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| **Division** | CJSD | **Department** | Custody |
| **File Path Record** |       |

**Police Scotland / SPA Equality and Human Rights Impact Assessment (EqHRIA)**

**This form is to be completed in accordance with the instructions as set out in the** [**Equality and Human Rights Impact Assessment (EqHRIA) Guidance**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Guidance.pdf). **A step-by-step guidance on how to complete this form is also available. You can access relevant sections of the** [**EqHRIA Form Guidance**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf) **by hovering over headings in this form and following the instructions.**

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| **Name of Policy / Practice** (include version number) | Fatal Accident Inquiries – Officer and Staff Attendance V1.00 |
| **Owning Department** | Custody |

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| [Purpose and Intended Outcomes of the Policy / Practice – Consider why this policy / practice is being developed / reviewed and what it aims to achieve.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=5) |
| This document provides practical advice and guidance for officers and staff, ensuring a consistent and fair system of support is available to any individual within Police Scotland or the Scottish Police Authority who is involved in a Fatal Accident Inquiry process, be that as a witness, in a supportive role or the subject of a conflict of interest. Providing the correct level of support demonstrates our Policing Values and ensures we adhere to our Code of Ethics, treating everyone with Integrity, Fairness and Respect in line with the European Convention on Human Rights (ECHR).The guidance will not impact on the outcome of an inquiry or the manner in which associated procedures are undertaken. Its sole purpose being to support the wellbeing and overall experience of each individual involved.  |

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| [Other Policies / Practices Related or Affected – Which other policies / practices, if any, may be related to or affected by the policy / practice under development / review?](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=5)  |
| * Care and Welfare of Persons in Police Custody PSoS SOP
* Post Incident Procedures National Guidance and associated Aide Memoire
* [Death or Serious Injury Following Police Contact (DSI FPC) Policy](https://spi.spnet.local/policescotland/guidance/Policies/Death%20or%20Serious%20Injury%20Following%20Police%20Contact%20Policy.pdf)
* [Citations National Guidance](https://spi.spnet.local/policescotland/guidance/Documents/Citations%20%28Police%20Officers%20and%20Staff%29%20National%20Guidance.pdf)
* [Media Divisional Guidance](https://spi.spnet.local/policescotland/org-support/corp-services/corporate-communications/Documents/Media%20Divisional%20Guidance%20V0.02.doc)
* Force Wellbeing Hub
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| [Who is likely to be affected by the policy / practice?](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=6) (Place ‘X’ in one or more boxes) |
| **No impact on people** | [ ]  | **Police Officers** | x | **Special Constables / Cadets** | x | **SPA / Police Staff** | x | **Communities** | [ ]  | **Partnerships** | x |

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| **3.1** [**Screening for Relevance to Equality Duty**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=6) –if the policy / practice is considered to have no potential for direct or indirect impact on people, an Equality Impact Assessment is not required. Provide information / evidence to support this decision below, then proceed to Section 5 of the form, otherwise complete all sections.It has been decided not to complete an equality impact assessment because       |

