

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

# Summary of Results

## Policy/Practice Name:

Specially Trained Officers SOP Version 4.00

Specially Trained Officers Uplift

## Owning Department:

OSD - Specialist Services –Conducted Energy Devices (CED) Policy and Compliance Unit

## Date EqHRIA Completed:

09/10/24

## Purpose of Policy/Practice:

The aim of the Specially Trained Officers (STO) SOP is to provide structured guidance on the:

* Assessment, selection and Training of Specially Trained Officers (STO) and;
* Operational Deployment of Conducted Energy Devices (CED)

## Summary of Analysis / Decisions:

Low impact on Police Officer workforce. Where impact has been identified, mitigation actions are in place.

Low impact on most protected characteristics with medium impact recorded against age and disability. Issues around race disproportionality in Taser use evidenced in England are not replicated in Scotland. Approved to proceed with adjustments to remove or mitigate any identified potential for discrimination and / or interference in relation to our equality duty and / or human rights respectively.

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

* The use of Taser may infringe on Articles 2, 3, 5 and 8 if the use of taser is deemed not proportionate, reasonable and necessary. All STO’s are trained that any use of Taser must be compliant with the Police Scotland criteria for the use of Force.
* Analysis shows that persons who are vulnerable through age or disability may be impacted more by Taser use. Extensive consultation and engagement is conducted to explore and implement ways to mitigate this impact.
* No racial disproportionality evidenced in Scotland.
* Rise in Taser use on those experiencing mental health crisis/self-harm.
* NTAG created to engage with Advocacy Groups.

## Summary of Mitigation Actions: See below

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

* Police Scotland requires to continue to engage with partners through NTAG. This continues with favourable feedback and results.
* Lack of knowledge of Taser Instructors around disabilities-Additional training provided to Taser Instructors and STO’s around engaging with persons with disabilities. EDI champion within NTU established. Quarterly engagement sessions conducted with STO’s to raise awareness when engaging with vulnerable people. Disability awareness guidance documents produced and available to all STO’s.
* Gaps in Taser data- Data gathering has been enhanced.
* Lack of Scotland specific Taser academic research- Literature review conducted. Work ongoing with SIPR to explore methods to address this.
* Child at higher risk from Taser use/implications of UNCRC/ UNCRC states that Taser use should be prohibited on Children -Engagement with Child advocacy groups via NTAG undertaken. Consultation with PS CYP team. Child Rights Impact Assessment conducted. Legal advice obtained. Briefing paper submitted to ACC requesting Police Scotland’s position.
* Rise in Taser usage where metal health is a factor. Work ongoing with PS Mental Health Task Force to implement training for front line officers. This training has already been delivered to C3 and the mental health pathway is being utilised.