

## Equality and Human Rights Impact Assessment (EqHRIA)

### Summary of Results

<b>Policy / Practice</b>	<b>Annual Police Plan 2019/20</b>
<b>Owning Department</b>	<b>Strategy and Innovation, Business Integration</b>
<b>Date EqHRIA Completed</b>	19 March 2019

<b>Purpose of Policy / Practice</b>	<p>The purpose of the Annual Police Plan 2019/20 (APP) is to present Police Scotland's priorities for policing in the year ahead (1 April 2019 – 31 March 2020). A new approach has been adopted which focuses on five strategic outcomes that describe the impact and difference Police Scotland aims to make to the lives of people across Scotland. Police Scotland will continue to focus on working closely with the public, communities, the Scottish Police Authority and partners to deliver on these outcomes.</p> <p>Delivery of specific activities set out within the APP will enhance the service Police Scotland provides to communities and deliver upon its Equality Outcomes (2017-21). Police Scotland will report on progress to deliver the APP on a quarterly basis to the Scottish Police Authority.</p>
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#### A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The APP sets out how Police Scotland will deliver policing over the period 1 April 2019 – 31 March 2020 and is aligned to:

- Serving a Changing Scotland, Our 10 year Strategy for Policing in Scotland
- Serving a Changing Scotland: Creating Capacity to Improve Implementation Plan 2017/20
- Local Police Plans
- Local Outcome Improvement Plans
- Performance Framework

To develop the APP, Police Scotland undertook an extensive internal and external engagement process which involved use of a questionnaire in different formats, <https://consult.scotland.police.uk/consultation/2019shape/> across various traditional and social media platforms. The questionnaire was accessible to officers, staff, partners, members of the

public and various other stakeholders and a short life working group was established to ensure that key contacts e.g. third sector and community groups, were invited to participate. Some feedback received during the engagement period reflected that the timescale to respond made it more difficult for some groups to participate. In mitigation, Police Scotland is committed to providing access to all and has engaged with the parties to ensure involvement with future work, including in the further development of strategy and plans.

Workshops across Police Scotland divisions were also conducted and inputs delivered to diversity staff associations. Police Scotland ensured, as far as possible, all feedback was captured and incorporated into the final version.

Accessibility of the APP was considered to provide and increase access for when the Plan is published. Details are provided in the Plan of how various groups can request alternative formats.

The APP provides information on the priorities for policing during the period 1 April 2019 to 31 March 2020. The priorities are determined by national outcomes, Scottish Government strategic policing priorities, and a national assessment of threat, risk and harm along with the outcomes of internal and external engagement. . For the first time, the APP includes five strategic outcomes which describe the impact and difference Police Scotland aims to make to the lives of people across Scotland.

The APP also includes activities which relate to Police Scotland's equality outcomes. Police Scotland has engaged with activity owners highlighting the role of the associated EqHRIA in planning, through to reviewing of all activities. Engagement with activity owners will continue to ensure the activities' impacts are monitored and reported on throughout the year through existing and enhanced governance processes.

The APP will have a positive impact on communities as it articulates Police Scotland's priorities and the outcomes we aim to achieve for the people of Scotland. Delivery of specific activities set out within the APP will enhance the service Police Scotland provides to the public and communities and contribute positively towards equality outcomes.

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

Activities relating to equality outcomes will be monitored and managed by activity owners of their impact on protected groups. Police Scotland leadership will be provided with a summary of the EqHRIA and informed on the requirement to consider equality and human rights more widely as they implement activities to deliver on the APP and develop additional EqHRIAs where an impact is highlighted.

Equality reporting is being embedded into the tracking and governance arrangements for the APP. We will report on progress to deliver against the Equality Duty through the performance framework and the national quarterly reporting process. The APP will be reviewed in 2020.