**Equality and Human Rights Impact Assessment (EqHRIA)**

**Summary of Results**

### Policy/Practice Name:

Dundee Local Police Plan 2023/26

### Owning Department:

Operational Policing, D Division

### Date EqHRIA Completed:

17th May 2023

### Purpose of Policy/Practice:

The purpose of the Dundee Local Policing Police Plan 2023-2026 is to set out our priorities for policing for the next 3 years and explain how we will deliver them over the next three years. The Plan offers a significant opportunity to improve how we serve the public and our communities

### Summary of Analysis / Decisions:

**What the assessment found, and actions already taken.**

General / Relevance to All

The shifting demographics of Scotland continue to have a major influence on how public services work together to protect the most vulnerable people in our communities. Scotland’s local communities are becoming increasingly complex. Police Scotland will continue to be responsive to all forms of community, keeping pace with societal shifts and technological change. By doing so services will continue to evolve and be designed to meet the needs of individuals and communities.

Tayside Division will continue to work closely with individuals, their representatives and other service providers to ensure it has a shared understanding of the environment and the role of policing within it.

Equality and diversity issues have been amplified in recent years as a result of the COVID-19 pandemic.

Tayside Division will continue to respond to the latest developments and evaluate the impact COVID-19 has on our communities and organisation.

As well as the impact of COVID-19, the influx of asylum seekers and refugees into the City has seen a impact on the International community. This has seen an influx of Afghan and Syrian refugees to the Dundee area, increasing the diversity in the city. Our officers have been committed to the significant and ongoing partnership work to welcome those families in to Dundee.

There was no feedback relevant to this EqHRIA but there was feedback regarding other matters. The responses are monitored by protected characteristics and did not indicate an equality impact in terms of service or experience.

The Division will continue to use the means and sources available – both external and internal, such as those detailed in 4.3 Evidence, to ensure we have as accurate an understanding as possible of the issues faced within Dundee City and the role policing provides within that. As such, the plan will be subject to regular review to ensure the priorities remain relevant.

It is assessed that by focussing on community engagement and the effective use of partnerships to understand and develop services that meet people’s needs should have a positive impact communities, vulnerable individuals and protected characteristics.

It is assessed that the implementation of the Local Policing Plan will not bring any change of note that would affect our Officers and Staff.

Age

It is recognised that the elderly and younger population are generally more likely to vulnerable, whether that be through age or diminished capacity.

An ageing population could see an increase of vulnerable person calls due to age related illness and associated vulnerability. The policing response, delivered in partnerships, is well established and in terms of the Plan, comes within the scope of the Protecting Vulnerable People priority. As there is an anticipated increase in an aging population, it is imperative that we look to create and maintain robust preventative measures in order to intervene at an early stage and reduce the potential for harm whilst managing the demand on services.

Strategic outcome to Keep people safe in the physical and digital work and the associated activity: Work with partners to prevent and investigate serious crime, violence, domestic abuse, online crime and sexual crime. This outcome and activity are relevant due to some of the most vulnerable people in our society being from an older demographic. This age group is more vulnerable to many types of criminality and the emergence and growth of cybercrime in particular can see elderly people targeted.

Within Tayside Division, the Partnerships Department (PIP) engage with hard to reach groups, including vulnerable, elderly and those targeted by Cybercrime, to increase awareness and promote prevention of this type of crime.

It is recognised that the younger generation are also frequently victims of cyber related crime. Dundee has a high student population and in recent years, Dundee has seen students targeted for high value frauds through cybercrime schemes.

Tayside PIP were heavily involved in the creation of a Student Online Safety Guide, which includes Cybercrime prevention advice. This is regularly delivered to students at Fresher’s fairs, engagement events and online.

Vulnerable elderly people are frequently those of highest risk when reported missing. Conditions associated with old age, including with dementia increase these risks and this focus within the plan will be positive for the older demographic within Dundee.

Tayside Division has a Missing Person Coordinator who works with partners to safeguard missing persons and prevent this type of incident. Part of the focus of this role is to encourage vulnerable people with conditions associated with memory loss to adopt the Herbert Protocol as a preventative measure. In addition, Tayside Division, along with partners in Health, Education and Local Authority have worked with the Missing People Charity to improve process and practices.

Staff related

It is expected that activities relating to the implementation of the Equality, Diversity and Inclusion strategy will have a positive impact for our people. Should an issue emerge during consultation it would be treated appropriately in accordance with the relevant SOPs.

