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Appendix C - Police Scotland and SPA Joint Equality Outcomes for Policing 2021 - EqHRIA Overview

Police Scotland/SPA Joint Equality Outcomes for Policing 2021 - EqHRIA Overview

The Joint Equality Outcomes for Policing were developed based on extensive engagement with internal and external stakeholders including individuals who share a protected characteristic and those who represent their interests. This has included:

- Internal engagement sessions with representatives from staff associations, diversity staff groups and senior management teams;
- A Fair and Inclusive Police Service for Scotland survey;
- Engagement with a wide range of external partners; and
- Engagement with Police Scotland Executive and the SPA Board members.

In addition, a significant evidence review has also been undertaken to ensure that the refreshed equality outcomes are based on current evidence. The sources reviewed include:

- E&D Monitoring & Data Requests;
- Staff Enquiries & Feedback;
- Enabling Strategies and plans;
- Benchmarking Findings;
- Relevant Risk, Audit & Assurance Review Updates and recommendations;
- External sources such as EHRC reports and the Scottish Government Evidence finder; and
- Public feedback through a Fair and Inclusive Police Service for Scotland Survey.

Aim / Activity	Equality & Human Rights Considerations and Potential Opportunities/Impacts	EqHRIA Decision/Mitigation/Actions
Publication of refreshed Equality Outcomes.	Positive opportunity to ensure high-level priorities in relation to E&D are current and relevant. The direction identified must be evidence based.	<ul style="list-style-type: none"> • Legislative requirement to publish by 30 April 2021. • Outcomes developed based on wide range of evidence and engagement.
Development of joint outcomes with Police Scotland and SPA.	Positive opportunity to ensure that the high-level priorities of the SPA and Police Scotland are aligned in relation to E&D.	<ul style="list-style-type: none"> • In line with approach to joint strategic outcomes – agreed as best approach.
Alignment of Equality Outcomes and the strategic outcomes & Performance framework.	Positive opportunity to ensure E&D priorities can be driven through the mechanisms that support strategic planning and performance.	<ul style="list-style-type: none"> • Supports mainstreaming of E&D and organisational understanding of Equality Outcomes – agreed as best approach.
Governance/sign-off of the Equality Outcomes	There is an opportunity to ensure that the PS Executive & SPA Board own the Equality Outcomes and see accountability as sitting across the service rather than with E&D teams.	<ul style="list-style-type: none"> • Exec/SPA Board Engagement undertaken • Approval route now to include the Strategic Leadership Board & SPA Board.

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<p>Design & presentation of the Equality Outcomes.</p>	<p>The design and publication of the report must be accessible for the public and staff. Accessibility considerations need to include:</p> <ul style="list-style-type: none"> - People for whom English is not their first language - Plain English - Easy Read - British Sign Language - Screen Readers - Editable versions - Dyslexia compliant - Colour alternatives - Available in varying formats <p>Failure to provide options for differing accessibility needs could result in a negative impact which would particularly affect those in older age groups, individuals with a disability, people for whom English is not their first language and those affected by socio-economic disadvantage.</p> <p>The failure to provide an accessible document would also result in reputational damage to Police Scotland / SPA, particularly given the purpose of the report.</p>	<p>A minimum of 2 versions will be proactively produced and available. Both versions will use plain English. One will be in a plain word format that can easily be updated into more accessible formats e.g. large print / removal of graphics and images.</p> <p>Designers will adhere to accessibility guidance.</p> <p>Document will also clearly highlight how to request alternative formats of the report.</p>
<p>Communication of the Equality Outcomes.</p>	<p>Accessibility of the communications to support the Equality Outcomes needs to be fully considered e.g. briefing papers, articles, social media etc.</p> <p>There is an opportunity to engage and build relationships and confidence among diversity partners and the public which would have a positive impact.</p> <p>There is an opportunity to ensure that key internal stakeholders are aware of the Equality Outcomes and understand their role in progressing work to support the outcomes.</p> <p>Internal communication channels may not be accessible to those who are currently out of the workplace on long-term leave such as maternity, shared parental leave and long-term sickness absence.</p>	<p>All communication used will be clear, concise and relevant to suit the audiences intended making use of a variety of channels.</p> <p>Continuous engagement is undertaken with diversity partners and will allow us to respond to any specific needs.</p> <p>Communications will be targeted to stakeholders as required using a variety of appropriate internal communication channels for the various audiences.</p> <p>It is not considered that the content is essential to those who are currently out of the workplace. Line managers can share as required and update on return to work.</p>

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<p>EO 1 - Victims, witnesses and partner agencies feel confident to report hate incidents and receive a consistent level of response and support.</p>	<p>Work to cultivate and build on existing relationships to improve levels of confidence to report hate crimes and improve consistency of response will have a positive impact across protected groups.</p>	<ul style="list-style-type: none"> • Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes.
<p>EO 2 - People from and across protected groups access services, communication and information provided by Police Scotland/SPA in ways or methods that best suit their needs.</p>	<p>Improvements in the ways that communities, groups and individuals can access services, communications and information will have a positive impact on protected groups.</p>	<ul style="list-style-type: none"> • Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes.
<p>EO 3 - People from and across protected groups are meaningfully engaged, with their insights, expertise and lived experiences being used to prioritise prevention and improve our joint services.</p>	<p>Meaningful engagement will provide opportunities to work closely with protected groups in capturing their insights and experiences to better inform our services which will have a positive impact.</p>	<ul style="list-style-type: none"> • Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes.
<p>EO 4 - Women and girls at risk of becoming victims of violence, and those facing violence, are safer and confident that the police are responsive to their needs.</p>	<p>Work to improve confidence and responses to women and girls who may be at risk from crimes such as domestic violence, rape, sexual assault, female genital mutilation, honour-based violence, and forced marriage will have a positive impact on females.</p>	<ul style="list-style-type: none"> • Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes.
<p>EO 5 - We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.</p>	<p>Improved E&D data and insights to inform planning and decision making will have a positive impact on EDI.</p> <p>Privacy issues will need to be fully considered and addressed in relation to all monitoring.</p>	<ul style="list-style-type: none"> • Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes. • Monitoring reports will not include any data or insights that could identify any individual.
<p>EO 6 - Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights.</p>	<p>Refreshed training and CPD that develop leaders skills and confidence in relation to EDI will have a positive impact.</p> <p>Consider whether training and CPD can be extended to all officers and staff to maximise positive impact.</p>	<ul style="list-style-type: none"> • Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes. • Leaders identified as initial priority • Opportunities to extend can still be considered as business as usual or as a second phase.

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EO 7 - Resignation rates of under-represented groups are proportionate to our current workforce profile.	A focus on understanding why people from under-represented groups choose to leave employment with Police Scotland/SPA and actions to remove these barriers will have a positive impact.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes.
EO 8 - We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers affecting under-represented groups.	Work to develop and assess recruitment and promotion processes to ensure they are inclusive will have a positive impact.	<ul style="list-style-type: none">• Additional EqHRIAs will be required in relation to the activities to deliver the Equality Outcomes.

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