

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

Policy / Practice	Special Constabulary Standard Operating Procedure
Owning Department	Local Policing
Date EqHRIA Completed	20/10/2016
Purpose of Policy / Practice	<p>This Special Constabulary Standard Operating Procedure (SOP) provides guidance in relation to the Special Constabulary within Police Service of Scotland, hereinafter referred to as Police Scotland. This guidance is provided for any officer or staff who requires further information on the Special Constabulary as well as Special Constables themselves. Special Constables are volunteer police officers who make a significant contribution to keeping our communities safe by undertaking a wide range of policing duties and demonstrating a very high level of personal commitment.</p> <p>The guidance contained within this SOP gives direction in key areas that are unique to Special Constables. In many respects procedures for Special Constables are similar to those for regular officers and provisions for Special Constables are also contained in other Police Scotland SOPs.</p>

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

The assessment of this Standard Operating Procedure (SOP) established it will impact on most of the protected characteristics. The impacts are mainly positive and where any issues identified Police Scotland will try and mitigate them accordingly.

Additionally this SOP protects Article 8 of the Human Rights Act 1998 (Right to Respect for Private and Family Life) and infringes Article 10 (Freedom of Expression) in that Special Constables must not take any active part in politics.

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

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Owning Department will monitor changes in legislation/circumstances which may affect the SOP and assess how these changes may impact on the protected groups.

In addition they will be responsible for the cyclical review of both SOP and EqHRIA.

Management Log – Policy Support Dept. Use Only

Review Date		Review Date	
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