

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

# Summary of Results

## Policy/Practice Name:

Investigation – Wellbeing Guidance

## Owning Department:

Professional Standards Department

## Date EqHRIA Completed:

08/07/2021

## Purpose of Policy/Practice:

To provide guidance for tailored wellbeing support to officers and staff within Police Scotland or the Scottish Police Authority who are involved in the investigative process of a complaint. The document has been created as a result of recommendations regarding internal complaints procedures from Dame Elish Angolini’s Independent Review of Complaints Handling, Investigations and Misconduct Issues in relation to policing.

## Summary of Analysis / Decisions:

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

This guidance document aims to mitigate against any risk and ensure the wellbeing of officers and staff by providing support, improved communication and recording, defined role responsibilities and clear consistent information regarding the investigative process of a complaint; this will improve the wellbeing and overall experience of each individual involved.

The EqHRIA assessment found that overall the impact of this Guidance document was positive in relation to the Protected Characteristics with wellbeing support tailored to an individuals needs based on their circumstances with consideration being given to notice periods and reasonable adjustments required by each individual. Mitigating actions are in place for the Sexual Orientation protected characteristic to mitigate any disproportionate impact through training and awareness for officers and staff in partnership with the Scottish LGBTI Police Association.

In addition this guidance protects Articles 2, 3, 7, 8 and 14 of the ECHR. It does not infringe any articles

## Summary of Mitigation Actions:

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

Six mitigating actions have been identified and recorded regarding lessons learned, training, flexibility and reasonable adjustments.

The owning department will monitor changes in legislation, policy and other circumstances and assess how these changes may impact on the protected groups.

In addition feedback will be collated from individuals and scrutinised to identify organisational learning and best practice. This will be published in an internal annual report.