

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

Policy / Practice	Accelerated Leadership Pathway (ALP)
Owning Department	People and Development – Leadership, Training & Development
Date EqHRIA Completed	22/09/2020
Purpose of Policy / Practice	The procedure sets out the process for selecting and appointing police officers to the ALP programme.

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

Full consultation and engagement was undertaken in August 2020 with all statutory and diversity staff associations, and thereafter consideration was given to any feedback provided. There are no known barriers to officers being enabled to engage in training activities at the College of Policing National Assessment Centre or in the mentoring programme facilitated by Police Scotland.

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

Reasonable adjustments for programme members will be implemented in conjunction with the College of Policing and as outlined within the Police Scotland Disability in Employment Procedure. The ALP development programme will follow policy guidance for flexible working arrangements with one-to-one discussions being carried out prior to rotations around operational, specialist and corporate areas commencing.

It is recognised that unconscious bias may lead managers to make unintentional/uninformed assumptions in relation to either the capability, aspirations or performance of an individual from a protected group. The owning department are taking measures to ensure that the topic of unconscious bias is covered sifting guidance for managers.

Management Log – Policy Support Dept. Use Only

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Review Date		Review Date	
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