

## EQUALITY IMPACT ASSESSMENT

This form should be completed in line with the Police Scotland Equality Impact Assessment Standard operating Procedure and in conjunction with Equality and Diversity resources. Completed EIAs must be retained and the outcomes must be reported to decision makers to be considered when making decisions.

<b>NAME OF POLICY</b>	Comhairle Nan Eilean Siar Local Policing Plan 2014-2017
<b>Policy Version Number</b>	Version 1
<b>Equality Impact Assessment Author</b>	J Hill
<b>Designation</b>	Sergeant- Performance Support
<b>Date</b>	17/06/2014

The term Policy refers to: Policies; Criteria; Functions; Practices; and Activities hereafter referred to as 'policy'.

## STAGE 1 – SCREENING FOR RELEVANCE

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 purpose of this Local Policing Plan is to provide guidance and clarity in respect of the priorities and objectives which have been set out for Eilean Siar for 2014-2017 and to comply with the statutory requirements of the Police and Fire Reform (Scotland) Act 2012. The plan forms part of a wider planning process and outlines the commitment of Police Scotland to service the needs and concerns of the local community, whilst dealing with the wider national demands placed upon it. It has been produced taking account of the Strategic Police Priorities set by Scottish Ministers, The Chief Constable's Police Plan, local crime trends and other information, consultation and engagement with our partners and the local communities of Eilean Siar.

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

To increase public confidence by showing that Highland and Islands Division is committed to a local policing approach that enables the Division to respond effectively to the individual needs of our communities.

To outline the following four strategic priorities and objectives which have been identified for Eilean Siar Local Policing Area;

1. Road Safety
2. Alcohol Abuse/Misuse (especially around underage drinking)
3. The Supply, Abuse and Misuse of Drugs
4. Protecting People
5. Antisocial Behaviour

To ensure that our staff and communities understand the reasons why these issues have been selected as important; and

To demonstrate our commitment to local scrutiny and engagement, whilst meeting national performance priorities.

### 1.3 Collect Information: what evidence is available on how this policy might affect equality groups and what does this tell you?

Source/Title of Evidence	Gaps in evidence remaining	Further evidence to be gathered
Census 2011 Population / Community Profile for Eilean Siar Council Area	Census data in respect of other protected characteristics such as other disabilities,	Further community profile information to build an accurate picture of the diversity of

<p>Total resident population: 27,684 broken down as follows (% of the total Eilean Siar population)</p> <p>Children (under 16): 16.9%</p> <p>16-29 years old: 13.3%</p> <p>30-44 years old: 18.3%</p> <p>45-59 years old: 22.1%</p> <p>60-74 years old: 19.4%</p> <p>75 + years old: 10.0%</p> <p>Ethnicity:</p> <ul style="list-style-type: none"> <li>- White Scottish: 86.9%</li> <li>- Other white (British/Irish/Polish/Other): 12.2%</li> <li>- All other (non-white) groups: 0.9%</li> </ul> <p>People with a limiting long-term illness: 20.6%</p> <p>Carers (People who provide unpaid care): 9.6%</p>	<p>religion/belief and sexual orientation.</p>	<p>Eilean Siar communities.</p>
<p>Road Traffic Casualty targets as set by the Scottish Government- Scotland's Road Safety Framework to 2020 'Go Safe on Scotland's Roads it's Everyone's Responsibility'.</p> <p>Road Policing objectives have been informed by the commitment nationally and locally to making our roads safer.</p>		
<p>Scottish Government National Outcomes These 15 national outcomes describe</p>		

<p>what the Scottish Government wants to achieve over the next 10 years. This policy seeks to align with the national outcomes through partnership working and a shared responsibility.</p>		
<p>Evidence from local crime trends and police information has informed the priorities.</p>		
<p>The 2012 Northern Constabulary Community Consultation Survey. This highlighted that confidence in the Police in Eilean Siar is high. We wish to maintain this level.</p>		<p>Future surveys and consultation feedback will help us to assess how we are doing and what we need to improve.</p>
<p>Police Scotland Public Consultation Survey 2013- Na h-Eileanan an Iar</p>		<p>Future surveys and consultation feedback will help us to assess how we are doing and what we need to improve.</p>
<p>Public Sector Equality Duties requires that due regard be given to the need to:</p> <ol style="list-style-type: none"> <li>1. Eliminate discrimination and harassment</li> <li>2. Advance equality of opportunity.</li> <li>3. Foster good relations</li> </ol>		
<p>'Hidden in Plain Sight', EHRC, 2011. Issues identified around under reporting of disability related harassment, not understanding what is hate crime and a feeling of not being believed.</p>		
<p>Community Equality Impact Assessment- Contact, Command &amp; Control Division Integration &amp; Remodelling Project. Identifies that the implementation of the</p>	<p>It is not possible to provide details of specific impact(s) and/or any relevant mitigating actions.</p>	<p>Each implementation stage of the Policy and each individual element thereof will be the subject of separate and detailed Equality Impact Assessments in relation to</p>

