

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

Policy / Practice	Secondment V1.00
Owning Department	People & Development
Date EqHRIA Completed	17/03/2020
Purpose of Policy / Practice	The aim of this procedure is to provide a centralised and coordinated framework to assess and manage secondments. Its aims are to effectively consider resourcing needs internally alongside requests from partner agencies for support. The procedure seeks to ensure we continue to deliver a service to the public while taking account of individual development, and organisational effectiveness and efficiency.

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

The information available in relation to secondments is not sufficiently detailed to allow meaningful analysis against the protected characteristics.

A number of individuals are working for other agencies as part of trade union and staff association agreements. These include, Unite, Unison, Association of Scottish Police Superintendents and Scottish Police Federation who have officers "seconded" and administrative staff who are employed on SPA/PS contracts.

Other individuals are noted as detached who are working for SPA/Police Scotland who are working on specific projects or externally funded roles and it is not clear from the information available which could be secondments and which are not.

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

A methodology to ensure secondment requests and applications are consistently monitored and accurately recorded is required. One available information will be able to be more effective and accurate analysis for E&D monitoring. A breakdown of detached personnel into sub headings for secondments in accordance with the definitions in the procedure will significantly assist with accurate monitoring.

Management Log – Policy Support Dept. Use Only

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