

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

Policy / Practice	MyCareer
Owning Department	People and Development (Leadership, Training & Development)
Date EqHRIA Completed	01/10/20
Purpose of Policy / Practice	This new procedure underpins the implementation of a new reflective appraisal system within Police Scotland (launched on a Proof of Concept basis on 01/10/20).

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

One of the key elements of MyCareer is the submission of reflection logs (either by or for staff and officers relating to positive performance) which are then assessed against the levels outlined in the College of Policing's Competency and Values Framework (CVF). Reflection logs aid MyCareer discussions and help to identify three potential development routes:- 'maintain and develop in current role', 'develop to move to a new role' or 'develop to lead'.

It is acknowledged there is the potential for unconscious bias on the part of managers who are reviewing and assessing reflection logs which could impact negatively on a number of protected characteristics. For example, individuals on maternity leave are less likely to have time to complete the evidence required to meet the requirements of each of the six competencies. Pregnant officers tend to be removed from public-facing, operational work as part of risk assessments which may lead to line manager bias and/or inappropriate reflection log grading.

Concern has also been raised that if an individual is on restricted duties they may not be able to demonstrate all of the CVF competencies due to the modified nature of their role.

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

The potential for unconscious bias will be mitigated through the clear descriptors outlined in the CVF which provide an objective structure for assessments. Guidance for managers specifically regarding unconscious bias has also been provided within the MyCareer Toolkit.

For staff who have been absent from work, the procedure emphasises the requirement for line managers to implement reasonable adjustments and extend the usual prescribed timeframes to allow for evidence to be gathered and for professional discussions to take place. New guidance in respect of neurodiverse conditions is now included within the Disability in Employment procedure with guidance on how to assess individual needs and make appropriate adjustments.

The feedback provided following the Proof of Concept implementation will be monitored and reviewed by the LTD Leadership & Talent function using robust evaluation methodology designed to highlight whether the outcomes have been in any way discriminatory towards a particular group/groups.

OFFICIAL
OFFICIAL

Management Log – Policy Support Dept. Use Only

Review Date		Review Date	
Review Date		Review Date	
Review Date		Review Date	