

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

**Summary of Results**

### Policy/Practice Name:

Leavers

### Owning Department:

People and Development

### Date EqHRIA Completed:

01/12/2022

### Purpose of Policy/Practice:

The procedure aims to give those who are retiring, resigning, or being discharged from the service instruction on what to do to complete that process. It supports managers in completion of associated tasks and seeks to support organisational activity around retention using exit interviews and surveys so that we better understand the causes of staff turnover.

### Summary of Analysis / Decisions:

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

* Most leavers continue to retire after a prolonged period of service and within the parameters of pension provision. The pension remedy enacted by the McCloud judgement has seen a significant increase in the number of officers who have chosen to retire earlier than they might otherwise have been expected. Otherwise, levels of turnover are either in line with or below national averages.
* The potential to discriminate on the grounds of age through the Pension Regulations has been neutralised by removing Compulsory Retirement Age and replacing it with Normal Retirement Age.
* Resignation rates of under-represented groups are proportionate to the workforce profile but are contrary to the organisational objective of having a more balanced workforce. There are efforts within the service to limit the attrition of underrepresented groups by ensuring that reasons for leaving are not avoidably due to racism, homophobia, sexism, or misogyny as many leavers experience a blunt disconnect between recruitment campaigns, training messages and the culture experienced within the organisation.
* The proportion of female police officer leavers is lower than the Police Scotland profile. This has been the trend since 2013.

### Summary of Mitigation Actions:

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

* It is recognised that females are under-represented in uniformed roles and in promoted ranks and grades. The exit survey provides more detailed information of why female Police Officers leave. While there is some evidence to correlate pregnancy and maternity with leaving, analytics also show a narrowing in workforce representation which suggests some progress. Consideration of the National Police Chief’s Leaver Framework includes opportunity for retention interviews which may reduce avoidable turnover further.
* The potential to discriminate against Police Officers and members of Authority/Police Staff with a disability who wish to continue in post but are ill health retired exists. The SPA/Police Scotland would have to be able to demonstrate that reasonable adjustments/other suitable posts were considered prior to these decisions being made and further work has been undertaken to consider modified duties posts.