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| [Equality Impact Assessment – Consider which Protected Characteristics, if any, are likely to be affected and how.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=6) |
| **4.1 [Protected Characteristics](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf%22%20%5Cl%20%22page%3D6)****[Groups](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf%22%20%5Cl%20%22page%3D6)**  | **4.2** [**Likely Impact**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=8)Positive, Negative or No Impact(Assessment of Low / Medium / High impact) | **4.3** [**Evidence Considered**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=10)(e.g. legislation / common law powers, community / staff profiles, statistics, research, consultation feedback)**Note any gaps in evidence and any plans to fill gaps.** | **4.4** [**Analysis of Evidence**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=10)(Summarise how the findings have informed the policy / practice – include justification of assessment of No Impact) |
| [**General / Relevance to All**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=18) | Positive/Medium | This document has been created as a result of recent high profile Fatal Accident Inquiries involving Police Scotland and its officers/staff. It has been identified that there is a distinct lack of support/guidance in place for officers/staff before or after attending a Fatal Accident Inquiry as witnesses or any other capacity as a representative of Police Scotland.The guidance will explain the FAI process, tailor wellbeing support and ensure a consistent and fair system of support is available.  | It is intended that the issue of clear guidance will result in a positive impact for all.  |
| [**Age**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=18) | No Impact |  | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic. |
| [**Disability**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=18) | Positive/Medium | Staff who are involved in a Fatal Accident Inquiry process, be that as a witness, in a supportive role or the subject of a conflict of interest may have a disability. Psychological disorders may be classed as a disability under the Equality Act.Due considerations will be given to the need to make reasonable adjustments to either the process or in any redeployment situations in order to allow equity of engagement.It is recognised that staff who have been absent from work as a result of a disability may require additional support.Consideration should be given to those with caring duties, as although reasonable adjustments aren’t provided to carers in statute, they do have protection from discrimination by association.  | Discussions will take place with the individual in order to discuss any requirement for support or reasonable adjustments and specialist advice may be sought if required.A wellbeing section is contained within the Guidance document and associated links. |
| [**Gender Reassignment**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=19) | No Impact |       | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic. |
| [**Marriage and Civil Partnership**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=19) | No Impact |       | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic. |
| [**Pregnancy and Maternity**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=19) | Positive / Medium | The guidance will tailor wellbeing support to individual needs.During Pregnancy officers and staff are encouraged to notify their individual line manager as early as possible to ensure that a risk assessment can be completed, and any necessary adjustments made.It is recognised that staff who have been absent from work on maternity or parental leave may require additional support.  | Care must be taken to ensure that officers and staff who are pregnant are not exposed to additional risk as the result of them taking part in the process covered by this guidance. Consider notice periods/reasonable adjustments for witnesses in relation to attendance and giving evidence so that the necessary Risk Assessments can be carried out. The advice contained in the organisation’s policy on Pregnancy, Maternity and Adoption should be followed in this regard and advice obtained from P&D. |
| [**Race**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page19) | No impact |       | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic. |
| [**Religion or Belief**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=20) | Positive / Medium | It could be that people from some religions may require some flexibility/support in terms of participation in the activities covered by this guidance e.g. those who are fasting during religious festivals etc. | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic, although as stated, it is recognised that people of some religions may require some flexibility/support in terms of the participation in the activities covered by this guidance e.g. those who are fasting during religious festivals etc.It is contained within the guidance document that the wellbeing approach and support will be aligned to the individuals needs based on their individual circumstances and wellbeing needs. |
| [**Sex**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=21) | Negative / Low | Whilst giving evidence at a FAI may cause challenges for officers and staff who have caring responsibilities, either for frail, ill or disabled dependents or childcare responsibilities may require flexibility in terms of the time and place of their involvement/attendance. The document itself should not have a negative impact as it is designed to be a supportive document.Societally, it is accepted that women most frequently carry the responsibility.[Caring responsibilities disproportionately impact women's lives and careers - Workplace Insight](https://workplaceinsight.net/caring-responsibilities-disproportionately-impact-womens-lives-and-careers/) | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic, although as stated, it is It is possible that officers and staff who have caring responsibilities, either for frail, ill or disabled dependents or childcare responsibilities may require flexibility in terms of the time and place of their involvement/attendance. Consider notice periods/reasonable adjustments for witnesses in relation to giving evidence so that the necessary Risk Assessments/care arrangements can be carried out.It is contained within the Guidance document that the wellbeing approach and support will be aligned to the individual circumstances and wellbeing needs.  |
| [**Sexual Orientation**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=21) | No impact |  | It is not anticipated that the publication & implementation of this Guidance will result in detrimental impacts relative specifically to this protected characteristic. |

