



Police Scotland
Screening and Equality Impact Assessment Form

EIA Author's Name:	Elaine Ferguson	Designation:	Superintendent	Date:	8 April 2013
Version Number of Policy:	1.0				
Name of Policy	South Lanarkshire Local Policing Plan 2013-2014				

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 aim of this Local Policing Plan is to communicate to the people of South Lanarkshire the key strategic priorities for policing in South Lanarkshire
1.2 What outcome(s) are you trying to achieve?
The intended outcome of publication of this plan is to communicate to the people of South Lanarkshire that policing priorities have been set by taking account of a range of information sources and by consulting with local communities and partner agencies in South Lanarkshire. This ensures that the policing priorities are seen to be focused on the policing needs of local communities and to encourage public reassurance and confidence.

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
Public Consultation Survey 2012	Information was gathered from the public consultation survey in August 2012 whereby 1758 members of the community completed our survey questionnaire. This survey, whilst relatively small in numbers is designed to be as representative of the diverse population as possible (self identified ethnicity)	The delivery of police plan will be supported by work delivered by individual work areas. Guidance will be sought from the diversity officer on how we can ensure we are fully consulting with a variety of people from all protected characteristics to ensure an unbiased discriminatory delivery does not occur.
Road Traffic Casualty targets as set by the Scottish Government	This includes reference to young people and is a valid consideration	
Regular interaction with local Elected Members through Local Area Partnership Meetings	There are numerous partnership meeting held which are chaired and have elected member representation. The Safer South Lanarkshire Board (scrutiny board) has council representatives as well as regular interaction between Area Commanders and local representatives.	
Attendance at local Community Council meetings	These CCs have been asked to deliver opinion of the plan as it is due for their attention as part of the structured Community Planning process	The feedback from Community Councils
Working with agencies such as Victim Support Scotland and Retail and Licensing Associations	No issue in this part of the consultation	The plan has been reviewed and no adverse comment raised

<p>Liaison with equality groups:</p> <ul style="list-style-type: none"> ➤ South Lanarkshire Access Panel ➤ South Lanarkshire Disability Partnership ➤ LEMAC 	<p>Through South Lanarkshire Equality & Diversity Group as well as the Local Police Equality & Diversity Action Plan there is regular engagement and consultation held within South Lanarkshire. The groups listed and partners have all seen the draft Local Policing Plan and have been asked for any comments with the narrative that may show gaps – there have been no issues have been identified by these colleagues.</p>	
<p>Proactive use of social media such as twitter and Facebook</p>	<p>This will involve ongoing input and appropriate interaction</p>	
<p>Partners engagement with:</p> <ul style="list-style-type: none"> • South Lanarkshire Community Planning Partnership • Safer South Lanarkshire Board • South Lanarkshire Equality & Diversity Group • Doorway • Domestic Abuse & Violence Against Women partnership • Alcohol and Drug Partnership • Road Safety Partnership • Youth Council • Licensing Associations (police, licensed trade, criminal justice and residents groups) • Curriculum for Excellence – liaison with schools • Victim Support • Criminal Justice Authority 	<p>The Local Police Plan has been posted on the Police Scotland Web Site since 24 March 2013. It has been in circulation with partner agencies since 19 March 2013. To date no gaps have been identified.</p>	

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

There is very low risk of excluding people/groups from the opportunity to provide consultation feedback. There is a hypothetical risk that there may be some groups or stakeholders in South Lanarkshire as yet unknown to the police. It is much less likely that such groups or stakeholders will also be unknown to South Lanarkshire Council or Lanarkshire NHS or the wider voluntary sector in South Lanarkshire. Lanarkshire Division's larger partner agencies also undertake inclusive public consultation and engagement, and have specialist resources dedicated to equality and inclusion. The Lanarkshire Police Division's close partnership with local statutory and voluntary agencies should ensure wide and inclusive consultation going forward.

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

Yes –the opportunities have been identified in the policing plan: the plan explicitly prioritises protection of vulnerable people and victims of hate crime and Anti Social Behaviour.

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. And 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 feedback to be incorporated reflecting those communities with protected characteristics.

All aspects of intelligence gathering should be done against full Equal Opportunities 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. For example, Lanarkshire Division's larger partner agencies have specialist resources dedicated to equality and inclusion. South Lanarkshire Council and NHS Lanarkshire employ dedicated Equality & diversity policy advisers. The Lanarkshire Police Division's close partnership with local statutory and voluntary agencies should ensure wide and inclusive consultation going forward.

Ensuring equality and diversity is underpinning the service provide to public and staff demonstrates our commitment to the delivery of services which meet the needs of our communities and 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.

The implementation of the Local Police Plan will be supported by a locally developed Equality and Diversity strategy and equality outcomes has been developed following consultation with local equality groups therefore ensuring opportunity for advancing equality of opportunity remains. There will be consultation carried out as part of the Scottish Policing Assessment, the Divisional Strategic Assessment and a paper is currently being presented to the Community Planning Partnership seeking permission for a Joint Community Safety Strategic assessment.

Hate crime has been identified as a target within the Antisocial Behaviour priority and also as a Local Outcome indicator within the South Lanarkshire Single Outcome Agreement. Close working relations with partner organisations will also 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

The plan through its strategic nature will not have any direct potential positive or negative impact between different groups as it comprises of priorities that have been adopted in consultation with the public within South Lanarkshire and therefore seeks to be representative of the community it is designed to serve.

