



Police Scotland
Screening and Equality Impact Assessment Form

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| EIA Author's Name: | Stephen Stiff / Sheila Kelly | Designation: | Performance Management | Date: | 05/02/13 |
| Version Number of Policy: | | | | | |
| Name of Policy | Dumfries and Galloway 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'.

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| Name of Policy | Dumfries and Galloway 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.

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| <p>1.1 What is the main aim(s) or purpose of the policy?</p> |
| <p>The Police Plan will be a key document in providing an evidenced set of outcomes for the delivery of local policing. As a document, it will be approved by the Local Authority and be based around national and local priorities. The priorities will be encapsulated into five areas: Diversity and Equality; Creating Safer Communities; Dealing with Local Concerns; Delivering an Excellent Service and Community Engagement Standards.</p> |
| <p>1.2 What outcome(s) are you trying to achieve?</p> |
| <ul style="list-style-type: none"> • to deliver the best possible service that continues to protect our communities and prevent crime • to strive to improve on our performance providing a safe and secure environment for our community. |

| 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) | | |
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| Source/Title of evidence | Gaps in evidence remaining | Further evidence to be gathered |
| Analysis of User Satisfaction Survey data 2011/12 | | |
| Road Traffic Casualty targets as set by the Scottish Government | | |
| Public consultation evenings across the force area Engagement includes Consultation event, public consultation evenings, user surveys, schools and Area Committees, Victim Support, Equality Groups, SBCC. The equality groups were invited by the Diversity officer | Information was gathered at the consultation day in March 2012 by the diversity officer who had provided a specific form for delegates to complete. In addition when the Community Voice was initiated all members completed an application form which asked questions around ethnicity, age, gender. | The delivery of police plan will be supported by work delivered by individual work areas. |
| Consultation exercises with schools across the region | | |
| A public consultation event involving approx. 100-120 people held in March 2012. | | |
| User satisfaction surveys which includes a section around the force priorities | | |
| Regular interaction with local Elected Members through Area Committees. | | |
| Attendance at local Community Council meetings | | |
| Interaction with neighbourhood watch co-ordinators | | |

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| Working with agencies such as Victim Support Scotland and Retail and Licensing Associations | | |
| Liaison with equality groups Equality Groups were identified and specifically invited to attend public consultation event in March 2012. | Capacity and availability of some group members limited full attendance of invited equality groups at Consultation Event in March 2012 | |
| Proactive use of social media such as GLOW and facebook. | | |
| Liaison with young persons through the council's Community Learning & Development Department. | | |
| Partners engagement with: <ul style="list-style-type: none"> • Community Safety partnership • Dumfries and Galloway Strategic Partnerships • Domestic Abuse & violence Against Women partnership • Alcohol and Drug Partnership • Road Safety Partnership • Antisocial Behaviour Partnership • Youth Justice Group • Major Emergency Scheme Strategic Co-ordinating Group • Retailers against Crime (Scotland) • Dumfries and Galloway Fire & Rescue • Dumfries and Galloway Council | | |

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| <ul style="list-style-type: none"> • Licensing Associations (police, licensed trade, criminal justice and residents groups) • The Association of Dumfries Licencees – aimed at promoting sensible drinking and stopping unsociable and violent behaviour • Tenants and Residents Association NHS Officers • Youth practitioners groups formally co-ordinated through the council’s Community Learning & Development Department. • Curriculum for Excellence – liaison with schools and key partners mentioned above. | | |
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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? Yes

While extensive consultation was carried out, including engagement with local equality groups, to inform this plan, limited equal ops monitoring was carried out and therefore it was difficult to disaggregate the data captured against all protected characteristics.

There is a recognition that national equality outcomes may not be entirely representative of the needs of local people in Dumfries and Galloway however work is ongoing to address local requirements against those set nationally.

The publication of any reporting material requires to be accessible to remove barriers for all members of the community who wish to engage with the police.

All areas of positive action in respect of any of the protected characteristics require to be considered against an evidence based approach to ensure that they are non-discriminatory.

The Plan states that we are ‘committed to protecting the most vulnerable members of our community’ – the definition of vulnerable is anyone in the community irrespective of their actual or perceived protected characteristics and is dependent on the circumstances in which they find themselves.

A full and clear understanding of the demographic make-up of Dumfries and Galloway is required to deliver the plan effectively. This has to be further supported by those with a role in the local scrutiny arrangements having full awareness of equality and diversity issues and the impact that the plan has on such.

1.5 Is there any opportunity to advance equality for any group/s by removing an existing inequality/disadvantage? Yes

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

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. As detailed in the LPP in section 5 each priority will be discussed and reported on and progress on how successful the division is will be monitored and actions to this success reviewed if proving to be ineffective. This will require incorporating feedback reflecting all protected characteristics.

All aspects of information gathering should be done against full Equal Ops profiling which is consistent across Scotland and where possible with partner organisations to ensure that services are being tailored to the specific needs of our communities.

Ensuring equality and diversity underpins the service provided demonstrates our commitment to delivery services which meet the needs of our communities/staff.

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 should be made to continue this standard.

The implementation of the Local Police Plan will be supported by a locally developed Equality and Diversity strategy and equality outcomes have been developed following consultation with local equality groups therefore ensuring opportunity for advancing equality of opportunity remains.

Guidance is still to be provided by the Reform team as to how divisions will progress future consultation. There will be consultation carried out as part of the Scottish Policing Assessment, the local Joint Strategic Assessment with the Community Partnership and the local policing assessment.