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| [Human Rights Impact Assessment – Consider which rights / freedoms, if any, are likely to be protected or infringed?](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=11) |
| **5.1** [**Rights / Freedoms Relevant to Policing**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=11) | **5.2** [**Assessment**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=12)Protects and / or Infringes or Not Applicable | **5.3** [**Analysis**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=12)What evidence is there as to how the process / practice protects or infringes Human Rights. | **5.4** [**Justification**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=14)– Summarise the following:* Legal Basis
* Legitimate Aim
* Necessity
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| [**Article 2**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=25) Right to Life | Protects | There are clear individual wellbeing risks related to involvement in a Fatal Accident Inquiry. In some cases, this can lead to psychological and physiological harm. This guidance document aims to mitigate against potential risks and ensure the wellbeing of staff by providing support, improved communication, defined responsibilities and clear consistent information. This will improve the wellbeing and overall experience of each individual involved.The provision of wellbeing support within the document identifies the roles within the organisation having responsibility for supporting individuals. This aims to prevent crisis point being reached by an individual, identify changes in wellbeing and tailor individual support requirements which will all ultimately protect life.  | Legal Basis – Inquiries into Fatal Accidents and Sudden Deaths etc. Purposes of an FAI is preventative – to avoid similar accidents or incidents from being possible or likely in the future* (Scotland) Act 2016; Human Rights Act 1988
* Legitimate Aim – guidance for officers and staff attendance at Fatal Accident Inquires and ensure the wellbeing of both
* Necessity – to ensure guidance, support and welfare are in place for each individual to protect life
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| [**Article 3**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=26) Prohibition of Torture | Protects | Officers and staff have the right to be treated with fairness, integrity and respect. No staff member will be treated unfairly, be degraded or humiliated. | * Legal Basis – Human Rights Act 1988
* Legitimate Aim – everyone is treated fairly with integrity and respect.
* Necessity – to ensure support and welfare
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| [**Article 4**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=27) Prohibition of Slavery and Forced Labour | Not Applicable |       |       |
| [**Article 5**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=28) Right to Liberty and Security | Not Applicable |       |       |
| [**Article 6**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=29) Right to a Fair Trial | Protects | Ensuring officers and staff are aware of their duties in relation to FAI, and that while FAI determinations may not be used in criminal trials, an individual’s statement/testimony may be. | * Legal Basis – Inquiries into Fatal Accidents and Sudden Deaths etc. (Scotland) Act 2016; Human Rights Act 1988
* Legitimate Aim – everyone is treated fairly with integrity and respect.
* Necessity – to ensure support and welfare
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| [**Article 7**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=30) No Punishment without Law | Protects | An FAI is not a punitive process, section 3 of the guidance details that a FAI is a fact-finding exercise carried out in the public interest. Its purpose is not to apportion blame for the death.  | * Legal Basis – Inquiries into Fatal Accidents and Sudden Deaths etc. (Scotland) Act 2016; Human Rights Act 1988
* Legitimate Aim – everyone is treated fairly with integrity and respect.
* Necessity – to ensure guidance, support and welfare are in place
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| [**Article 8**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=31) Right to Respect for Private and Family Life | Protects | Section 9 of the guidance details that FAI’s are held in public, and their name may appear in the media. Available support is detailed in Section 3. | * Legal Basis – Inquiries into Fatal Accidents and Sudden Deaths etc. (Scotland) Act 2016
* Legitimate Aim – everyone is treated fairly with integrity and respect.
* Necessity – to ensure support and welfare are in place and that correct procedures are followed.
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| [**Article 9**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=33) Freedom of Thought, Conscience and Religion | Not Applicable |       |       |
| [**Article 10**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=34) Freedom of Expression | Infringes | The guidance document advises that it is important to give no statement to the press before or after the event. This is to protect the individual, the integrity of the FAI and PSOS/SPA.  | * Legal Basis – Media guidance, conduct regulations, HR policies, Data Protection.
* Legitimate Aim – everyone is treated fairly with integrity and respect.
* Necessity – to ensure support, protect the wellbeing and welfare of the individual
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| [**Article 11**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=35) Freedom of Assembly and Association | Not Applicable |       |       |
| [**Article 14**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=36) Prohibition of Discrimination | Protects | The Guidance document will ensure that an individual is not treated less favourably than another person in a similar situation. It will also ensure that an individual is not disadvantaged by being treated the same as another person when their circumstances are different, for example the individual is disabled or pregnant.The Human Rights Act makes it illegal to discriminate on a wide range of grounds including ‘sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status’.  | * Legal Basis –Human Rights Act 1998
* Legitimate Aim – everyone is treated fairly with integrity and respect.
* Necessity – to ensure support and welfare are in place and that correct procedures are followed.
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| [**Protocol 1, Article 1**](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=37) Protection of Property | Not Applicable |       |       |

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| [Decision – Decide how you will proceed in light of what your analysis shows](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=14) (Place ‘X’ in appropriate box) |  |
| 6.1 | [Actual or potential unlawful discrimination and / or unlawful interference with human rights have been identified, which cannot be justified on legal / objective grounds. Stop and consider an alternative approach.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=14) | [ ]  |
| 6.2 | [Proceed despite a potential for discrimination and / or interference with human rights that cannot be avoided or mitigated but which can and have been justified on legal / objective grounds.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=14) | [ ]  |
| 6.3 | [Proceed with adjustments to remove or mitigate any identified potential for discrimination and / or interference in relation to our equality duty and / or human rights respectively.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=15) | X |
| 6.4 | [Proceed without adjustments as no potential for unlawful discrimination / adverse impact on equality duty or interference with human rights has been identified.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=15) | [ ]  |

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| [Monitoring and Review of Policy / Practice – State how you plan to monitor for impact post implementation and review policy / if required, and who will be responsible for this.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=15) |
| Owning department will review the Guidance document and EqHRIA. |

