

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	International Deployment Welfare SOP
Owning Department	Training, Leadership and Development
Date EqHRIA Completed	10/04/2017

Purpose of Policy / Practice	The National and International Deployment Welfare SOP has been written to support Police Scotland's Health and Safety Policy. This SOP details the process to be followed to manage the welfare of all police officers and police staff who are deployed outwith Scotland.
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A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The National and International Deployment Welfare SOP will operate in line with all relevant SOPs and legislation. It is noted that every effort will be made not to exclude or disadvantage any group/individual on the grounds of a protected characteristic, but that the risk factors in the host country must be considered to ensure that no individual is placed in a situation of elevated risk. Due cognisance requires to be taken of the culture, legislation, social values, level of conflict and political environment of the host country. In some localities, the limited medical resources may preclude the deployment of individuals with certain disabilities, who are pregnant or who are undergoing gender reassignment.

The EqHRIA also identifies the potential for Human Rights abuses in host countries and notes that risk assessment is undertaken and discussions are held with the host countries to identify and mitigate against any risk factors identified.

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

The EqHRIA has identified that, due to the nature of the SOP, any potential discrimination or interference with human rights is unlikely to be completely avoided but can be justified on objective grounds. Risk assessment is undertaken and discussions are held with the host countries to identify and mitigate against any risk factors identified.

The primary objective is to ensure that no individual is placed in a situation of elevated risk whilst ensuring that Police Scotland identifies individuals who have the knowledge, skills and experience required to fulfil the technical requirements of the project role and who uphold the values and ethics of Police Scotland, demonstrating these in an equitable and fair manner when overseas.

The EqHRIA notes that the process will be subject to biennial review.