



Police Scotland
Screening and Equality Impact Assessment Form

EIA Author's Name:	Tim Ross	Designation:	Chief Inspector	Date:	04/05/2013
Version Number of Policy:	Version 0.2				
Name of Policy	Police Scotland Local Policing Plan – North Ayrshire				

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	Police Scotland Local Policing Plan – North Ayrshire
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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.

1.1 What is the main aim(s) or purpose of the policy?
<p>The primary purposes of the Local Policing Plan for North Ayrshire are:</p> <ul style="list-style-type: none"> ▪ to describe policing priorities within North Ayrshire and advise how these priorities will be addressed; and ▪ to confirm arrangements for scrutiny of policy by North Ayrshire Council
1.2 What outcome(s) are you trying to achieve?
<ul style="list-style-type: none"> ▪ To publicise the policing priorities for North Ayrshire and the actions that will be taken to address them; and ▪ To inform the public of the rationale for these priorities being identified

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
Government's draft priorities for policing	None	
Public consultation in North Ayrshire (August-September 2012)	None	

North Ayrshire Council Single Outcome Agreement (SOA)	None	
Comment on draft plan from North Ayrshire Council	None	
National EIA on introduction of local Police plans	None	
Police Scotland E&D consultation and equality outcomes 2013	None	

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

No. The Plan highlights the priorities for policing that is delivered in terms of the integrated service delivery model. This model has been designed to address the needs of all sections of society and particular care has been taken to ensure that practices are non-discriminatory. The values of Police Scotland underpin the Force's commitment to fairness and non discrimination.

Care was also taken during the public consultation exercise, to obtain a wide and representative cross-section of public opinion.

1.5 Is there any opportunity to advance equality for any group/s by removing an existing inequality/disadvantage? Yes/No

Yes. Steps can be taken to ensure as broad a representation as possible in the public consultation exercise. Police Scotland has a focus on hate crime through its control strategy and this will assist in refining service provision as time passes.

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

No potential for negative impact. The plan has been designed to be fair to all sectors of the community. It will not be divisive or cause tensions. The plan may have a positive impact by helping different groups to understand others' concerns and how policing can contribute to community wellbeing.

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		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.
Disability			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.
Gender			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.
Gender Reassignment			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.
Marital / Civil Partnership Status			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.
Pregnancy & Maternity Leave				X	No equality impact implications
Race			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential

NOT PROTECTIVELY MARKED

					impact.
Religion or Belief			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.
Sexual Orientation			X		The plan has been designed to reflect the views of the community and every effort has been made to ensure it is representative. The vulnerability of this group has been recognised and the plan will assist in minimising any potential impact.

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: Tim Ross	Designation: Chief Inspector	Date: 04/05/2013
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
North Ayrshire Council	Jan 2013	Mar 2013	There has been ongoing consultation with North Ayrshire Council to ensure its satisfaction with the content of the plan. No issues or concerns have been raised in terms of equality impact.	
Police Scotland National Reform Team (Local Policing)	Jan 2013	Mar 2013	There has been ongoing consultation with the section of the national reform team that has overseen the preparation of Local Police Plans across Scotland and carried out the initial EIA on the generic process. The national reform team has, at all stages, stressed the importance of minimising any potential equality impact.	One addition to the plan was proposed following an early review. This addition was made to confirm Police Scotland's continued commitment to fairness and equality.
Public Consultation in North Ayrshire	Aug 2012	Sep 2012	Summarised in policing plan	
Police Scotland E&D Consultation and Equality Outcomes 2013			Referred to in Policing Plan	

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2.2 Evidence/Information from Other Sources (attach relevant research/evidence/monitoring)	
Source/Title of evidence	Further evidence gathered

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
To ensure public consultation was representative and did not exclude any groups	Every effort was made to ensure the consultation was as inclusive as possible. The exercise will be reviewed to identify if improvements can be made in subsequent years
To ensure the plan does not impact negatively on sections of society	Every effort has been made to ensure the plan is fair and equitable and does not disadvantage any group or promote inequality or unfairness

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)	X
B. Adjust the policy (to remove or minimise the adverse impact)	

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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"					
No negative impact identified					
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 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 any adverse impact?					
Issue / Concern identified	Mitigating Action taken/ to be taken	Evaluation/ Monitoring method	Timescale & Updates	Action Owner	Strategic Ownership & Links to Equality Outcomes
Policing plans to be made as widely available as practicable, in alternative languages in formats	This will be managed centrally, by Police Scotland Diversity unit. A generic page has been created for the front of the plan. It is in multiple languages and asks the reader whether further assistance is required. The Chief Inspector (Support) for Ayrshire Division will remain the SPOC for any arising issues and will facilitate any local engagement				

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	required to meet needs. A central mechanism will be put in place to assist in meeting any demand to format the plan differently.				
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STAGE 5: IMPLEMENTATION AND REVIEW

<p>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?</p>
<p>The local policing plan will be widely shared and publicised. Any comment in relation to equality impact will be welcomed and reviewed. The operation of the plan will be regularly reviewed and scrutinised, both internally and by North Ayrshire Council and any issues arising will be addressed.</p>
<p>5.2 Who will be responsible for the above monitoring?</p>
<p>CI John Hogg, Area Commander North Ayrshire sub-division CI Tim Ross, Director of Community Safety, North Ayrshire Council CI Derek Mateer, CI Support, Ayrshire Division</p>
<p>5.3 When will the policy be reviewed and who will be responsible for this review?</p>
<p>Formal review on a quarterly basis CI Derek Mateer, CI Support, Ayrshire Division</p>

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: Tim Ross	Designation: Chief Inspector	Date: 4 May 2013
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Quality Check: Full Impact Assessment Checked by Police Reform Equality & Diversity Resource

Name:	Designation:	Date:
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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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