

**Equality and Human Rights Impact Assessment (EqHRIA)**

# Summary of Results

## Policy/Practice Name:

Flexible Working (V7.00)

## Owning Department:

People and Development

## Date EqHRIA Completed:

19/01/2024

## Purpose of Policy/Practice:

The aim of the Flexible Working Procedure is to provide a framework to assess requests to work flexibly in support of the SPA and Police Scotland Resourcing Policy. Its aims are to effectively use our resources to meet demand and balance individual wellbeing, work-life balance and organisational effectiveness and efficiency. The procedure was reviewed to ensure it reflects the Flexible Working (Amendment) Regulations 2023 & Employment Relations (Flexible Working) Act 2023.

The key changes to the legislation are: workers will have the right to request flexible working from day one; two statutory requests are permitted in any 12-month period; timescales for decision making (including appeals) reduced from three months to two months; removal of the need for employees to explain the effect on the business of their request; and new requirements for employers to consult with the employee before rejecting a request.

## Summary of Analysis / Decisions:

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

The assessment specifically focused on the impact the key changes to the legislation will have on the protected characteristics groups.

It is acknowledged that the changes resulting from the Flexible Working (Amendment) Regulations 2023 & Employment Relations (Flexible Working) Act 2023 are likely to be positive for staff relative to all of the protected characteristics.

It is not anticipated the minor amendments will have any impact on the previous EqHRIA assessment that was completed for the Flexible Working Procedure.

## Summary of Mitigation Actions:

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

No significant issues were identified during the consultation process with our diversity and statutory staff associations.