



Police Scotland
Screening and Equality Impact Assessment Form

EIA Author's Name:	Brian Shaw	Designation:	Chief Inspector	Date:	20/03/13
Version Number of Policy: 0.1					
Name of Policy	Police Scotland West Dunbartonshire 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	Police Scotland West Dunbartonshire Local Policing 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.

1.1 What is the main aim(s) or purpose of the policy?

To communicate to the people of West Dunbartonshire the key strategic priorities for policing West Dunbartonshire

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

To communicate to the people of West Dunbartonshire that policing priorities have been set by taking account of a range of information sources and by consulting with local communities and partner agencies so that priorities are focused on policing local communities in West Dunbartonshire.

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
Scottish Policing Assessment 2013-2015	None	
August -October 2012 Consultation across WDC with 617 people taking part	None	
Strathclyde E&D Consultation Feedback 2012-14	None	
Police Scotland E&D Consultation & Equality Outcomes 2013	None	
(Continue rows as necessary)		

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 policing plan explicitly prioritises the needs of vulnerable people/groups, vulnerable children, vulnerable adults, domestic abuse victims, victims of hate crime and victims of anti social behaviour. It also prioritises ongoing local/ public engagement. In the light of the findings of specific Equality & Diversity consultation, the priorities include the needs of marginalised groups even though those needs did not always emerge as top priorities through ‘mainstream’ KIN consultation.

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 – those opportunities have been identified in the policing plan: the plan explicitly prioritises protection of vulnerable people and victims of hate crime and ASB.

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?
No – The priorities have been framed to be broadly inclusive of all communities and all vulnerable people/groups

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				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan
Disability	x				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan
Gender	x				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan
Gender Reassignment	x				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan
Marital / Civil Partnership Status				x	
Pregnancy & Maternity Leave				x	
Race	x				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan
Religion or Belief	x				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan
Sexual Orientation	x				Positive impact because the vulnerability of this group is an issue that has been explicitly recognised and prioritised by the plan

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:		
I agree with the authors comments and suggested impact levels as identified in the above screening process. The document identifies local issues and priorities to address those, whilst considering the most vulnerable sections of our communities.		
EIA Author's Name: Brian Shaw	Designation: Chief Inspector L669	Date: 20 March 2013
E&D Resource's Name: Sean Burke	Designation: Sergeant H150	Date: 08 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.		
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
See 'Scottish Policing Assessment 2013-2015' – Scottish Police Website			As summarised in policing plan	
See 'August 2012 Consultation across WDC with 617 people from WDC' – available from Strathclyde Force Performance Dept		August 2012	As summarised in policing plan	
Strathclyde Police E&D Consultation Feedback 2012-14 – full details available from CI Ross Aiken, Head of Diversity, Strathclyde Police/Police Scotland		2011-2012	As summarised in policing plan	
WDC Community Planning Partnership priorities – available from LALO, WDC			As summarised in policing plan	
2.2 Evidence/Information from Other Sources (attach relevant research/evidence/monitoring)				
Source/Title of evidence		Further evidence gathered		

NOT PROTECTIVELY MARKED

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
	The Policing plan itself summarises the community/partner concerns raised and priorities identified.

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)	
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

<p>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>					
<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 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?</p>					
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?
Scrutiny of Police Local Plans will be undertaken by a newly created Management Board of the Community Planning Partnership, which will consist of CPP Chief Officers and a selection of elected officials, including Leaders of the Council and Opposition. The Council has the option to refer any arising issues to the Audit and Performance Committee
5.2 Who will be responsible for the above monitoring?
This Board will have a clear Police and Fire scrutiny remit and will report directly to the full West Dunbartonshire Council.
5.3 When will the policy be reviewed and who will be responsible for this review?
The Council has the option to refer any arising issues to the Audit and Performance Committee

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: Brian Shaw

Designation: Chief Inspector L669

Date: 10 April 2013

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

Name: Sean Burke

Designation: Sergeant H150

Date: 08 April 2013

As per section 1.8 above

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: Barry McEwan

Designation: Chief Superintendent

Date: 19 April 2013