<p>policy and the relocation of services will impact on a number of communities across Scotland, including Eilean Siar. The nature and extent of any impact(s) will vary in accordance with a number of local factors, which cannot yet be determined.</p>		Community Impacts.	
<p>Police Scotland National Equality Outcomes. Those outcomes relevant to Eilean Siar as follows:</p> <ul style="list-style-type: none"> <li>- People better recognise hate crimes and incidents and feel confident reporting them.</li> <li>- Individuals within and across protected groups feel safe and secure within their local communities</li> <li>- Victims of gender-based violence are safer and are confident that the police are responsive to their needs.</li> <li>- People from and across protected groups are meaningfully engaged with us and their views contribute to service improvements.</li> <li>- Everyone in Scotland is able to contact the Police when they require our assistance and this experience is positive.</li> </ul>			
<p><b>1.4 Is there any potential for the policy or practice to discriminate, directly or indirectly or disadvantage any particular group/s?</b></p>		<p><b>Yes</b> <input checked="" type="checkbox"/></p>	<p><b>No</b> <input type="checkbox"/></p>
<p>If yes, who is affected and how? / If no, state what evidence is available to support this</p>			

It is not the intention of this plan to discriminate, directly or indirectly or disadvantage any particular group however, should anything arise during the period of the plan then it will be subject to local action and scrutiny. Within the framework of the plan there is a degree of flexibility in terms of addressing various policing matters. As a reactive service, we as an organisation must ensure that we respond to the needs of the Eilean Siar Community as and when they arise.

Whilst the plan is framed with due regard to our statutory equality duty, there are aspects of the Eilean Siar Local Policing Plan which may result in certain sections of the community being more likely to come into contact with the police in a variety of situations. There is also the potential for negative stereotyping of young people as a result of our identified priorities. Proactive measures that include closely working with young people and other affected groups will help to mitigate this potential. Our plan explains quite clearly the reasons and evidence for selecting the priorities.

Further information can be found in the analysis section of this assessment.

**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

The Eilean Siar Local Policing Plan presents an opportunity to address key issues and safety concerns that can have a significant impact on the confidence and abilities of those affected. Such an impact can prevent people from taking advantage of opportunities or to access services that should be available to all.

Our objectives and priorities aim to offer reassurance to some of our most vulnerable and disadvantaged members of the community. It is hoped that this approach will have a positive impact on those affected by any type of crime or the fear of crime. We will achieve our mission of keeping people safe through visible, accessible and responsive policing. We will work to reduce the risk of harm to others through our commitment to protecting our people, reducing anti social behaviour, reducing violence, tackling drugs and alcohol issues, making our roads safer for everybody and tackling serious and organised crime. This in turn will benefit all our communities and improve the quality of life experienced by them.

In addition, the implementation of the Local Policing Plan will be supported by a locally developed Equality and Diversity strategy and equality outcomes that have been developed following consultation with local equality groups, which will work towards advancing equality of opportunity for all. We also accept that our information and services are not equally accessible for all. The language and some of the terms used within our plan may not be easy to understand by those who experience language, communication or other barriers. Options for translation, interpretation and communication support are in place to mitigate potential impact.

<b>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?</b>	<b>Yes</b> <input checked="" type="checkbox"/>	<b>No</b> <input type="checkbox"/>
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If yes, please provide details / If no, state what evidence is available to support this

There is potential for positive impact arising from this policy. The key purpose of the policy is to minimise risk of harm to all members of our communities and to improve the quality of life for all we serve through effective, visible and accessible policing services. Achieving this goal will contribute to people feeling safer in and out of their homes, more confident in our service and more positive towards other sections of the community leading to better relationships between our diverse communities.

Effectively tackling matters such as anti-social behaviour, inappropriate driving behaviour or community based crime by young people will also have additional benefits for our young communities as a whole by demonstrating that these matters relate to a minority only, thereby addressing negative stereotyping and improving relations.

