

Meeting	Human Resources and Remuneration Committee – Public Session
Date	02 September 2016
Location	Pacific Quay, Glasgow
Title of Paper	SPA Mainstreaming Report Planning
Item Number	7.2
Presented By	John MacLean
<b>Recommendation to Members</b>	<b>For Consultation</b>
Appendix Attached	Yes

**PURPOSE**

This paper is presented to outline plans that are in place to ensure the SPA has a draft Mainstreaming Report for consideration by the next HRRC in December 2016.

The opportunity has also been taken to provide an update on progress in relation to the SPA Equalities Review (included at Appendix A).

## 1. BACKGROUND

1.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires the SPA to do three pieces of work on or before 30<sup>th</sup> April 2017. These are as follows:

- The requirement to publish a report on the mainstreaming of equalities;
- The requirement to report progress against the current Equality Outcomes; and,
- The requirement to publish Equality Outcomes

## 2. FURTHER DETAIL ON THE REPORT TOPIC

### Mainstreaming Report

2.1 The SPA Mainstreaming Report will provide a general update on the work done as part of the recent SPA Equalities Review to mainstream equalities within SPA. In doing this it will look at mainstreaming work carried out from three perspectives:

- SPA as an Employer
- SPA as a Service Provider; and
- SPA as a Governance Body

2.2 This will then be supported by specific evidence of progress against the SPA's current Equality Outcomes which are:

1	We have a workforce that is reflective of the communities we serve.
2	We have a workplace where people feel valued and are recognised to maximise their potential to ensure the most efficient and effective service is delivered.
3	Services provided to Police Scotland and other criminal justice partners will Contribute to the effectiveness and efficiency of policing across Scotland.
4	The Scottish Police Authority will Provide Effective Leadership on Equalities Through a Process of Scrutiny, Good Governance and Resourcing

2.3 The development of this mainstreaming report will inform the review of SPA's current Equality Outcomes to determine whether the Equality Outcomes published for 30<sup>th</sup> April 2017 and beyond require to be different to the current ones.

## SPA Equalities Review Update

- 2.4 The purpose of this review was to ensure that the SPA are making progress in relation to the responsibilities highlighted within The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

An update on progress is included at Appendix A.

## Next Steps

- 2.5 The SPA HR Governance Team will continue to help ensure progress as part of the SPA Equalities review and this progress will help inform the content of the Mainstreaming Report.
- 2.6 An initial draft of the SPA Mainstreaming Report will be presented to the HRRC for feedback in December 2016. A final version will then be presented in early 2017, with the aim for this to be recommended to the Board for approval to allow this to be published prior to 30<sup>th</sup> April 2017.
- 2.7 If there is a proposal to update the SPA Equality Outcomes this will follow the same process outlined at section 2.6.

## **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no financial implications in this report.

## **4. PERSONNEL IMPLICATIONS**

- 4.1 There are personnel implications associated with this paper.
- 4.2 This paper highlights that a key focus of the SPA Mainstreaming report will be to illustrate and ensure that SPA mainstreams equalities as part of the processes associated with being an employer.

## **5. LEGAL IMPLICATIONS**

- 5.1 There are no further legal implications in this paper to those listed above.

## **6. REPUTATIONAL IMPLICATIONS**

- 6.1 There are reputational implications associated with this paper.

6.2 The plan above is in place to ensure that SPA meets its legal duties, which would have a reputational impact if there was a failure to comply with legislative requirements.

## **7. SOCIAL IMPLICATIONS**

7.1 There are no social implications associated with this paper.

## **8. COMMUNITY IMPACT**

8.1 There are community implications associated with this paper.

8.2 This paper highlights that a key focus of the SPA Mainstreaming report will be to illustrate and ensure that SPA mainstreams equalities into the way it delivers a service to the public

## **9. EQUALITIES IMPLICATIONS**

9.1 There are equality implications associated with this paper.

9.2 The purpose of this paper is to outline a plan to ensure the SPA's obligations are met as part of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

## **10. ENVIRONMENT IMPLICATIONS**

10.1 There are no environmental implications associated with this paper.

## **RECOMMENDATIONS**

Members are requested to note the information contained within this report.

## APPENDIX A – SPA EQUALITIES REVIEW PROGRESS UPDATE

### **Duty to Report on Mainstreaming the Equality Duty**

The HR Governance Team are taking the lead on the development of the SPA Mainstreaming Report and this is being drafted in consultation with the SPA Equalities Leads that were identified as part of last year's SPA Equalities Review.

The HRRC have a standing agenda item to ensure both the SPA and Police Scotland Mainstreaming Reports are being progressed to be delivered by 30<sup>th</sup> April 2017.

### **Duty to Publish Equality Outcomes and Report Progress**

The HR Governance Team have been in consultation with the Equality and Human Rights Commission in relation to our Equality Outcomes to help assess whether we need to review these.

### **Duty to Assess and Review Policies and Practices**

The draft content of the Governance Manual and Operations Manual is being Equality & Human Rights Impact Assessed (EQHRIA), where appropriate. This will ensure that potential equality and human rights impacts are identified and either justified, removed or mitigated during the initial stage of policy development. A screening process is in place to ensure our approach to EQHRIAs is proportionate in order to ensure that these assessments are meaningful and genuinely support the policy/procedure development/review process.

The Complaints and Conduct Team and the Independent Custody Visiting Team have reviewed their current procedural documents alongside an EQHRIA and these will shortly be progressed to the SMG for approval.

Forensic Services have carried out a screening exercise and identified that nine EQHRIAs require to be reviewed alongside an EQHRIA due to the specific people impact involved. The requirement for EQHRIA's will form part of a health check for the development and review of future policies and procedures.

### **Duty to Use and Gather Employee Information**

Provided to SPA as a service back from Police Scotland.

Police Scotland inherited systems that resulted in data gaps for the purpose of gathering and using meaningful equality information. Since the creation of Police Scotland an action plan has been in place to address this issue. An update on progress against the action plan will shortly be

provided to the HR Governance team.

### **Duty to Publish Gender Pay Gap Information**

Provided to SPA as a service back from Police Scotland.

Data gaps do not relate to our ability to outline our gender pay gap and therefore SPA/ Police Scotland have and continue to meet their statutory obligations in this area.

### **Duty to Publish Statements on Equal Pay**

Provided to SPA as a service back from Police Scotland.

Up until now the statutory obligations have been met in relation to the Equal Pay Statement as the only requirement has been in relation to equal pay between men and women. However from April 2017 onwards there will be a requirement to publish a statement on equal pay for race and disability as well as gender. Therefore work is ongoing with Police Scotland to ensure that the ability to gather this information is in place.

### **Duty to Consider Award Criteria and Conditions in Relation to Public Procurement**

It is intended that the content of the Governance Manual will clarify how SPA ensure that this duty is met as part of public procurement decisions.

### **Duty to Publish in a Manner That is Accessible**

A process is in place to ensure that the results of all EQHRIA's are published on the SPA website. In addition this will also include publication of the Gender Pay Gap and the Equal Pay Statement.

It has been deemed that publishing within the 'Equality and Diversity' section of the 'About Us' Heading of the Website is appropriately accessible.