

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

Policy / Practice	Notifiable Association SOP
Owning Department	Professional Standards Department
Date EQHRIA Completed	22/06/2017

Purpose of Policy / Practice	<p>The main purpose of the Notifiable Association SOP, is to protect the integrity of all Police Officers, Scottish Police Authority (SPA)/Police Staff and Special Constables from the threat posed by inappropriate associations and to protect the information, assets and reputation of Police Scotland.</p> <p>The guidance within the SOP aims to provide a procedure for reporting an inappropriate association, and also for assessing and managing any risk an inappropriate association could have.</p>
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A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The assessment of this Standard Operating Procedure revealed that there may be potential impact on the protected group of MARRIAGE and CIVIL PARTNERSHIP. There is a likelihood that a person who is married or in a civil partnership may have to submit a Notifiable Association form in relation to their spouse or partner. This process is necessary to try and mitigate any risk to the employee and Police Scotland.

In addition this SOP, by its very nature, will potentially infringe Articles 8 and 11 of the European Convention of Human Rights. This is however necessary/ proportionate and covered by local legislation.

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

NOT PROTECTIVELY MARKED

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.