Activities will include promoting wellbeing services that are relevant, accessible and effective to our own officers in order to ensure they are supported.

We will work collaboratively with external and internal Partners in order to share learning and ensure training opportunities are available where appropriate.

Disability

By working with partners in the public, private and third sector Tayside Division will develop preventative approaches that focus on early intervention, early resolution and diversion to address the enduring problems individuals and communities face. By doing so Tayside Division will work to help develop and build resilience within some of the most vulnerable communities in Scotland; improving outcomes and reducing cost and demand across the wider public sector.

Internally the Division maintains oversight with respect to the various relevant aspects to Mental health.

The focus on mental health will be a positive for individuals who are engaging with Police.

Key activities include regular engagement with partners in relation to the implementation of a Community Wellbeing Centre within Dundee which will afford opportunities to those in need whilst supporting the Police involvement with those in mental health crisis.

Distress Brief Intervention training has been provided to some Dundee police officers but further training opportunities will be explored to enhance the number of trained officers, thereby offering further support to those who need it.

Staff Related

Consideration will be given to physical and mental wellbeing of all officers and staff. Members of this group have may additional needs with regard to the introduction of new or amended workplace practices. This will be continually reviewed and mitigating action taken if any impact is identified.

Activities relating to the support of new government legislation and the implementation of the Equality, Diversity and Inclusion strategy will have a positive impact on our people. Should any issues emerge during consultation it will be treated appropriately in accordance with the relevant SOPs.

Gender Reassignment

It is not expected that the implementation of the LPP will result in any disproportionate equality impacts relative to this protected characteristic, however consultation with the relevant diversity staff associations and the communities we serve will present a further opportunity for any unintentional or unforeseen impacts to be identified and mitigated against.

It is likely that the activities relating to hate crime and Equality, Diversity and Inclusion in the LPP will have a positive impact on this group.

Should an issue emerge during consultation it would be treated appropriately in accordance with the relevant SOPs.

The outcome; Support victims of crime and prevent re-victimisation which includes the milestones; Promote the ‘Keep Safe Initiative’ to provide a safe place for victims of crime or those who find themselves in distress and Work with partners to improve public confidence to report incidents of harm and abuse, including the promotion of third party reporting systems.

These outcomes are likely to have a positive impact on this group in relation to members of the public reporting hate crimes to Police.

Supporting the development of the Third Party Reporting Centre network within Dundee provides a direct link to Tayside Division, allowing issues and concerns to be raised.

Further work is ongoing within Tayside Division to identify areas for improvement of service delivery in relation to Hate Crimes

Marriage and Civil Partnership

It is not expected that the implementation of the LPP will result in any disproportionate equality impacts relative to this protected characteristic, however consultation with the relevant diversity staff associations and the communities we serve will present a further opportunity for any unintentional or unforeseen impacts to be identified and mitigated against.

Should an issue emerge during consultation it would be treated appropriately in accordance with the relevant SOPs.

Pregnancy and Maternity

The Protecting Vulnerable People priority details a number of multi-agency activities tackling Violence Against Women and Girls. Each of these activities are designed and expected to have a likely positive impact with respect to this characteristic. Some specific aspects are detailed below:

The Division continues to be active within the Dundee City Violence Against Women Partnership (VAWP) and has continued to provide the co-ordination and support to the wider partnership in relation to the Multi-Agency Risk Assessment Conference (MARAC) process.

The Division continues to actively promote national campaigns locally, with both internal and external awareness raising regarding sexual offences and thus reducing crime. Recent examples include the award-winning national Police Scotland ‘That Guy’ campaign and the ‘#GetConsent’ campaign which have both been designed to influence potential offender behaviour complimenting previous campaigns on this subject.

While there was no specific response given by the VAWP as a whole (or individual members) directly in relation to the Plan priorities, given Police membership of the group there is ample opportunity to share feedback going forward.

Staff Related

SPA/PSoS is committed to avoiding any direct or indirect discrimination on the grounds of pregnancy or maternity. Guidance for ensuring appropriate treatment of pregnant women or those on maternity leave is contained with the SOPs listed in section 2.

Any member of staff who is pregnant will be fully consulted before and during their maternity leave to ensure they will not be at a disadvantage due to their pregnancy or maternity leave. Likewise, staff who might be absent on adoption or parental leave.

Fathers must be treated fairly and appropriately to ensure that they will not be at a disadvantage due to their paternity, adoption, or parental leave.

