

Division	Scottish Police Authority	Department	Strategic Business Management
File Path Record	\\spnet.local\spadata\SPA\Communal Documents\Business Plan\21-22\EqHRIA		

Police Scotland / SPA Equality and Human Rights Impact Assessment (EqHRIA)

This form is to be completed in accordance with the instructions as set out in the EqHRIA SOP and the EqHRIA Form Guidance.

Name of Policy / Practice	SPA Annual Business Plan 2021-22
Owning Department	Strategic Business Management

1. Purpose and Intended Outcomes of the Policy / Practice - Consider why this policy / practice is being developed / reviewed and what it aims to achieve.

The Annual Business Plan describes activities planned for 2021-22 which support delivery of the Corporate Plan 2020-23.

2. Other Policies / Practices Related or Affected - Which other policies / practices, if any, may be related to or affected by the policy / practice under development / review?

Individual objectives and key tasks are aligned to the Business Plan 2021-22, the detail at this supporting level will be screened and impact assessed where appropriate

3. Who is likely to be affected by the policy / practice? (Place 'X' in one or more boxes)

No impact on people	<input type="checkbox"/>	Police Officers	<input type="checkbox"/>	Special Constables / Cadets	<input type="checkbox"/>	SPA / Police Staff	<input checked="" type="checkbox"/>	Communities	<input checked="" type="checkbox"/>	Partnerships	<input checked="" type="checkbox"/>
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4. Equality Impact Assessment - Consider which Protected Characteristics, if any, are likely to be affected and how.

Protected Characteristics Groups	Likely Impact	Evidence Considered	Analysis of Evidence
General / Relevance to All	Positive or no impact	The Business Plan 2021-22 sets out a number of specific deliverables that will promote equalities duties such as development of a new People Strategy and work around workforce pay and benefits.	The annual business plan describes a range of objectives which support delivery of the strategic outcomes described in the Corporate Plan 2020-23. These objectives are supported by milestones and specific programmes of work. The business plan itself does not contain sufficient detail on each programme of delivery to allow impact to be assessed. Specific programmes of activity will be subject to EqHRIA.
Age		Beyond workforce there are a number of deliverables which will promote equalities duties in line with our vision of “policing in the public interest”. This includes development of our joint approach to the assessment of human rights, ethics, data privacy, and equalities impact; development of a collaborative programme with Police Scotland, local authority and third sector partners to examine the effect of deprivation on confidence in policing; and promotion of a collaborative approach to policing activity in the wider context of public sector service redesign.	
Disability		All specific areas of delivery, and supporting activities will be screened and an impact assessment carried out where relevant.	
Gender Reassignment			
Marriage and Civil Partnership			
Pregnancy and Maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

5. Human Rights Impact Assessment - Consider which rights / freedoms, if any, are likely to be protected or infringed?

Rights / Freedoms Relevant to Policing	Assessment Protects and / or Infringes or Not Applicable	Analysis What evidence is there as to how the process / practice protects or infringes Human Rights.	Justification – Summarise the following: <ul style="list-style-type: none"> • Legal Basis • Legitimate Aim • Necessity
Article 2 Right to Life	Protects	The Business Plan for 2021-22 contains specific deliverables relevant to human rights. Delivery of these specific activities is intended to have a positive protective effect on human rights.	The annual business plan describes a range of objectives which support delivery of the strategic outcomes described in the Corporate Plan 2020-23. These objectives are supported by milestones and specific programmes of work. The business plan itself does not contain sufficient detail on each programme of delivery to allow impact to be assessed. Specific programmes of activity will be subject to EqHRIA.
Article 3 Prohibition of Torture			
Article 4 Prohibition of Slavery and Forced Labour			
Article 5 Right to Liberty and Security			
Article 6 Right to a Fair Trial			
Article 7 No Punishment without Law			
Article 8 Right to Respect for Private and Family Life			
Article 9 Freedom of Thought, Conscience and Religion			
Article 10 Freedom of Expression			
Article 11 Freedom of Assembly and Association			
Article 14 Prohibition of Discrimination			
Protocol 1, Article 1 Protection of Property			

6. Decision - Decide how you will proceed in light of what your analysis shows (Place 'X' in appropriate box)		
6.1	Actual or potential unlawful discrimination and / or unlawful interference with human rights have been identified, which cannot be justified on legal / objective grounds. Stop and consider an alternative approach.	<input type="checkbox"/>
6.2	Proceed despite a potential for discrimination and / or interference with human rights that cannot be avoided or mitigated but which can and have been justified on legal / objective grounds.	<input type="checkbox"/>
6.3	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.	<input type="checkbox"/>
6.4	Proceed without adjustments as no potential for unlawful discrimination / adverse impact on equality duty or interference with human rights has been identified.	<input checked="" type="checkbox"/>

7. Monitoring and Review of Policy / Practice - State how you plan to monitor for impact post implementation and review policy / if required, and who will be responsible for this.

The Scottish Police Authority's Corporate Plan will be reviewed in detail in 2023-24 from the perspective of the extent to which the strategic outcomes have been delivered, with annual updates / reviews being recorded in the Scottish Police Authority's Annual Report and Accounts, a statutory requirement. Positive and negative impacts and outcomes will be analysed. The underpinning business plan is an annual product – it will be reviewed / refreshed annually, and subject to ongoing review throughout the financial year.

Reviews of both the Corporate and Business Plans are carried out SPA Corporate, with outcomes from these reviews presented to the Scottish Police Authority Board by the Chief Executive Officer.

NOT PROTECTIVELY MARKED

8. Mitigation Action Plan - State how any adverse / disproportionate impact identified has been or will be mitigated.


Issue / Risk Identified	Action Taken / To Be Taken	Action Owner/Dept	Completion Date	Progress Update
It is recognised that the opportunity to ensure positive impact and/or minimise negative impact comes through the activities that sit below the business plan to deliver the objectives and therefore it is difficult to fully assess impact as part of this EqHRIA.	Heads of Service to identify areas within Team Delivery Plans that require EqHRIA. Agenda Item to be included as part of Heads of Service to ensure co-ordination and understanding of cumulative impact of activity across functions.	All Heads of Service	31 August 2021	Team plans reviewed and key activities requiring EqHRIA's identified (captured also on milestones below Business plan and reported to ARAC) Added to Heads of Service agenda. Impact Assessment Group established.

9. Management Log

9.1 EqHRIA Author Log

Name and Designation	Jackie McKelvie, Corporate Management Lead	Date (DD/MM/YY)	26/07/2021
Comments	N/A.		

9.2 Quality Assurance Log

Name and Designation	 Amanda Coulthard Head of Strategy & Performance	Date	2/9/21
Comments			

NOT PROTECTIVELY MARKED

9.3 Divisional Commander / Head of Department Log

Name and Designation	Vanessa Ewing, Head of Strategic Business Management	Date (DD/MM/YY)	30/08/2021
Comments	N/A.		

9.4 Publication of EqHRIA Results Log

Name and Designation	John MacLean, Workforce Governance Lead	Date Published	06/09/2021	Location of Publication	Equality Impact Assessments - Scottish Police Authority (spa.police.uk)
Comments	N/A				