The potential for negative impact on relations between different groups is a possibility however, the nature and extent of any impact will vary in accordance with a number of local factors, which cannot be determined. Throughout the period of the plan we will continue to be adaptive to relations between different groups with an overriding view of ensuring that we aim to foster good and positive relations within the Eilean Siar communities.

**1.7 Which of the protected group(s) is the potential impact relevant to and to what level?**

	High	Medium	Low	No Relevance	Reasons
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Antisocial behaviour: Evidence suggests that proportionally more young people are involved in issues relating to driving, underage drinking and antisocial behaviour.</p> <p>Protecting People: Young people can be subject to physical and emotional harm as a result of domestic/child abuse situations.</p> <p>Older people can be vulnerable to certain types of crime and abuse. For example; bogus workmen,</p>



Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Protecting People: Evidence from documents such as the EHRC 'Hidden in Plain Sight' report highlights that there is under-reporting of hate crime by people with disabilities, or a lack of awareness of what constitutes a hate crime. This is evidenced by comparison of the number of reports received relating to other protected characteristics. We have yet to encounter instances of people with disabilities being targeted by perpetrators of anti-social behaviour, because of their disability.
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Protecting People: Effectively tackling domestic abuse and gender based violence is a strategic priority for Police Scotland and policing in Eilean Siar. Many people can be the victims of physical, sexual or emotional abuse and neglect. Domestic Abuse affects the lives of not only the individuals subject to it, but also their wider families, including children.
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Protecting People: It is recognised that transgender people can be subject to prejudice on grounds of their transgender status. As a result they experience harassment /hate crime. There can also be domestic abuse situations affecting this group. Our plan seeks to address both of these important issues.
Marital / Civil Partnership Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence or concerns to suggest that the proposed Local Policing Plan or its objectives and priorities are likely to have any relevance to this characteristic.
Pregnancy & Maternity Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This characteristic has been given a low level relevance because whilst there is no evidence to suggest negative impact due to pregnancy or maternity, women in this group may experience some of the gender based issues highlighted above and their status may require added considerations.

Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tackling Serious Organised Crime may involve a significant element of stop search activities, which can be the subject of complaints from minority communities. Whilst there are no indications that this is currently and likely to be an issue within Eilean Siar this will be monitored to identify any emerging trends. Racially motivated hate crime is statistically higher than for any other group.
Religion or Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Protecting people: Religious hate crime can be an issue for this group. Also, race and religion can be very closely linked, so there can be the potential for negative stereotyping of this group when a few individuals from a particular race or religion may be involved in serious organised crime.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Protecting People: It is recognised that people can be subject to prejudice on grounds of their sexual orientation. As a result they experience harassment /hate crime. There can also be same sex partner domestic abuse situations affecting this group. Our plan seeks to address both of these important issues.

**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.)

**Comments from the Equality and Diversity Resource regarding the above screening level:**

Accurate and evidenced assessment.	
<b>EIA Author's Name</b>	Judy Hill
<b>Designation</b>	Sergeant
<b>Date</b>	17/06/2014
<b>E&amp;D Resource's Name</b>	Alan Struthers
<b>Designation</b>	Sergeant, EIA Team
<b>Date</b>	18/06/14
<p><b>Note:</b> 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, give reasons and a date for reviewing this decision below.</p>	
<b>Reason for Postponing Full Equality Impact Assessment</b>	
<b>Review Date</b>	
<b>Policy Owner's Name</b>	
<b>Designation</b>	
<b>Date</b>	

## 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.

## 2.1 Consultation Log

Consultee	Date Sent	Date Received	Response – issues/concerns raised	Amendments etc. made
<p>Service User Surveys-</p> <p>Police Scotland Public Consultation Survey 2013</p> <p>The results of the Community Consultation Process 2012 have also fed into the process for this plan.</p>		January 2013	<p>704 people responded.</p> <p>The responses can be broken down as follows:            291- Male            390 - Female            23- Chose not to disclose Gender.</p> <p>The responses covered the full breadth of ages, with the highest number from the 41-55 age group (194 responses) and the lowest number from the under 16 age group (36 responses).</p> <p>The responses for both Consultation Surveys identify that Road Safety, Alcohol Abuse/Misuse, Protecting People, The Supply, Abuse and Misuse of Drugs and Violence and Antisocial Behaviour are the key areas of concern.</p>	<p>The feedback has been taken into account when deciding the priorities.</p> <p>We have tried our best to engage with a cross section of the community in order that we can achieve a fair and equal outcome for all.</p>

