

**Equality Impact Assessment
Summary of Results**

Policy / Procedure Being Summarised:	
Uniform & Appearance Standards SOP	
Owning Department:	Date EIA Completed:
People & Development	5.11.15

Note: This form should be completed in accordance with the [Equality Impact Assessment SOP](#) and the [How to Complete EIA Form - Guidance](#).

What are the Purpose and the Intended Outcomes of the Policy / Procedure under Assessment?
<p>The purpose of this SOP is to provide clear instructions to police officers with regards to the uniform they must wear, how the uniform should be worn and how they should present themselves in terms of appearance, to ensure a professional image is presented to the public which instils trust and confidence in Police Scotland.</p> <p>It will give line managers the authority to challenge standards which fall below that expected of a police officer.</p> <p>It is also acknowledged that this SOP does not only apply to police officers but may also impact upon members of the public who apply or are considering an application to Police Scotland.</p>

Part A: Summary of Analysis / Decisions:

What the Assessment Found and Actions Already Taken:
<p>Age - Changing trends/ attitudes towards police appearance. It is acknowledged that sometimes trends can affect a particular age group more than others. This was evident from Recruitment data recorded since the inception of Police Scotland, whereby younger applicants were more at risk of rejection for falling foul of the Tattoo Policy. As the SOP has evolved, so too has the Tattoo Policy for new recruits which now allows persons who would previously have been rejected for instance, due to tattoos on the neck or hands, to be given the opportunity to join. (This of course is dependent on the type of tattoo e.g. it must not be offensive.)</p> <p>Disability - the effect on a person's appearance: Whilst a relatively low proportion of the Force has declared a disability, it was acknowledged that for many reasons this number could be higher and the SOP allowed for requests for reasonable adjustments and variations to uniform. It was highlighted during consultation however that the effects of illness can have a huge impact on a person's appearance and that cosmetics and accessories which under normal circumstances would not be permitted may become acceptable e.g. someone who has undergone chemotherapy may require false eyelashes due to hair loss. The SOP has been amended to reflect this.</p>

Gender Reassignment:

The majority of police uniform appears the same for males as it does for females, albeit sizing may differ between the sexes, however the hats are different. The SOP recommends engagement between transgender officers and their line managers to discuss appropriate arrangements for uniform.

Pregnancy and Maternity:

The SOP attempted to provide options to pregnant officers in respect of obtaining bigger sizes of uniform and wearing business dress however consultation questioned the lack of actual maternity uniform. This feedback will be highlighted to the Director P&D.

Sex:

The EIA recognised the differences in body shapes and the SOP allows for modifications. The SOP does not distinguish between males and females in the Appearance section and remains gender neutral on matters such as cosmetics and hair length (with the exception of reference to the bindi dot which relates specifically to female Hindu officers).

Race:

The SOP recognises that persons may require variations to uniform and appearance e.g. headwear, long sleeves, etc and allows the officers to make requests for variations.

Religion or belief:

Similar to Race, requests for variations to uniform and appearance can be made e.g. wearing of jewellery for religious reasons. The listing of various types of headwear was removed in order to avoid inadvertently omitting any however variations to headwear is treated in the same way as any other variation. References to beard nets have been removed following consultation.

While the SOP attempts to provide examples of where variations might be appropriate, it does not intend to provide exhaustive lists and open dialogue with line managers is crucial. Where resolution is not possible, officers should escalate issues to their second line manager as they would with any other work-related matter.

Reviews of the SOP will take place to ensure that restrictions on appearance are current, proportionate and justifiable, and not placing barriers to recruitment and retention. This of course needs to be balanced with the general public's views of what is acceptable for a police officer and what is permissible under Health & Safety legislation.

Changes to legislation, case law and grievance information will guide any future amendments to the SOP, in addition to the regular reviews which will take place.

Part B: Summary of Implementation / Monitoring:

What Else we Plan to do and How we Intend to Check that it's Been Done:

NOT PROTECTIVELY MARKED

The SOP will be subject to review after 12 months and in any case as and when specific issues are raised e.g. within the service, tribunals, grievances, staff associations.