

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

<b>Policy / Practice</b>	<b>Chief Officers Relocation</b>
<b>Owning Department</b>	<b>People and Development</b>
<b>Date EqHRIA Completed</b>	24/01/2020
<b>Purpose of Policy / Practice</b>	The purpose of this procedure is to provide guidance on the entitlement of financial assistance for Chief Officers who are required to move home on joining SPA/Police Scotland or relocate at the request of the Chief Constable.

### A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

This is a procedure that only impacts on a small sample of approximately 14 officers. The original EIA highlighted that there would be no impact to any of the protected groups as eligibility and entitlements are clearly documented within the procedure.

The procedure was reviewed as part of the ongoing policy simplification work and has been renamed (previously Chief Constable's Transfer Reimbursement of Expenses V3.00). It is not anticipated the amendments will result in disproportionate impacts on specific protected groups.

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

Any potential discrimination would be mitigated by providing a genuine reason to individuals for refusing an application for reimbursement of expenses. There were no issues of note that were not mitigated throughout the development of the procedure.

### Management Log – HR Policy Use Only

<b>Review Date</b>	24/01/202	<b>Review Date</b>	20/05/2023
<b>Review Date</b>		<b>Review Date</b>	

**OFFICIAL**

Review Date		Review Date	
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