



**SCOTTISH POLICE  
AUTHORITY**

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

<b>Policy / Practice</b>	<b>Leavers V4.00</b>
<b>Owning Department</b>	<b>People &amp; Development</b>
<b>Date EqHRIA Completed</b>	08/01/2018
<b>Purpose of Policy / Practice</b>	To provide guidance to Police Officers and Authority/Police Staff resigning, retiring or leaving SPA/Police Scotland and also for Managers and administering Authority/Police Staff in relation to the relevant associated procedures.

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

Terminology in the new Police Pension Scheme has replaced Compulsory Retirement Age with Voluntary Retirement Age but still requires an objective assessment of an officer's suitability to work beyond their normal retirement date. There is an appeal process in place for those occasions where an officer is not permitted to extend their service.

There is the potential to discriminate against officers and members of Authority/Police Staff with a disability who wish to continue in post but are ill health retired. The Police Pension Scheme (Scotland) Regulations 2015 provide that a Police Officer may be required to retire on a date determined by the SPA on the grounds that the Police Officer is permanently disabled for the performance of the ordinary duties of a member of the police force. SPA/Police Scotland would have to be able to demonstrate that reasonable adjustments/other suitable posts were considered prior to the decision being made to retire the Police Officer or member of Authority/Police Staff on medical grounds. Provisions within the Disability in Employment procedures are in place to mitigate and exhaust all options of meaningful employment before these steps are taken.

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

**Management Log – Policy Support Dept. Use Only**

<b>Review Date</b>		<b>Review Date</b>	
<b>Review Date</b>		<b>Review Date</b>	

**OFFICIAL**

Review Date		Review Date	
-------------	--	-------------	--