



Police Scotland

Screening and Equality Impact Assessment Form

EIA Author's Name:	John Scott	Designation:	Inspector	Date:	07/03/2013
Version Number of Policy:	1				
Name of Policy	Scottish Borders Local Policing Plan 2013 - 2014				

Note: This form should be completed in line with the Scottish Police Service Equality Impact Assessment Guidance document and in conjunction with the Equality and Diversity Units. Completed EIAs must be retained with other project paperwork and the outcomes must be reported to project leads/decision makers to be considered when making decisions.

Note: The term Policy refers to: Policies; Provisions; Criteria; Functions; Practices; and Activities hereafter referred to as 'policy'.

FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

The Freedom of Information (Scotland) Act 2002 affords a general right of access to any recorded information held by public authorities, including police forces. If there is any reason why automatic access should not be given to this policy/procedure, after considering your document's categorisation level as referred to hereafter, please in the remarks section below.

In line with the guidance provided in Force General Order 26/04 entitled Government Protective Marking Scheme, this policy/procedure requires to be categorised. Full justification for any categorisation higher than "Not Protectively Marked" must be fully documented in accordance with the guidance given in Force General Order 26/04.

GPMS RESTRICTION CATEGORY	Not protectively marked	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	Restricted	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	Confidential	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	Secret	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	Top secret	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

Justification for restriction of access and categorisation above level of, "Not Protectively Marked" (based on guidelines provided in Section 4 of Force General Order 26/04):

Name of Policy	Scottish Borders Local Policing Plan 2013 - 2014
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STAGE 1: SCREENING FOR POTENTIAL IMPACT(S)

Use this section to identify and document the potential impact of your policy and note the action planned or taken to eliminate (or justify) any potentially adverse impact. This section may also be used as an evidence log.

1.1 What is the main aim(s) or purpose of the policy?
<p>The policy is the Scottish Borders Policing plan from April 2013 – March 2014. This document details the key strategic priorities for policing in the Scottish Borders under the Police and Fire Reforms Act 2012 and is produced as part of a planning process which takes account of the Scottish Governments vision for public services, Strategic Police Priorities set by Scottish Ministers, Scottish Police Services Strategic Plan and the Chief Constable of Scotland's, Annual Police Plan.</p>
1.2 What outcome(s) are you trying to achieve?
<p>This Policy will ensure compliance with the legal requirement under Police and Fire Reform (Scotland) Act 2012 to produce a Local Police Plan as part of Police Reform. The Plan will outline the identified priorities for local communities and evidence how the policing will be delivered. The Priorities identified are:</p> <ul style="list-style-type: none"> • Protecting People • Reducing Antisocial Behaviour • Reducing Violence • Tackling Substance Misuse • Making our Roads Safer • Tackling Serious and Organised Crime

1.3 Collect Information: what evidence is available on how this policy might affect equality groups and what does this tell you? Consider inspections/audit recommendations, surveys, monitoring data, research. Are there any gaps in the evidence? Please attach relevant research/evidence/monitoring		
Source/Title of evidence	Gaps in evidence remaining	Further evidence to be gathered
Engagement has been made with the Scottish Borders Equality Forum, the forum represents all aspects of equalities in communities within the Scottish Borders.		
The Scottish Borders Pathfinder Board have approved the document. This is a representative group of elected members, business people and members of the community.		
Scottish Borders Participation Group, this is led by the Participation Officer for Scottish Borders Council and comprises of young people from across the Scottish Borders.	Further opportunity is to be given for the group to fully consult on the content of the policy.	
(Continue rows as necessary)		
1.4 Is there any potential for the policy or practice to discriminate, directly or indirectly, or disadvantage any particular group/s?		
If yes, who is affected and how? / If no, state what evidence is available to support this? The information within the policy may affect young people in our communities as a number of sources relate to anti social behaviour and groups of young people gathering or being engaged in “under age drinking”. This is evidenced through feedback from our communities through the Community Engagement Model and consultation with community groups. Any group of young people engaged in any form of Anti Social Behaviour will be dealt with according to existing policies, procedures and appropriate legislation and legal requirements.		

1.5 Is there any opportunity to advance equality for any group/s by removing an existing inequality/disadvantage?	No
If yes, please provide details / If no, state what evidence is available to support this?	

1.6 Is there any potential for impact (negative or positive) on relations between different groups? E.g. Can it lead to tension between any groups and cause damage to relations or will it help to foster good relations? Yes

If yes, please provide details.

The policy makes reference to youths gathering and being engaged in types of anti social behaviour, (See Appendix B). It is fully acknowledged that young people are perceived by many in the community as being the catalyst for this type of behaviour, however with daily engagement through the Police Locality Police Officers, who are funded by the Children and Young Persons Planning Partnership, Scottish Borders Participation Group and from the Lothian and Borders Police, Young Persons Conference, relationships between the Police and young people in the Scottish Borders have never been better.

The Policing Plan makes reference to young people, however they are an integral part in the community and through early and effective interventions, diversionary projects and close community engagement, relationships will continue to be fostered to ensure that engagement with the police is positive.

Reference is made to Young Drivers within the document. This is a term used that relates to drivers from the age of 17 – 25 who are known to be of particular high risk of being involved in an accident. Many aspects of road safety are targeted towards this group and this is seen as being positive in supporting interventions to improve driving skills into adult life.

Within the Safer Communities Key Themes, reference is made to Gender Based Violence

The aim is to - promote and co-ordinate an effective multi-agency response to gender based violence in line with efforts to protect, prevent and provide whilst supporting effective participation. To raise awareness of the impact of violence against women across communities to foster greater capacity and support for those affected.

