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

**Summary of Results**

### Policy/Practice Name:

Glasgow Local Policing Plan 2023/26

### Owning Department:

Greater Glasgow Division Governance and Assurance

### Date EqHRIA Completed:

9th March 2023

### Purpose of Policy/Practice:

The purpose of the Local Policing Plan 2023/26 (LPP) is to present Greater Glasgow Division’s priorities for policing in the 3 years ahead (1 April 2023 – 31 March 2026). We will focus on delivering Police Scotland's five strategic outcomes that describe the impact and difference Greater Glasgow Division aims to make to the lives of people across Greater Glasgow.

Greater Glasgow Division will continue to focus on working with our communities, partner agencies and the public to deliver on these outcomes.

Delivery of specific activities set out in the LPP will enhance the service Greater Glasgow Division provides to communities.

Greater Glasgow Division will report on a quarterly basis to Glasgow City Council.

### Summary of Analysis / Decisions:

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

The LPP sets out how Greater Glasgow Division will deliver policing over the period 1 April 2023 – 31 March 2026 and is aligned to:

- Joint Strategy for Policing (2020): Policing for a Safe, Protected and Resilient Scotland,

- Deputy Chief Constable/Deputy Chief Officer Delivery Plans

- Local Police Plans

- Local Outcome Improvement Plans

- Performance Framework

The LPP was developed following engagement with both internal and external key stakeholders. Public engagement was carried out via the ‘Your Police’ survey. The survey is hosted on the Citizen Space online survey platform and widely advertised across Greater Glasgow Division's social media platforms and the Police Scotland website. The Your Police open survey has been published each year since 2019, with over 6,000 Greater Glasgow residents taking time to tell us their views on policing. The online survey does not have an end date, and will continue to be open to measure and improve our understanding of public confidence in policing, feeling of safety and concerns about crime in local areas. The survey can be amended to include thematic questions when the need arises. Questions relating to the development of the LPP were added to gain views on Greater Glasgow Divison's plan for the coming year, and to assess the acceptability of the approach and content of the plan.

Accessibility of the LPP document was also considered in order to provide and increase equitable access when the Plan is published. Details are provided in the Plan of alternative formats which can be requested.

The LPP provides information on the priorities for policing during the period 1 April 2023 to 31 March 2026. 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.

The LPP includes activities which relate to Police Scotland’s equality outcomes. Greater Glagow Division 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 LPP will have a positive impact on communities as it articulates Greater Glasgow Division’s priorities and the outcomes we aim to achieve for the people of Glasgow. Delivery of specific activities set out within the LPP will enhance the service Greater Glasgow Division provides to the public and communities and contribute positively towards equality outcomes.

### Summary of Mitigation Actions:

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

Activities relating to equality outcomes will be monitored and managed by activity owners of their impact on protected groups. Greater Glasgow Division 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 LPP and develop additional EqHRIAs where an impact is highlighted.

Equality reporting is embedded into the tracking and governance arrangements for the LPP. We will report on progress to deliver against the Equality Duty through the performance framework and the local quarterly reporting process. A new LPP will be produced in 2026.