

## Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

<b>Policy / Practice</b>	<b>Local Police Plans 2020-2023</b>
<b>Owning Department</b>	<b>Strategy and Innovation, Business Integration</b>
<b>Date EqHRIA Completed</b>	03 March 2020

<b>Purpose of Policy / Practice</b>	<p>Section 47 of the Police and Fire Reform (Scotland) Act 2012 enforces a legislative requirement upon police Scotland for each local commander to prepared and submit a local police plan to the relevant local authority for approval.</p> <p>The Local Police Plans for each authority area set out the main priorities and objectives for the policing of the local authority area and explain the reasons for selecting each of the priorities and objectives.</p> <p>They set out the proposed arrangements for the policing of the local authority area and how these arrangements are expected to achieve the main priorities and objectives. Where practicable, these plans also identify outcomes by reference to which the achievement of these priorities and objectives may be measured.</p> <p>They describe how these priorities, objectives and arrangements are expected to contribute to the delivery of any other relevant local outcomes (LOIPs) which have been identified by community planning, and also contain other information relating to the local authority areas which the local area commander considers relevant.</p> <p>The aim of producing LPPs is to inform the local communities, police officers and other relevant stakeholders how Police Scotland intends to deliver their service to each local authority area. Police Scotland aims to engage with each local authority area and ensure that the communities they serve feel engaged and have a voice in shaping their local police delivery.</p>
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**A. Summary of Analysis / Decisions - What the assessment found and actions already taken.**

The LPP's set out how Police Scotland's divisions will deliver policing over the period 1 April 2020 – 31 March 2023 and is aligned to:

- Joint Strategy for Policing: Policing for a Safe, Protected and Resilient Scotland,
- Joint Strategy for Policing: 3-year Delivery Plan (2020-2023)
- Annual Police Plan 2020/21
- Local Outcome Improvement Plans
- Performance Framework

The development of the LPPs has been informed by assessment and a period of public engagement. An online survey, hosted on the Citizen Space platform, was designed to allow communities to highlight their concerns and help shape the services that we provide locally over the next three years. The engagement period ran from 12 November 2019 to 31 December 2019 captured feedback from across all divisions, and spanned all council areas. This generated a total of 11,657 responses. This is one of the highest public sector survey response rates in Scotland and was generated by significant levels of social media and local engagement activities. Quantitative analysis and raw data has been provided to all divisions, split by local authorities.

All divisions drafted plans covering all local authority areas. Divisions were supported by Strategy, Insight and Innovation where appropriate ensuring the accessibility of the documents.

The LPPs provide information on the local priorities for policing during the period 1 April 2020 to 31 March 2021. The priorities are determined by national outcomes, Scottish Government strategic policing priorities, and a national assessment of threat, risk and harm along with the outcomes of internal and external engagement.

Each LPP includes a section which relates to Police Scotland's equality outcomes and the mainstreaming of equalities in the development of activities for each plan. Police Scotland has engaged with activity owners highlighting the role of the associated EqHRIA in planning, through to reviewing of all activities. Engagement with activity owners will continue to ensure the activities' impacts are monitored and reported on throughout the year through existing and enhanced governance processes.

The LPPs will have a positive impact on communities as it articulates Police Scotland's priorities and the outcomes we aim to achieve for the people of Scotland. Delivery of specific activities set out within the LPPs will enhance the service Police Scotland provides to the public and communities and contribute positively towards equality outcomes.

**B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.**

Activities relating to equality outcomes will be monitored and managed by activity owners of their impact on protected groups. Police Scotland leadership will be provided with a summary of the EqHRIA and informed on the requirement to consider equality and human rights more widely as they implement activities to deliver on the LPPs and develop additional EqHRIAs where an impact is highlighted.

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Equality reporting is embedded into the tracking and governance arrangements for the LPPs. We will report on progress to deliver against the Equality Duty through the performance framework and the national quarterly reporting process. The LPPs will be reviewed in 2023.