Reference is made to hate crime in the Public Protection priority and also reference is made to the SOA Priority 5 Ambition 5.3 which covers hate crime. It is not a priority on its own but it is included and is part of our performance objectives. Close working relations with partner organisations will ensure the development opportunity across the five related protected characteristics (disability, race, religion or faith, sexual orientation, transgender identity).

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?

The term vulnerable used within the document covers a wide area and is generally about protecting all members of the community. This approach requires to be proportionate and risk managed in order to minimise any perception bias of use of resources.

Hate crime and it's linkage with our requirements under the SOA are referenced. This is an area which has been consulted heavily on both by the police and by statutory partners and has been incorporated as a priority of local equality outcomes for a number of statutory organisations.

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 approaching 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.

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

| | High | Medium | Low | No Relevance | Reasons |
|------------|------|--------|-----|--------------|--|
| Age | ✓ | | | | <p>Positive: Evidence has shown the need to focus on a number of issues relating to young people. Therefore the plan is heavily weighed towards education and support for young people.</p> <p>There is evidence of early interventions with young people to prevent them from becoming involved in drugs, road traffic crashes and alcohol.</p> <p>The plans commits to protecting ‘children’ and to manage and minimise the risk that young people committing crime</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 approaching 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> |
| Disability | ✓ | | | | <p>Positive:</p> <p>Reference is made to hate crime in the Public Protection priority and also reference is made to the SOA Priority 5 Ambition 5.3 which covers hate crime. It is not a priority on its own but it is included and is part of our performance objectives.</p> |

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

| | High | Medium | Low | No Relevance | Reasons |
|------------------------------------|------|--------|-----|--------------|---|
| Gender | ✓ | | | | <p>Positive:</p> <p>Domestic violence is seen to be a priority area in respect of policing within Dumfries and Galloway this includes alcohol related violence</p> <p>Aspects of roads policing to be tailored to the needs of service users eg motorcycling advice</p> |
| Gender Reassignment | ✓ | | | | <p>Positive:</p> <p>Reference is made to hate crime in the Public Protection priority and also reference is made to the SOA Priority 5 Ambition 5.3 which covers hate crime. It is not a priority on its own but it is included and is part of our performance objectives.</p> |
| Marital / Civil Partnership Status | ✓ | | | | <p>Positive:</p> <p>Domestic violence is seen to be a priority area in respect of policing within Dumfries and Galloway.</p> <p>The approach to this area requires to be proportionate to areas of same sex domestic abuse also.</p> |
| Pregnancy & Maternity Leave | | | ✓ | | <p>This is an area which is under reported. There is currently no evidence which demonstrates a need for this area to be reflected within the police plan.</p> |

| 1.7 Which of the protected groups is the potential impact relevant to and to what level? | | | | | |
|--|------|--------|-----|--------------|--|
| | High | Medium | Low | No Relevance | Reasons |
| Race | ✓ | | | | <p>The force has adopted a Counter Terrorism and Extremism Community Engagement Policy. Each separate area has a champion who has the responsibility for ensuring that the Prevent strategy is reinforced in their area of responsibility.</p> <p>Dedicated officers have been appointed with mandate to work together with partners to deliver 'to a wider audience.' and the monitoring of community intelligence is an ongoing process</p> <p>Proactive work alongside communities will continue to reduce any actual or perceived negative impact.</p> <p>Reference is made to hate crime in the Public Protection priority and also reference is made to the SOA Priority 5 Ambition 5.3 which covers hate crime. It is not a priority on its own but it is included and is part of our performance objectives.</p> |
| Religion or Belief | ✓ | | | | |
| Sexual Orientation | ✓ | | | | |

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:

The document is a strategy document which is to support the delivery of local policing within Dumfries and Galloway. The detail of the delivery of the strategy will be where the true impact of the plan will be. All areas support its delivery and therefore require to be considered against separate EIAs and considered against the three parts of the general duty and the protected characteristics.

At this stage the document is a positively focussed document which has been developed following full engagement with the community within Dumfries and Galloway and thereafter formed the priorities which matter to people in Dumfries and Galloway.

The demographic profile of people in Dumfries and Galloway is relatively small with the population being around 151,000 (2011 Census) therefore the nature of the diversity profile can often be small in some areas and more difficult to engage with. Recognition has been given to the need to endeavour to get as broad a view as possible from a diverse group of people in order to help deliver this plan. There is therefore the need to reflect this commitment within the development and delivery of all Multi Member Ward Level Community Plans (13). These will be used to inform the Local Policing Plan and will be subject to a full Equality Impact Assessment.

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| EIA Author's Name: Stephen Stiff | Designation: Inspector, Strategic Development & Governance | Date: 07/02/13 |
| E&D Resource's Name: Sharon Melville | Designation: Diversity Officer – Dumfries and Galloway | Date: 07/02/13 |
| <p>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.</p> | | |
| <p>Reason for postponing full EIA This is an interim plan and due to the timescales with reform and the transition process every effort has been made to assess the impact of this plan in its current format. It is understood that a full impact assessment should be undertaken as the plan is cemented and the longer-term plan is developed.</p> | | <p>Date for reviewing: To be confirmed.</p> |
| Policy Owner's Name: Kathleen Thomson | Designation: Local Police Commander, Dumfries and Galloway Division | Date: 08/02/13 |