revised if issues emerge	For the life of the plan		Will help to the need to reduce discrimination harassment and foster good relations

	socialise in Aberdeenshire.				
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.	Any activities or operations will be based on evidence in order to ensure that no one is targeted on racial grounds.	Monitoring will be done via governance procedures – plan will be revised if issues emerge	For the life of the plan		Will help to reduce discrimination
Young people feel they don't have all the important information about police services and feel they are negatively stereotyped	An action plan is being developed around these issues, which will assist in local delivery.	This is being developed	This is being developed		Will help to reduce discrimination

STAGE 5: IMPLEMENTATION AND REVIEW

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?

5.2 Who will be responsible for the above monitoring?

The Chief Inspector Support, Aberdeenshire and Moray Division will have responsibility for ensuring the Local Policing Plan is monitored

5.3 When will the policy be reviewed and who will be responsible for this review?

The Aberdeenshire Local Policing Plan is an interim document for 2013-2014 only. This will be reviewed by 31 March 2013 and a new 3 year Local Policing Plan developed for the 2014-2017 years. This will ensure that the interim plan is effective and meeting the needs of our communities and 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.

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:	
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STAGE 7: FINAL EQUALITY IMPACT ASSESSMENT SIGN OFF

Statement by Author of the Policy - 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: Andrew Todd	Designation: Chief Inspector Support, Aberdeenshire and Moray Division	Date: 04 March 2013
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Quality Check: Full Impact Assessment Checked by Police Reform Equality & Diversity Resource

Name: Nasreen Mohammed	Designation: Diversity Adviser, "D" Division (Tayside)	Date: 11 April 2013
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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:
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