

## Equality and Human Rights Impact Assessment (EqHRIA)

## Summary of Results

### Policy/Practice Name:

Airwave National Guidance

### Owning Department:

ICT Airwave Lifetime Management

### Date EqHRIA Completed:

10/03/2021

### Purpose of Policy/Practice:

The purpose of this document is to outline the Police Scotland practices, procedures and responsibilities relation to the management and use of the Airwave network and associated assets. It also aims to provide a consistent framework and serve as a reference to individuals on all aspects of the application of the system and its functionalities.

### Summary of Analysis / Decisions:

**What the assessment found, and actions already taken.**

The intended outcome of the document is to provide officers and staff with guidance on the practices, procedures and responsibilities in relation to the management and use of the Airwave network and associated assets.

The assessment of the guidance document found that it affects the protected characteristic groups listed below;

* The document acknowledges that reasonable adjustments might be required for some users of airwave technology and sets out the procedure to request this.
* The document has a positive impact on Disability as it details processes that users can follow to report personal issues encountered with the use of equipment due to impairment.

In addition the guidance protects and infringes the following ECHR Articles namely:

* Article 2 Right to Life – Protects. The use of the technology as set out in this guidance enhances officer and staff safety, and their ability to protect members of the public.
* Article 8 Right to Respect for Private and Family Life – infringes. The document sets out procedures which may infringe article 8 rights, however sets out a framework to ensure that any use of these procedures proportionate, necessary and lawful.

Any potential future impacts on equality groups and/or human rights will be assessed as part of the review process

### Summary of Mitigation Actions:

* Owning department will monitor changes in circumstances and legislation which may affect the National Guidance document and assess how any changes impact the protected groups and human rights.
* Owning department willl conduct cyclical review of the guidance document and EqHRIA.