**Equality and Human Rights Impact Assessment (EqHRIA)**

**Summary of Results**

### Policy/Practice Name:

Moray Local Police Plan 2023/26

### Owning Department:

Command Support, North East Division

### Date EqHRIA Completed:

31st March 2023

### Purpose of Policy/Practice:

The purpose of the Local Police Plan is to present the Division’s priorities for policing for the period 2023-26. It describes how the priorities will be addressed by the Division, alongside partner agencies.

### Summary of Analysis / Decisions:

**What the assessment found, and actions already taken.**

Internally, the Local Police Plan was developed through engagement with a variety of stakeholders.

Externally, the Plan was developed through engagement and consultation with statutory and 3rd sector partners, other relevant organisations and the general public.

The primary means of engagement was through the ‘Your Police’ online survey which was promoted through the aforementioned partners and organisations and also on our social media channels. The submission of correspondence directly to the Senior Management Team was also offered but was not taken up and in person focus group work was undertaken.

The ‘Your Police’ survey is a national platform with the capability to capture local responses. It is regularly reviewed to measure and improve understanding of public confidence, sense of safety and concerns about crime. The survey can be amended to include thematic questions when the need arises and questions relating to the development of Local Police Plans were added by the national Insight & Engagement team circa August 2022 and closed in February 2023. These questions were added in order to gain views on what priorities should feature in the Plan.

The responses to our external engagement through ‘Your Police’ were small in number, which is reflected nationally. There was no feedback relevant to this EQHRIA but there was feedback regarding other matters which has been incorporated into the wording of the Plan. The responses are monitored by protected characteristic and did not indicate an equality impact in terms of service or experience.

It is assessed that the work undertaken to deliver the Plan in Moray will, overall, have a positive likely impact in terms of protected characteristics and will protect Human Rights/Freedoms.

### Summary of Mitigation Actions:

**What the assessment found, and actions already taken.**

Going forward the Division will continue to use the means and sources available, external and internal to ensure we have as accurate an understanding as possible of the issues faced in Moray and the role of policing within that. As such, the Local Police Plan will be subject to regular review to ensure the priorities remain relevant with any impact relevant to this EQHRIA also considered.

Progress on delivery of the Plan will be reported externally to the Moray Communities, Housing and Public Protection committee throughout the life of the Plan alongside internal reporting through existing structures.