

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	Career Breaks
Owning Department	People and Development
Date EqHRIA Completed	08/08/2018

Purpose of Policy / Practice	<p>Every year Police Scotland and the Scottish Police Authority help officers and staff take time away from work to raise a family, travel the world, study and look after relatives amongst others. The information in this document aims to tell users how to request and handle requests for a career break.</p> <p>The Procedure supports the SPA/PSoS Leave Policy.</p>
-------------------------------------	--

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

Although career breaks are available, they are not widely used (<1%). This is primarily due to the fact that they are unpaid and therefore unrealistic for many people. In circumstances such as at the end of a maternity period or where the costs of caring for a dependent outweigh the benefits of being in work career breaks are more attractive. The procedure is particularly relevant to the protected characteristics of Age, Disability, Pregnancy and Maternity and Sex.

Accepting that paid career breaks are out with the organisations general control due to budget restrictions the procedure maintains employment rights relevant at the time the career break starts and is consistent with general provisions with the Equality Act 2010.

The procedure adopts a more supportive approach to career breaks and reflects gender neutrality around issues of maternity. It has been delayed and simplified to remove steps that may be perceived as barriers and maintains a balance between being an accessible and practical solution for our people while maintaining a fair and positive culture that does not impact our widest equality objectives.

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

Provisions to monitor the number of applications has been established and will be reported separately to People and Development Managerial team.