

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

Policy / Practice	Competency and Values Framework (CVF)
Owning Department	People and Development – (Leadership, Training and Development)
Date EqHRIA Completed	01/10/2020
Purpose of Policy / Practice	<p>Police Scotland has adopted a new CVF (developed by the College of Policing and modified with permission) to incorporate its Values and Code of Ethics.</p> <p>The CVF will underpin assessment-based processes such as the MyCareer appraisal system, Accelerated Leadership Pathways and the Diploma in Police Service Leadership and Management.</p>

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

The CVF replaces the Association of Chief Police Officers in Scotland (ACPOS) Competencies and Policing Personal Qualities (PPQs). It sets out nationally recognised leadership behaviours and provides clear standards and measures which will be the foundation of appraisal and promotion processes.

It is not anticipated that the CVF will have a negative impact on the protected characteristics, however Police Scotland recognises the potential for unconscious bias which may lead managers to make unintentional/uninformed assumptions regarding the capability, aspirations or performance of an individual, particularly in relation to disability and/or pregnancy and maternity.

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

Each disparate process underpinned by the CVF has its own separate Equality and Human Rights Impact Assessment (EqHRIA) with mitigating actions outlined specific to each work-stream.

Fundamental to the successful application of each process will be a robust review and evaluation methodology which will highlight whether the outcomes have been in any way discriminatory towards a particular group/groups. The LTD Leadership & Talent function will be responsible for monitoring and reviewing the CVF through active collation and analysis of feedback from each process it underpins.

Management Log – Policy Support Dept. Use Only

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