

**equality and human rights Impact Assessment
(EqHRIA)
Summary of Results**

Policy / Practice	Flexible Working
Owning Department	People & Development
Date EqHRIA Completed	12/04/2018
Purpose of Policy / Practice	The aim of this procedure is to provide a framework to assess requests to work flexibly in support of the SPA and Police Scotland Resourcing Policy. Its aim is to effectively use our resources to meet demand and balance individual wellbeing, work-life balance and organisational effectiveness and efficiency.

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

It is well known that demographic changes in society mean that we are all juggling more complex family lives with increasingly demanding working lives. Our officers and staff continue to balance working commitments with caring for older family members and looking after their own children. Analysis of the formal flexible working requests made in the last year helped inform the drafting of this procedure. The data showed a generally positive picture with flexible working applications remaining at similar levels to previous years but did not capture those informal conversations that stop people making a formal application. Cognisance of data gaps over the last year have been addressed within the process to better inform future reviews of the procedure. The statistics gathered did show that as a protected characteristic, Sex was particularly prevalent. Men are still less likely to apply for flexible working, particularly part time, despite the policy being open to all genders. This appears to link with pregnancy and maternity where a large proportion of women's requests for flexible working related to childcare. The procedure was amended after consultation to specifically make reference to carers and reference opportunities for women in senior roles.

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

A request for development of new functionality within our HR Systems to manage the automated submission of applications is in progress. A system of manually recording applications will continue in the interim.

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