

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

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| Policy / Practice | Use of Force SOP |
| Owning Department | Operational Training |
| Date EqHRIA Completed | 28/11/2016 |

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| Purpose of Policy / Practice | The aim of this Procedure is to provide police officers/authority police staff with policy and guidance around Police Scotland's criteria for the use of force, wearing of PPE and policy in relation to mandatory operational safety training requirements for all relevant personnel. |
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A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

Highlighted the need for a proportionate response to dealing with persons with mental health issues and the use of effective de-escalation techniques and the need for sharing practice and working together with partners.

All of the above will be incorporated into the new OST programme which supports this SOP.

It has been identified that more guidance will require to be provided in relation to mental health/disability issues surrounding search/tactical communications/arrest. Full consultation was carried out with partners to provide appropriate guidance in respect of mental health and disability issues surrounding tactical communications/arrest/search. OST manual and guidance documents were sent to Police Scotland mental health training, safer communities E&D for review and guidance. This guidance is now incorporated into the new OST manual.

Further guidance was provided in relation to strip search of transgender persons.
 Further guidance was provided in relation to the safe restraint of pregnant women.
 Further guidance was provided in relation to cultural issues surrounding search.
 Use of Force monitoring did not cover protected characteristics.

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

The Equality and Diversity Unit (Safer Communities) will collate and analyse data relating to the protected characteristics of Sex, Age and Race in relation to the Use of Force.