

Police Scotland/SPA Joint Equality Outcomes for Policing 2021 - EqHRIA Overview

Last Updated – 29/04/2021

The Joint Equality Outcomes for Policing 2021 were developed based on extensive engagement with internal and external stakeholders including individuals who share a protected characteristic and those who represent their interests. This has included:

- internal engagement sessions with representatives from staff associations, diversity staff groups and senior management teams;
- a Fair and Inclusive Police Service for Scotland survey;
- engagement with a wide range of external partners; and
- engagement with Police Scotland Executive and the SPA Board members.

In addition, a significant evidence review has also been undertaken to ensure that the refreshed equality outcomes are based on current evidence. The sources reviewed include:

- E&D Monitoring & Data Requests;
- Staff Enquiries & Feedback;
- Enabling Strategies and plans;
- Benchmarking Findings;
- Relevant Risk, Audit & Assurance Review Updates and recommendations;
- External sources such as EHRC reports and the Scottish Government Evidence finder; and
- Public feedback through a Fair and Inclusive Police Service for Scotland Survey.

The final Equality Outcomes are likely to have a positive impact on equality and help protect Human Rights.

Aim / Activity	Equality & Human Rights Considerations and Potential Opportunities/Impacts	EqHRIA Decision/Mitigation/Actions
Publication of refreshed Equality Outcomes.	Positive opportunity to ensure high-level priorities in relation to E&D are current and relevant. The direction identified must be evidence based.	<ul style="list-style-type: none"> • Legislative requirement to publish by 30 April 2021. • Outcomes developed based on wide range of evidence and engagement.
Development of joint outcomes with Police Scotland and SPA.	Positive opportunity to ensure that the high-level priorities of the SPA and Police Scotland are aligned in relation to E&D.	<ul style="list-style-type: none"> • In line with approach to joint strategic outcomes – agreed as best approach.

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Alignment of Equality Outcomes and the strategic outcomes & Performance framework.	Positive opportunity to ensure E&D priorities can be driven through the mechanisms that support strategic planning and performance.	<ul style="list-style-type: none">• Supports mainstreaming of E&D and organisational understanding of Equality Outcomes – agreed as best approach.
Governance/sign-off of the Equality Outcomes	There is an opportunity to ensure that the PS Executive & SPA Board own the Equality Outcomes and see accountability as sitting across the service rather than with E&D teams.	<ul style="list-style-type: none">• Exec/SPA Board Engagement undertaken• Approval route now to include the Strategic Leadership Board & SPA Board.
Design & presentation of the Equality Outcomes.	<p>The design and publication of the report must be accessible for the public and staff. Accessibility considerations need to include:</p> <ul style="list-style-type: none">- People for whom English is not their first language- Plain English- Easy Read- British Sign Language- Screen Readers- Editable versions- Dyslexia compliant- Colour alternatives- Available in varying formats- Access to technology <p>Failure to provide options for differing accessibility needs could result in a negative impact which would particularly affect those in older age groups, individuals with a disability, people for whom English is not their first language and those affected by socio-economic disadvantage.</p> <p>The failure to provide an accessible document would also result in reputational damage to Police Scotland / SPA, particularly given the purpose of the report.</p>	<p>A minimum of 2 versions will be proactively produced and available. Both versions will use plain English. One will be in a plain word format that can easily be updated into more accessible formats e.g. large print / removal of graphics and images.</p> <p>Designers will adhere to accessibility guidance.</p> <p>A BSL version will be made available.</p> <p>Document will also clearly highlight how to request alternative formats of the report.</p>

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Communication of the Equality Outcomes.	<p>Accessibility of the communications to support the Equality Outcomes needs to be fully considered e.g. briefing papers, articles, social media etc.</p> <p>There is an opportunity to engage and build relationships and confidence among diversity partners and the public which would have a positive impact.</p> <p>There is an opportunity to ensure that key internal stakeholders are aware of the Equality Outcomes and understand their role in progressing work to support the outcomes.</p> <p>Internal communication channels may not be accessible to those who are currently out of the workplace on long-term leave such as maternity, shared parental leave and long-term sickness absence.</p>	<p>Communication will be clear, concise and relevant to suit the intended audiences and will be in plain English.</p> <p>Continuous engagement is undertaken with external diversity partners and will allow us to respond to any specific needs.</p> <p>Communications will be proactively targeted to relevant key stakeholders as required using a variety of communication channels and ensuring use of the right channels for the right audience.</p> <p>It is not considered that the content is essential to those who are currently out of the workplace on extended period of absence/leave. Line managers can share as required and updates should be included as required in return to work plans.</p>
EO 1 - Victims, witnesses and partner agencies feel confident to report hate incidents and receive a consistent level of response and support.	Work to cultivate and build on existing relationships to improve levels of confidence to report hate crimes and improve consistency of response will have a positive impact across protected groups.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 1.
EO 2 - People from and across protected groups access services, communication and information provided by Police Scotland/SPA in ways or methods that best suit their needs.	Improvements in the ways that communities, groups and individuals can access services, communications and information will have a positive impact on protected groups.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 2.

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EO 3 - People from and across protected groups are meaningfully engaged, with their insights, expertise and lived experiences being used to prioritise prevention and improve our joint services.	Meaningful engagement will provide opportunities to work closely with protected groups in capturing their insights and experiences to better inform our services which will have a positive impact.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 3.
EO 4 - Women and girls at risk of becoming victims of violence are safer and confident that the police are responsive to their needs.	Work to improve confidence and responses to women and girls who may be at risk from crimes such as domestic violence, rape, sexual assault, female genital mutilation, honour-based violence, and forced marriage will have a positive impact on females.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 4.
EO 5 - We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.	<p>Improved E&D data and insights to inform planning and decision making will have a positive impact on EDI.</p> <p>Privacy issues will need to be fully considered and addressed in relation to all monitoring.</p>	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 5.• Monitoring reports will not include any data or insights that could identify any individual.
EO 6 - Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights.	<p>Refreshed training and CPD that develop leaders skills and confidence in relation to EDI will have a positive impact.</p> <p>Consider whether training and CPD can be extended to all officers and staff to maximise positive impact.</p>	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 6.• Leaders identified as initial priority• Opportunities to extend can still be considered as business as usual or as a second phase.
EO 7 - Resignation rates of under-represented groups are proportionate to our current workforce profile.	A focus on understanding why people from under-represented groups choose to leave employment with Police Scotland/SPA and actions to remove these barriers will have a positive impact.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 7.
EO 8 - We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers affecting under-represented groups.	Work to develop and assess recruitment and promotion processes to ensure they are inclusive will have a positive impact.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver EO 8.

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