Hate crime and its linkage with our priorities and 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 in order to complement that included within the SOA.

There is a specific reference to young persons but further indirect references, 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, 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	High potential positive impact				<p>There is evidence of early interventions with young people to prevent them from becoming involved in drugs, road traffic accidents and alcohol.</p> <p>The plans commits to protected 'children' and to manage and minimise the risk that young people may engage in serious or organised criminality</p> <p>The plan refers to work with Roads Scotland, who have a educational responsibility for young people to promote road safety. Getting It Right for Every Child (GIRFEC) 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> <p>Elderly people may be targets of bogus callers, as such are included within the plan's commitment to protect vulnerable people.</p>
Disability	High potential positive impact				Reference is made to hate crime in the Priorities and the SOA.

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

	High	Medium	Low	No Relevance	Reasons
Gender	High potential positive impact				Domestic violence is clearly a priority area in respect of policing within South Lanarkshire with an ongoing focus on alcohol related violence
Gender Reassignment	High potential positive impact				Reference is made to hate crime in the Priorities and the SOA.
Marital / Civil Partnership Status				Relevant to internal, employment matters, not to service delivery	

1.7 Which of the protected groups is the potential impact relevant to and to what level?					
	High	Medium	Low	No Relevance	Reasons
Pregnancy & Maternity Leave				Relevant to internal, employment matters, not to service delivery	There is currently no evidence which demonstrates a need for this area to be reflected within the police plan.
Race	High potential positive impact				Reference is made to hate crime in the Priorities and the SOA.
Religion or Belief	High potential positive impact				Reference is made to hate crime in the Priorities and the SOA.
Sexual Orientation	High potential positive impact				Reference is made to hate crime in the Priorities and the SOA.

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.

NOT PROTECTIVELY MARKED

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:		
<p>The document is a strategy document which is to support the delivery of local policing within South Lanarkshire. The main aim of this Local Policing plan is to communicate to the people of South Lanarkshire the key strategic priorities for policing South Lanarkshire (see 1.1 and 1.2 above).</p> <p>The detail of the delivery of the strategy will be where the true impact of the plan will be. At this stage the document is positively focussed and has been developed following engagement with the community within South Lanarkshire. The population of South Lanarkshire is approximately 312,660 (2011 Census) with all protected characteristics being represented.</p>		
EIA Author's Name: Elaine Ferguson	Designation: Superintendent	Date: 8 April 2013
E&D Resource's Name: Sean Burke	Designation: Sergeant	Date: 8 April 2013
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.		
This document is the result and summary of extensive consultation, locally, regionally and nationally about equality & diversity policing priorities. I would say that no further consultation is required regarding the priorities set out in this document.		Date: 8 April 2013
Policy Owner's Name: Nelson Telfer	Designation: Local Police Commander, Lanarkshire Division	Date: 8 April 2013

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
SAMH (mental health)			No issues	None
Voice of Experience (Elderly persons advocacy service)			No issues	None
Youth Council			No issues	None
Muslim community advisor			No issues	None
Deaf Connections	29/3/13	4/4/13	The deaf community may require an 'easy read' leaflet however in terms of content there are no issues and plan supported	In order to communicate police priorities to the public the Local Policing Plans will need to be made available in alternative languages & formats (eg. Audio, large print, easy read) This will be provided centrally by Police Scotland HQ.

NOT PROTECTIVELY MARKED

LGBT Community Advisor	29/3/12	3/4/13	Concerns around 'hate crime' being a generic term and perhaps individual recording should be adopted.	A breakdown of hate crime categories is now included in the plan
South Lanarkshire Council elected members			No issues	None
Victim Support Scotland			No issues	None
Violence against Women Partnership			No issues	None
Alcohol and Drug partnership			No issues	None
Road Scotland			No issues	None
South Lanarkshire Council Diversity Monitoring Group			No issues	None

2.2 Evidence/Information from Other Sources (attach relevant research/evidence/monitoring)

Source/Title of evidence	Further evidence gathered
South Lanarkshire Partnership	

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.

NOT PROTECTIVELY MARKED

Issue/concern raised	Analysis/Comment
The deaf community may require an 'easy read' leaflet however in terms of content there are no issues and plan supported	This was a point made toward the preference of the deaf community however it was more to do with format and less the content of the document. The group concerned did not wish any further action at this time. However in order to communicate police priorities to the public the Local Policing Plans will need to be made available in alternative languages & formats (eg. Audio, large print, easy read) This will be provided centrally by Police Scotland HQ.
Concerns around 'hate crime' being a generic term and perhaps a break down of what type of crimes constitute hate crime recording should be adopted.	The plan will be changed accordingly as this is a valid point.

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)	
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"

n/a

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

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?

Monitoring will be done by the Local Authority Liaison Officer

5.2 Who will be responsible for the above monitoring?	
Local Authority Liaison Officer	
5.3 When will the policy be reviewed and who will be responsible for this review?	
The Local Policing Plan is an interim document that will be reviewed prior to the start of the financial year 2014	

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: Elaine Ferguson

Designation: Superintendent

Date: 29/4/13

Quality Check: Full Impact Assessment Checked by Police Reform Equality & Diversity Resource

Name: Sean Burke

Designation: PS H150

Date: 26/04/2013

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: Nelson Telfer

Designation: Chief Superintendent
Local Police Commander

Date: 29/4/13