

POLICE SCOTLAND

Scottish Police Reform Screening and Equality Impact Assessment Form

EIA Author's Name:	Gary Lawrie	Designation:	Superintendent	Date:	22/2/13
Version Number of Policy:	1.0				
Name of Policy	Local Police Plans – Stirling 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'.

NOT PROTECTIVELY MARKED

Name of Policy	Local Police Plans – Stirling 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.

<p>1.1 What is the main aim(s) or purpose of the policy?</p>
<p>The Local Police Plan covers the Stirling authority area and sets out the local policing priorities and objectives for 2013-2014. They are a statutory requirement of the Police and Fire Reform (Scotland) Act 2012 and are produced as part of a planning process which takes account of the Scottish Governments overarching vision for public services, the Strategic Police Priorities set by Scottish Ministers, the Scottish Police Authorities Strategic Police Plan and the Chief Constable of Scotland’s Annual Police Plan.</p>
<p>1.2 What outcome(s) are you trying to achieve?</p>
<p>The Police Plans will ensure compliance with the legal requirement under Police and Fire Reform (Scotland) Act 2012 to produce a Local Police Plan as part of police reform. Their purpose is to evidence how policing will be delivered within a local authority area against the background of government’s vision for public services, the Strategic Police Priorities set by Scottish Ministers, the Scottish Police Authorities Strategic Police Plan and the Chief Constable of Scotland’s Annual Police Plan.</p>

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
Guidance on completion of Local Police Plans has been circulated to all new Police Divisions		
Public Consultation Surveys carried out.		
Strategic Assessment of local information		
Analysis of local crime data		
Assessment of local partnership maps		

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. The Local Police Plans are generic strategic level documents that outline priorities for the delivery of local policing. The service that would be provided to specific groups will remain as at present with no specific changes to service delivery being detailed in the Plans themselves.

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

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

The 2013-14 Local Police Plans outline six local priorities for policing which reflect local circumstances and national priorities. The priorities include a specific commitment to tackling domestic abuse which could be seen as being tackling disadvantage faced by victims of such crimes.

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 strategic nature of these Local Police Plans are such that they do not define priorities to this level. The overarching purpose of the Plan is to seek to identify policing priorities specific to this local area and part of this would be to continue effective local police engagement and reassurance which will minimise any negative impact on relations between groups.

There may be a perception amongst some that the lack of Hate Crimes as a specific priority is a negative impact however this reflects local circumstances and work and a commitment to address Hate Crime across all protected groups is provided in each of the Local Plans under the "Protecting the Public" priority.

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	
Disability				X	
Gender				X	
Gender Reassignment				X	
Marital / Civil Partnership Status				X	
Pregnancy & Maternity Leave				X	
Race				X	
Religion or Belief				X	
Sexual Orientation				X	

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:		
As there is no relevant impact on any of the Protected Characteristics there is no requirement to carry out a full EQIA at this time. Should the document be altered or an impact is identified then this decision will be reconsidered.		
EIA Author's Name: Gary Lawrie	Designation: Superintendent	Date: 22-02-2013
E&D Resource's Name: PC 350 Mike Parsons	Designation: Equalities and Diversity Officer	Date: 27-02-2013
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.		
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 Owning 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

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

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"

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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?
Please provide details	
5.2	Who will be responsible for the above monitoring?
Please provide details	
5.3	When will the policy be reviewed and who will be responsible for this review?
Please provide details	

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:	Designation:	Date:
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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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