## Equality and Human Rights Impact Assessment (EqHRIA)

## Summary of Results

### Policy/Practice Name:

Local Police Plans

### Owning Department:

Ayrshire Police Division

### Date EqHRIA Completed:

02 March 2023

### Purpose of Policy/Practice:

In terms of Section 47 of the Police and Fire Reform (Scotland) Act 2012 each Local Police Commander must prepare a Local Policing Plan (LPP) setting out the main priorities and objectives for the policing of each Local Authority Area. This must be approved by each Local Authority.

The LPP sets out how Ayrshire Police Division will deliver policing over the period 1 April 2023 – 31 March 2026 and is aligned to:

* Joint Strategy for Policing (2020): Policing for a Safe, Protected and Resilient Scotland
* Annual Police Plan (APP) – updated annually
* Deputy Chief Constable / Deputy Chief Officer Delivery Plans
* Joint Equality Outcomes for Policing 2021
* Local Outcome Improvement Plans
* Community Planning Partnership Priorities
* Police Scotland Performance Framework

A summary of the LPP priorities is provided on the ‘Plan on a Page’ within each of the Local Authority Plans. The LPPs describe how we will work collaboratively with partners and the community to deliver on Police Scotland’s five strategic outcomes.

### Summary of Analysis / Decisions:

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

It is assessed that the implementation of the LPPs will not result in any disproportionate impact on any of the protected characteristics. Police Scotland’s eight Joint Equality Outcomes (2021) have been considered when developing the Local Policing Plans. These are monitored locally via out internal Divisional Equality, Diversity and Inclusion Group.

All incident, crimes and offences that impact on the protected characteristics are scrutinised on a daily basis. Performance reporting against progress of the LPPs is subject to public scrutiny by each of the Local Authorities and reports are publicly available.

The Division maintains representation on a wide range of groups including Community Planning Partnerships, Violence Against Woman and Girl groups and the Ayrshire Equalities Partnership. This representation allows Ayrshire Division to draw experiences from a range of partners to better understand how policing activities impact on our communities.

### Summary of Mitigation Actions:

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

During the development of the Local Police Plans (LPPs) cognisance has been taken of the impact on all protected characteristics and incorporated into the priority setting. This was enhanced through the learning emanating from the Health Inequalities Impact Assessment to support the process.

The LPP milestones and performance measures / insights described for each of the ‘Areas of Focus’ have been set as a result of the assessment of the evidence collated. There are no bespoke mitigating actions that require to be addressed at this time but this will remain under review and can be updated at any time.

Of note, Police Scotland corporately carries out EqHRIAs for standard operating procedures and guidance associated with the operational delivery of the LPPs. The Summary of Results for these can be found on the Police Scotland website via the following link:

[Standard Operating Procedures - Police Scotland](https://www.scotland.police.uk/access-to-information/policies-and-procedures/standard-operating-procedures/)