		25 <sup>th</sup> September, 2013	The Forum identified Alcohol issues as being a priority in the community. There was some discussion around the Pubwatch scheme and the role of the Licensing Board. In reference to Public Protection, the Forum highlighted the importance of engaging with young people regarding issues. In terms of Road Safety, the Forum raised concerns in relation to Winter Safety and in particular cyclists/joggers not wearing suitable, reflective clothing. There was some discussion around Woman's Aid and also the underreporting of hate crime.	This feedback was taken into account when deciding the priorities.  We have tried our best to engage with a cross section of the community in order that we can achieve a fair and equal outcome for all.
Eilean Siar Community Councils			Local Officers maintain contact with all the Community Councils who represent local issues within communities.	Feedback was taken into account when deciding the priorities.
Young people in Eilean Siar- School Liaison and Youth Workers.		Ongoing		Feedback was taken into account when deciding the priorities.

<p>Partnership Engagement:</p> <ul style="list-style-type: none"> <li>- Community Safety Partnerships</li> <li>- Outer Hebrides Drug &amp; Alcohol Partnership</li> <li>- Antisocial Behaviour Partnership</li> <li>- Eilean Siar Emergency Planning and Coordination Group</li> <li>- Comhairle nan Eilean Siar</li> <li>- Scottish Fire and Rescue Service</li> <li>- Licensing Forum (police, licensed trade and criminal justice)</li> <li>- Tenants and Residents Association</li> <li>- Eilean Siar NHS Officials</li> <li>- Youth practitioners groups through the Community Safety Officer</li> <li>- Outer Hebrides Community Planning Partnership</li> </ul>		<p>Various meetings held during 2013.</p>		<p>Feedback was taken into account when deciding priorities.</p>
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<p><b>2.2 Evidence / Information from Other Sources (attach relevant research / evidence / monitoring)</b></p>	
<p>Source/Title of evidence</p>	<p>Further evidence gathered</p>

Ongoing Community Engagement	Engagement activities such as Community Council meetings are captured on an ongoing basis using the Divisional Community Planning Process. The information is captured and fed into the Divisional Intelligence Process where the information is utilised and shared within the operations tasking process. Information from the ward forums is fed to the Policy and Planning department to inform future policing plans. The evidence gained from this activity corresponds to evidence outlined above.

**STAGE 3 – ANALYSIS**

**3.1 Analysis of Evidence Obtained: Summarise the findings from 2.1 and 2.2 above and explain what it tells us.**

Issue/concern raised	Analysis/Comment
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General analysis based on evidence, information and feedback gathered

Eilean Siar Policing Plan for 2014-2017 sets out the policing priorities and objectives for the area.

At this stage the document is a positively focussed document which has been based on evidence of need and developed following significant engagement with the community within Eilean Siar and reflects the priorities which matter to people in Eilean Siar.

The demographic profile of people in Eilean Siar is relatively small with the population being around 27,684 (2011 Census) therefore in its nature the diversity of the profile can often be small in some areas and can be difficult to engage with. Efforts have been made to get views from different sections of our community in order to help the Plan more relevant to the whole of our community. All Multi Member Ward Level Communities Plans will help to deliver the objectives set out in this plan.

The plan confirms police commitment to ongoing engagement with a variety of people from all protected characteristics to ensure a fair and equal outcome for all. Within the Plan there is specific reference to Engagement and promotion of equality through daily business and partnerships.

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 will be made to continue this standard.

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 Plan in section 7, each priority will be discussed, reported on, monitored and actions will be reviewed if not working well.



<p>General analysis based on evidence, information and feedback gathered continued....</p>	<p>Addressing the issues around hate crime is rightly included within the Public Protection priority. It is also a part of our performance objectives. Close working relations with partner organisations will help to progress work in this area.</p> <p>The Local Policing Plan will be supported by a locally developed Equality and Diversity strategy. Equality outcomes have been developed following consultation with local equality groups, therefore ensuring opportunity for advancing equality of opportunity remains.</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 Framework is a major part of the whole systems approach 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.</p>
<p>Priority 1- Road Safety</p>	<p>Traditionally, intelligence and statistics demonstrate that issues involving road safety (particularly serious injury Road Traffic Collisions) often involve young people under the age of 25.</p>
<p>Priority 2- Alcohol Abuse/Misuse (especially around underage drinking)</p>	<p>This features as a community concern across Eilean Siar. Although by no means exclusive to young people, often relates to a disproportionately high percentage of youth. By effectively tackling lifestyle issues and choices, there is the potential to impact positively upon this group and demonstrate that these matters relate to a minority only, thereby addressing negative stereotyping and improving relations.</p> <p>Drunken/abusive patrons often come into verbal conflict with employees within the licensing trade, particularly at premises linked to night time economy or fast food outlets in town centres. By working with partners to develop opportunities for prevention, intervention and influencing policies and attitudes, we will help to reduce offending behaviour.</p>