Race

The work with respect to the Third Party Reporting Centre (TPRC) network provides a specific example of how the Plan is expected to have a positive impact with respect to Race.

The TPRC forum allows the Division to better understand any barriers to reporting which may exist and maintains the confidence of staff in TPRC’s. Again a positive impact is anticipated through this work.

Anti-Social Behaviour, Violence and Disorder is one of the six priorities in the Plan and the work undertaken in delivering on this priority, detailed in the Activities is assessed as likely to have a positive impact in regard to Race.

Furthermore, the developments in hate crime support demonstrate the Division’s intention to understand and address service delivery challenges with the aim of increasing public confidence.

It is not expected that the implementation of the LPP will result in any disproportionate equality impacts relative to this protected characteristic, however consultation with the relevant diversity staff associations and the communities we serve will present a further opportunity for any unintentional or unforeseen impacts to be identified and mitigated against.

Anti-Social Behaviour, Violence and Disorder is one of the six priorities in the Plan and the work undertaken in delivering on this priority, detailed in the Activities is assessed as likely to have a positive impact in regard to Race.

Furthermore, the developments in hate crime support demonstrate the Division’s intention to understand and address service delivery challenges with the aim of increasing public confidence.

It is likely that the activities relating to hate crime legislation and Equality, Diversity and Inclusion in the LPP will have a positive impact on this group.

Religion or Belief

The work detailed in 4.3 with respect to the TPRC network provides a specific example of how the Plan is expected to have a positive impact with respect to Religion or Belief.

The TPRC forum allows the Division to better understand any barriers to reporting which may exist and maintains the confidence of staff in TPRC’s.

It is likely that the activities relating to hate crime legislation and Equality, Diversity and Inclusion in the LPP will have a positive impact on this group.

Furthermore, there was no feedback received from the City’s diversity of faith communities (Christianity, Islam, Judaism, Sikhism, Hinduism and Buddhism) or Interfaith Scotland

Sex

The Protecting Vulnerable People priority details a number of multi-agency activities tackling Violence Against Women and Girls. Each of these activities are designed and expected to have a likely positive impact with respect to this characteristic. Some specific aspects are detailed below:

The Division continues to be active within the Dundee City Violence Against Women Partnership (VAWP) and has continued to provide the co-ordination and support to the wider partnership in relation to the Multi-Agency Risk Assessment Conference (MARAC) process.

The Division continues to actively promote national campaigns locally, with both internal and external awareness raising regarding sexual offences and thus reducing crime. Recent examples include the award-winning national Police Scotland ‘That Guy’ campaign and the ‘#GetConsent’ campaign which have both been designed to influence potential offender behaviour complimenting previous campaigns on this subject.

While there was no specific response given by the VAWP as a whole (or individual members) directly in relation to the Plan priorities, given Police membership of the group there is ample opportunity to share feedback going forward

It is likely that the activities relating to Domestic Abuse and Equality, Diversity and Inclusion in the LPP will have a positive impact on this group.

Staff Related

On 4 February 2022, Police Scotland published a Menopause Toolkit for all officers, providing guidance and advice to assist in dealing with any matters relating to Menopause.

Sexual Orientation

The work detailed in 4.3 with respect to the TPRC network provides a specific example of how the Plan is expected to have a positive impact with respect to this characteristic.

### Summary of Mitigation Actions:

**What the assessment found, and actions already taken.**

It is acknowledged that the planned changes are likely to impact on Police Scotland/SPA services and workforce. The types and extent of impact will require that “due regard” to equality diversity and human rights is considered throughout the development of the relevant plans

At this stage of the development of the LPP, no organisational change is anticipated that will adversely impact police officers or staff due to their protected characteristics.

Similarly, it is not anticipated that any planned changes will have negative impact on the Communities of Dundee.

Continued monitoring of the process will help to ensure that no group is disproportionately impacted and that our statutory duties arising from the Equality Act 2010 are fully complied with.

Engagement with the statutory and diversity Staff Associations will allow any unforeseen or unintended impacts to be identified and mitigated against.

We will continue to actively engage with the communities we serves, ensuring that we also reach those seldom heard.

During the development and delivery of the LPP, reviews and consultation with relevant groups will be ongoing to ensure an inclusive approach is taken during the development and implementation of actions and plans. EqHRIA will be completed separately detailing any impacts/mitigation relating to groups with protected characteristics and each will provide finer detail.