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| [Mitigation Action Plan – State how any adverse / disproportionate impact identified has been or will be mitigated.](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=16) |
| **Issue / Risk Identified** | **Action Taken / to be Taken** | **Action Owner / Dept.** | **Completion Date** | **Progress Update** |
| To ensure that this Guidance achieves its maximum potential, it is imperative that all lessons are learned, implemented and published. | Changes in policy and procedures to reflect determinations  | CJSD Continuous ImprovementCJSD PolicyDivisional Co-ordination Unit(CJSD) |       |       |
| There may be a potential need to provide a degree of flexibility in terms of timing/location in order to support e.g. Carers, those with childcare responsibilities, those who are pregnant, those who are fasting for religious reasons or who need to practice their religious observances at specific times and places | Review considerations throughout inquiry. | CJSD Area Command RDU’s. Command Support PI’s.Line ManagerEAPWellbeing TeamPeople Direct |       |       |
| The need for provision of disability related reasonable adjustments. | Review considerations throughout inquiry. | CJSD Area Command RDU’s. Command Support PI’s.Cluster PI’sLine Manager |       |       |
| The need for caution and provision of advice in relation to supporting women who are pregnant and having to take part in potentially very stressful activities associated with FAI attendance. | Review considerations throughout inquiry. | Occupational HealthEAPCJSD Area Command RDU’s. Cluster PI’s Line Manager |       |       |
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| [Management Log](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=10) |
| [EqHRIA Author Log](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=16) |
| **Name and Designation** | Craig Kidd, Inspector, Business Support, CJSD. | **Date** (DD/MM/YY) | 15/11/2022 |
| **Comments** | Initial Assessment |
| **Name and Designation** | Craig Kidd, Inspector, Business Support, CJSD. | **Date** (DD/MM/YY) | 11/01/2023 |
| **Comments** | Amendments made as per comments/update from Sgt Piercy. |
| **Name and Designation** |       | **Date** (DD/MM/YY) |       |
| **Comments** |       |

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| [Quality Assurance Log](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=16) |
| **Name and Designation** | Steven Piercy, Sergeant, Policy Support  | **Date**  | 09/01/2023 | **Document Version** | 0.07 |
| **Comments** | I have reviewed the principal document, this EqHRIA and supporting documents. It is clear there has been extensive consultation with subject matter experts, and stakeholders, including with diversity staff associations. It’s clear from incremental changes between drafts that this consultation has been meaningful and has resulted in changes to the document. This guidance does not introduce any new procedures, per se, rather it seeks to draw together previous ad hoc support and guidance for officers and staff attending FAIs into one neat guidance document. Comments added in-line with the following suggested changes:* Disability/Pregnancy/maternity – consider minor amendment to reflect specific considerations for absent officers/staff.
* Sex – consider source for the well-made point re caring (and link to disability)
* Article 2 – consider supportive role of this guidance in wider Art. 2 duty (i.e. preventing reoccurrence of circumstances);
* Article 6 – consider protection this guidance offers to this right.
* Article 8 – suggested removal of DPA2018 reference as not covered in this guidance.
* Article 10 – Consider infringement on this freedom re speaking to press instruction.
* Article 14 – suggest focus on HRA in this section not EA2010 as covered elsewhere.
* Mitigation Action Plan – suggestions re publication/learning; and on owner of actions re monitoring/review of support measures.

QA complete subject to above being resolved.  |
| **Name and Designation** | Steven Piercy, Sergeant, Policy Support | **Date** | 27/04/2023 | **Document Version** | V0.10 |
| **Comments** | I have reviewed this EqHRIA and the updated draft guidance. It’s clear the author has taken on board the suggestions in the previous QA and resolved these through appropriate amendments to this and principal document. I have no further points to raise, and the QA is complete for this version.  |
| **Name and Designation** |       | **Date** |       | **Document Version** |       |
| **Comments** |       |

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| [Divisional Commander / Head of Department Log](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=17) |
| **Name and Designation** | Superintendent Caroline Logan | **Date** (DD/MM/YY) | 09/07/2024 |
| **Comments** | Documentation reviewed. Amendment made to Section 8 – Issue / Risk 1. Continuous Improvement added as joint owner with CJSD Policy and Divisional Coordination Unit.  |
| **Name and Designation** |       | **Date** (DD/MM/YY) |       |
| **Comments** |       |
| **Name and Designation** |       | **Date** (DD/MM/YY) |       |
| **Comments** |       |

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| [Publication of EqHRIA Results Log](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=17) |
| **Name and Designation** |       | **Date Published** |       | **Location of Publication** |       |
| **Comments** |       |
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| **Comments** |       |