

Police Scotland E&D Mainstreaming and Equality Outcomes Progress Report (2019-2021) - EqHRIA Overview

Last Updated – 29/04/2021

Police Scotland are required to publish a report on E&D mainstreaming and progress against our Equality Outcomes every two years. We have undertaken an EqHRIA to inform the accessible publication of this report. Engagement was carried out with key stakeholders and partners to inform this EqHRIA.

Aim / Activity	Equality & Human Rights Considerations and Potential Opportunities/Impacts	EqHRIA Decision/Mitigation/Actions
Publication of report.	Positive opportunity to promote work and progress relating to EDI internally and externally.	Legislative requirement to publish by 30 April 2021.
Governance/sign-off of the report.	There is an opportunity to ensure that the PS Executive are aware of progress and gaps and are engaged in next steps.	Report tabled at Strategic Leadership Board.
Design & presentation of the Report.	<p>The design and publication of the report must be accessible for the public and staff. Accessibility considerations need to include:</p> <ul style="list-style-type: none"> - People for whom English is not their first language - Plain English - Easy Read - British Sign Language - Screen Readers - Editable versions - Dyslexia compliant - Colour alternatives - Available in varying formats - Access to technology <p>Failure to provide options for differing accessibility needs could result in a negative impact which would particularly affect those in older age groups, individuals with a disability, people for whom English is not their first language and those affected by socio-economic disadvantage.</p> <p>The failure to provide an accessible document would also result in reputational damage to Police Scotland, particularly given the purpose of the report.</p>	<p>A minimum of 2 versions will be proactively produced and available. Both versions will use plain English. One will be in a plain word format that can easily be updated into more accessible formats e.g. large print / removal of graphics and images.</p> <p>Designers will adhere to accessibility guidance.</p> <p>A BSL and Easy read version will also be made available.</p> <p>Document will also clearly highlight how to request alternative formats of the report.</p>

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<p>Communication of the report.</p>	<p>Accessibility of the communications to support the report needs to be fully considered e.g. briefing papers, articles, social media etc.</p> <p>There is an opportunity to engage and build relationships and confidence among diversity partners and the public which would have a positive impact.</p> <p>There is an opportunity to ensure that key internal stakeholders are aware of the progress made, gaps in progress and next steps.</p> <p>Internal communication channels may not be accessible to those who are currently out of the workplace on long-term leave such as maternity, shared parental leave and long-term sickness absence.</p>	<p>Communication will be clear, concise and relevant to suit the intended audiences and will be in plain English.</p> <p>Continuous engagement is undertaken with external diversity partners and will allow us to respond to any specific needs.</p> <p>Communications will be proactively targeted to relevant key stakeholders as required using a variety of communication channels and ensuring use of the right channels for the right audience.</p> <p>It is not considered that the content is essential to those who are currently out of the workplace on extended period of absence/leave. Line managers can share as required and updates should be included as required in return to work plans.</p>
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