Priority 3- The Supply, Abuse & Misuse of Drugs

In tackling drug abuse/misuse, there is the potential for stop/search activity to appear to impact upon some communities owing to the profile of those involved.

Priority 4- Protecting People

Our commitment to Public Protection brings with it a focus on a victim centred approach and working in partnership to protect our communities. This can be particularly relevant in terms of domestic abuse, hate crime or any form of discrimination or harassment. For example, we have placed particular emphasis on the protection of vulnerable adults or those at risk of harm by capturing and sharing relevant information, using established and effective processes.

We also aim to reduce the potential of physical and emotional harm to young people through our priorities of effectively tackling domestic abuse and the robust management of Registered Sex Offenders resident within the Eilean Siar area. Protecting adults at risk of harm through strong partnership approaches across relevant agencies is the right thing to do. Evidence from documents such as the EHRC 'Hidden in Plain Sight' report highlights that there is under-reporting of hate crime by people with disabilities, or a lack of awareness of what constitutes a hate crime. This is evidenced by comparison of the number of reports received relating to other protected characteristics.

We have yet to encounter instances of people with disabilities being targeted by perpetrators of anti-social behaviour, because of their disability. Our approach to dealing with offenders and to raising awareness amongst communities, as part of our Equality Outcomes, will assist in preventing such incidents. We are also developing our Vulnerable Persons Database capability to ensure appropriate referral mechanisms are established for vulnerable people.

Effectively tackling domestic abuse (including same sex partners), gender based violence and harmful traditional practices (such as forced marriage) is a strategic priority for Police Scotland and policing in Eilean Siar. Evidence shows that many people can be the victims of physical, sexual or emotional abuse and neglect. Domestic Abuse and Gender based violence blights the lives of not only the individuals subject to it, but also their wider families, including children. We have established dedicated domestic and rape abuse investigation units, which will focus on detecting and managing offenders. Our continued focus in this area will build upon work we have already conducted in this area leading to offenders being reported through the courts and a significant reduction in repeat Domestic Abuse incidents.

<p>Priority 5- Antisocial Behaviour</p>	<p>Although by no means exclusive to young people, often relates to a disproportionately high percentage of youth and features as a moderate concern across Eilean Siar.        Effectively tackling matters such as antisocial behaviour, inappropriate driver behaviour or community based crime by young people will also have additional benefits for our young communities as a whole by demonstrating that these matters relate to a minority only, thereby addressing negative stereotyping and improving relations.</p>
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**STAGE 4 - DECISION / MITIGATION ACTION / JUSTIFICATION**

4.1 What is your decision?	Please tick only 1 box
A. No Change is required (no adverse impact)	<input type="checkbox"/> (Go to section 5)
B. Adjust the policy (to remove or minimise the adverse impact)	<input checked="" type="checkbox"/> (Go to section 4.2 & 4.3)
C. Continue the policy (despite adverse impact being identified – complete sections below)	<input type="checkbox"/> (Go to section 4.2 & 4.3)
D. Stop and remove the policy (in case of unlawful discrimination)	<input type="checkbox"/> (Go to section 5)

**4.2 Can any negative impact be justified on a legal or objective ground? If so, give full details here - attach any EHRC and /or legal guidance or similar received"**

The implementation of this Policing Plan will be governed at all times by the principles of The Articles and Conventions of the Human Rights Act 1998. However these may not preclude a policing response if it is Proportionate, Legal, Necessary and Justifiable. Where amended stated case law is relevant then the SOP & EIA will be reviewed to include any findings as part of the review process.

