

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

# Summary of Results

## Policy/Practice Name:

Annual Police Plan 2024-2025

## Owning Department:

Strategy, Insight and Engagement   
Director of Strategy and Analysis

## Date EqHRIA Completed:

21 March 2024

## Purpose of Policy/Practice:

The purpose of the Annual Police Plan (APP) is to present to our prioritised policing activities, both operational and organisational, for policing for the forthcoming year (2024/25). The APP has been a statutory obligation for the Chief Constable of Polie Scotland, as per the requirements of Section 35 of the Police and Fire Reform (Scotland) Act 2012 (The Act).

The draft APP describes Police Scotland’s proposed arrangements for the policing of Scotland in the year ahead and outlines commitments which will be progressed and reported on throughout the coming year as we continue our journey of transformation and service improvement.

This year the draft APP is organised across four broad areas of focus that reflect the Chief Constable’s priorities and objectives for the year ahead. These are:

• Implement our Policing Together Strategy and drive culture improvement;

• Increase front-line strength and drive service improvement;

• Support the wellbeing of our workforce; and

• Re-design and begin to re-shape support functions

Throughout the course of the year, we will continue to work with the public, stakeholders and the Scottish Police Authority (SPA) to deliver the priority commitments.

Successful delivery of the specific priority commitments contained within the APP will improve the service Police Scotland provides to communities and colleagues.

Police Scotland will report on the journey of these activities to the SPA on a quarterly basis and conclude with an end of year performance report.

## Summary of Analysis / Decisions:

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

The APP lays out how Police Scotland will aim to deliver policing over the 12-month period from 1st April 2024 to 31st March 2025.

The APP contains operational and organisational focused activities which are aligned to and support:

* Joint Strategy for Policing 2023, Policing for a safe, protected and resilient Scotland.
* Chief Constables priorities and commitments.
* Local Police Plans (reviewed every 3 years), and,
* Police Scotland’s enabling strategies (including Policing Together, People Strategy, Public Contact and Engagement, Violence Against Women and Girls, Digital, Fleet, Estates, Environment and Procurement)

The plan highlights key areas which support our work towards our Policing Together programme and support our equalities outcomes, including:  
  
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1. Continuously review our policies, processes and procedures to ensure that we tackle discriminatory behaviours within our organisation.
2. Provide organisational training to support an understanding of everyday discrimination and the application of equality and inclusion within the workplace.
3. Embed a Human Rights Framework for Police Scotland.
4. Deliver an accessible and responsive system for addressing complaints against the police.
5. Develop a new and robust approach to the investigation of accusations against colleagues, providing support to victims and survivors.
6. Support the roll out of the Scottish Government’s suicide bereavement support service across Police Scotland.

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1. Recruit to increase our officer establishment levels, attracting a diverse workforce to reflect and represent our communities.

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6. Adjust our approach, in liaison with partners, to responding to mental health related incidents and non-crime related vulnerability to allow officers to focus on our core duties and ensure that we are getting these right first.

11. Progress work to strengthen our current Local Policing model to meet current and future needs.

13. Progress the implementation of our Violence against Women and Girls Strategy and the policing elements of the Scottish Government’s Equally Safe Delivery Plan.

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19. Continue to enhance our vetting procedures to ensure that all officers and staff share and work within our values.

20. Continue to roll out effective anti-discrimination training across the organisation and progress the Policing Together Implementation Plan.

In developing the APP, Police Scotland took into account views from ongoing engagement work, which includes via the Your Police online survey and User Experience Survey which is used to inform the development of all aspects of strategic planning.

It is recognised that due to shorter timescales, broader engagement on the developing document has been limited this year.

Feedback received on the draft plan has been evaluated and considered. As outlined in the plan, work on developing respective workstreams supporting service transformation is underway, and feedback has been shared with business area owners for their consideration when developing specific focused activities to deliver their areas or work and contribute to their detailed EQHRIAs and appropriate impact assessments which will be kept under review during delivery.

The format and structure of the APP meets with accessibility requirements in line with Police Scotland’s Accessibility Strategy and associated guidance, with details available as to alternative options can be requested for various groups.

The APP is aimed to improve and have a positive impact on communities as it depicts Police Scotland’s priorities they aim to achieve. Delivery of the specific activities contained within the APP will enhance Police Scotland’s ability in providing a service to the public and communities of Scotland.

## Summary of Mitigation Actions:

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

From the comments returned by stakeholders, no amendments were required within the APP. Related feedback will be forwarded to specific business area for their consideration when driving forward the APP commitments under respective delivery work programmes.

Activities relating to equality outcomes will be monitored and managed by the individual activity owners **(department specific),** of their impact on protected groups. Police Scotland’s executive will be, if required, request and be provided with a summary of the individual EQHRIA’s relevant to these activities by the owning department.