

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

Policy / Practice	Substance Misuse Standard Operating Procedure
Owning Department	Professional Standards
Date EqHRIA Completed	19/11/2020
Purpose of Policy / Practice	<p>The SOP provides a framework for the prevention and management of alcohol and substance misuse problems within Police Scotland, and aims to:</p> <ul style="list-style-type: none"> • help maintain a healthy workforce; • protect the public and enhance public trust in the services delivered by Police Scotland; • increase awareness of responsibilities regarding substance misuse related problems; • discourage substance misuse; • encourage those with a substance misuse problem to seek appropriate support; • manage substance misuse related problems in a fair and consistent manner; • provide a fair testing regime; • encourage officers and staff who suspect a colleague of substance misuse to report the matter.

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

The assessment of this Standard Operating Procedure revealed it will have a negative (low) impact on the protected characteristics of Disability and Pregnancy and Maternity. The updated SOP has been amended to provide specific guidance to mitigate against this impact.

Additionally it will have a negative (high) impact on the protected characteristic of Religion or Belief. Again, the updated SOP recognises the potential for this and provides specific guidance in mitigation.

This SOP protects the Right to Life in terms of Article 2 of the European Convention on Human Rights, and the Right to No Punishment Without Law in terms of Article 7.

It has been recognised that the processes described in the SOP may be perceived as a breach of Article 8, the right to Respect for Private and Family Life. The assessment describes the legal bases and justification for requiring the provision of samples for analysis.

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

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The owning department will monitor changes in legislation/circumstances which may affect the operation of the SOP, and will assess how these changes may affect protected groups.

In addition they will be responsible for the cyclical review of the SOP and the EqHRIA.

Management Log – Policy Support Dept. Use Only

Review Date		Review Date	
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