A new service that operates in partnership within the Safer Communities Team, the Domestic Abuse Advocacy Service (DAAS), provide a service to the victims of domestic abuse. Whilst the service is predominantly used by women, the service is open to and is used by men. This is known to have helped to improve services to victims of domestic abuse and support recovery. The Violence Against Women Coordinator has been consulted with regards to the content of the policing plan.

1.7 Which of the protected groups is the potential impact relevant to and to what level?					
	High	Medium	Low	No Relevance	Reasons
Age				x	Some aspects of public perception consultation relates to young peoples behaviour. None of the police priorities or policies relate specifically to young people and are based on the whole population.
Disability				x	
Gender				x	The strategic aim is Reducing Violent Crime. This includes gender-based violence involving both men and women and will not disadvantage any single group.
Gender Reassignment				x	
Marital / Civil Partnership Status				x	
Pregnancy & Maternity Leave				x	
Race				x	
Religion or Belief				x	
Sexual Orientation				x	

Note: If the impact of the policy is considered to be of no relevance to **any** equality group/s, then there is no need to progress to a full equality impact assessment. However if the screening above has high, medium or low against any of the aims of the public sector general equality duty, then a full impact assessment should be done. In a very few cases where the relevance is considered to be low, it may be necessary to postpone the full impact assessment – if this is decided the reasons should be recorded and the date for reviewing this decision inserted below.

1.8 Quality Assurance and Decision: On completion of Screening for Relevance, seek advice from the Equality and/or Diversity Units
Comments from the Equality and Diversity Units regarding the above screening level:

As there is no relevance to any specific protected characteristic, there is no requirement for a full EQIA to be completed at this time. Should any information change, then this will be addressed and consideration should be given to a full Equality Impact Assessment being completed.

EIA Author's Name: John Scott	Designation: Inspector	Date: 7 th March 2013
E&D Units - Name: PC 350 Mike Parsons	Designation: Equalities and Diversity Officer	Date: 11th March 2013
Note: If a full equality impact assessment is not required, the senior manager who is the policy's owner must also sign off the screening, OR if it is decided that a full EIA cannot be done at this time, the reasons given and a date for reviewing this decision given below.		
Reason for postponing full EIA		Date for reviewing:
Policy Owner's Name: Chief Inspector Andrew Clark	Designation: Local Area Commander	Date: 9 May 2013

STAGE 2: GATHERING EVIDENCE INCLUDING CONSULTATION/INVOLVEMENT

Consultation: This section should be used to record **all** consultation conducted by the author in creating **this version** of the policy with a consultation record being developed for every individual or organisation consulted with. **The Owning Department/Author must retain all correspondence (emails, letters, notes, draft/final document versions, etc) during the creation of the procedure, policy, function or activity.** Copy and paste issues raised into 4th column below.

2.1 Log on consultation undertaken				
Consultee	Date sent	Date received	Response – issues/concerns raised	Amendments etc. made

2.2 Evidence/Information from Other Sources (attach relevant research/evidence/monitoring)	
Source/Title of evidence	Further evidence gathered

STAGE 3: ANALYSIS

3.1 Analysis of Evidence Obtained: summarise the findings from 2.1 and 2.2 above and what does it tell us.	
Issue/concern raised	Analysis/Comment

STAGE 4: DECISION / MITIGATION ACTION / JUSTIFICATION

4.1 What is your decision? (see page 11 of guidance)	Please tick only 1 box
A. No Change is required (no adverse impact)	
B. Adjust the policy (to remove or minimise the adverse impact)	
C. Continue the policy (despite adverse impact being identified – complete 5.1 below)	
D. Stop and remove the policy (in case of unlawful discrimination)	

Note: if options A or D are chosen, then stage 5 (mitigation) is not required.

MITIGATION /JUSTIFICATION

4.2 Can any negative impact be justified on a legal or objective ground? If so, please give full details here - attach any EHRC and /or legal guidance or similar received"

4.3 MITIGATING ACTION PLAN: What mitigating or positive action/s have been or will be taken to minimise/eliminate any potential for adverse impact on our ability to meet the aims of the Public Sector Equality Duty? And, how will this action be monitored to see if it is reducing any adverse impact?

Issue / Concern identified	Mitigating Action taken/ to be taken	Evaluation/ Monitoring method	Timescale & Updates	Action Owner	Strategic Ownership & Links to Equality Outcomes
Continue rows as required					

STAGE 5: IMPLEMENTATION AND REVIEW

5.1 What arrangements /systems are / will be in place to monitor the effect of the policy once it is implemented and how will this relate to our duty to advance equality?

Please provide details

5.2 Who will be responsible for the above monitoring?

Please provide details

5.3 When will the policy be reviewed and who will be responsible for this review?

Please provide details

STAGE 6: FINAL EQUALITY IMPACT ASSESSMENT SIGN OFF

Statement by Author of the Policy - This policy has been developed in accordance with the EIA guidance notes having considered the impact and effect of this policy against the general equality duty and taken appropriate steps to mitigate, reduce, eliminate, or provide justification for any adverse impact it may have.

Name:

Designation:

Date:

Quality Check: Full Impact Assessment Checked by the Equality & Diversity Units

Name:

Designation:

Date:

Force Executive officer/Divisional Commander/Director of Resources

The final stage of the EIA is for the policy owner to formally sign off the document as being a complete rigorous and robust assessment. Decision makers must take account of the results of Equality Impact Assessments when considering whether to approve a new or revised policy.

Name:

Designation:

Date:

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STAGE 7: PUBLICATION. LEGISLATION REQUIRES THIS TO BE PUBLISHED IN AN ACCESSIBLE FORMAT AND AVAILABLE IN A REASONABLE TIME.

Place(s) published	Date(s) published
Continue rows as required	