**4.3 MITIGATING ACTION PLAN: What mitigating or positive action has 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? How will this action be monitored to show 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
<p>All people living in our area have visible and accessible services. Potential barriers to contacting and accessing services are identified and removed</p>	<p>The Local Policing Plan recognises the issues affecting our communities. We analyse crimes trends and local/national issues. We also seek feedback from our communities to help identify accessibility issues. We have 24/7 access to translation, interpretation, including signers, and communication support services to remove language and communication barriers. Police Scotland Equality Outcomes have recognised the need to address any remaining barriers to equal access for all. The adoption of this</p>	<p>The Plan will be monitored and reviewed on a regular basis by the Senior Management Team and revised if necessary</p>	<p>For the life of the plan</p>	<p>Superintendent-Islands</p>	<p>Will help to reduce discrimination, advance equality of opportunity and foster good relations</p>

	Local Policing Plan aims to help create a sense of safety and wellbeing for those who reside or work in, travel to or visit our city and enhance the quality of life for those we serve.				
Matters affecting communities need to be addressed through appropriate mechanisms and working in conjunction with partners	There is a strong emphasis within the Local Policing Plan for effective partnership working to both identify issues affecting communities and the best way to address these.	As Above	For the life of the plan	Superintendent-Islands	Will help to advance equality of opportunity and foster good relations
Through partnership working and community engagement, develop support mechanisms for all our communities, particularly minority communities and vulnerable groups who may be impacted by some crime types and/or	This Local Policing Plan is based on the principles of partnership working with relevant communities to minimise the risk of harm or abuse as a result of anti-social behaviour and crimes motivated by prejudice. Local Multi Member	As Above	For the life of the plan.	Superintendent-Islands	Will help to the need to reduce discrimination, harassment and foster good relations

behaviours.	Ward Plans have been developed. Police will work with partners to create a safe environment for people to live, work and socialise.				
Intelligence suggests that a number of people involved in Serious Organised Crime activities are from minority ethnic communities, though not exclusively so. This can be an issue for some, particularly amongst the minority ethnic communities who may feel they are being unfairly targeted; however, there are no indications of this in Eilean Siar	Any activities or operations will be based on evidence in order to ensure that no one is targeted on racial grounds. Where operations have the potential to impact on a particular group or community a community impact assessment will be conducted.	Monitoring will be done via governance procedures – plan will be revised if issues emerge	For the life of the plan	Detective Superintendent- Highland & Islands Division	Will help to reduce discrimination
Young people feel they don't have all the important information about police services and feel they are negatively	Proactive use of social media such as twitter and facebook to engage with young people and keep them informed.	Ongoing consultation with youth groups in Orkney to gauge views on services  Review of the	For the life of the plan	Head of Media	Will help to reduce discrimination and negative perceptions about young people

stereotyped	Proactive measures to prevent and intervene so that young people are appropriately engaged and supported – thereby reducing crime involving young people and building a positive image.	effectiveness of prevention and interventions activities once complete		DCU Preventions and Interventions	

**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  
 The plan will be reviewed on a regular basis by the Divisional Senior Management Team. This regular review by senior management will ensure that advancement of equality issues are an integral part of the Divisions objectives and Service Delivery.

**5.2 Who will be responsible for the above monitoring?**

Please provide details  
 The Divisonal Senior Management Team.

**5.3 When will the policy be reviewed and who will be responsible for this review?**

Please provide details  
 The plan sets out priorities for the next 3 years (2014-2017). As stated above the review of the plan will be conducted by the Senior



Management Team on a regular basis. This will ensure that the contents meets the needs of the Eilean Siar community as well as our legislative obligations. If any adverse impact of significant adjustment is identified during the course of the plan period it can be reviewed and adjusted as necessary.

### STAGE 6 –FINAL EQUALITY IMPACT ASSESSMENT SIGN-OFF

#### Statement by Author of the Policy

This policy has been developed in accordance with the EIA SOP 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.

<b>Equality Impact Assessment Author</b>	Judy Hill
<b>Designation</b>	Sergeant
<b>Date</b>	17/06/2014

#### Quality Check. Full Impact Assessment Checked by the Equality & Diversity Unit

<b>Name</b>	Alan Struthers
<b>Designation</b>	Sergeant, EIA Team
<b>Date</b>	18/06/14

#### Policy Owner

The final stage of the EIA is for the policy owner 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.

<b>Policy Owner Name</b>	Julian Innes
<b>Designation</b>	Divisional Commander
<b>Date</b>	24/06/2014

**STAGE 7 – PUBLICATION. LEGISLATION REQUIRES THIS EIA TO BE PUBLISHED IN AN ACCESSIBLE FORMAT AND AVAILABLE IN A REASONABLE TIME**

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