

**Meeting 6<sup>th</sup> July 2020 15:00 – 17:00**

**Members attending:**

John Scott QC, Solicitor Advocate (Chair)

Bruce Adamson, CYPCS

Ephraim Borowski, Chair of the National Independent Strategic Advisory Group

Martyn Evans, Scottish Police Authority

Gill Imery, HM Chief Inspector of Constabulary in Scotland (HMICS)

Dr Elizabeth Kelly, NHS Scotland and Associate Carnegie UK Trust

John Logue, Deputy Crown Agent Operational Support, COPFS

Naomi McAuliffe, Programme Director Scotland, Amnesty International

Diego Quiroz, Scottish Human Rights Commission

ACC Gary Ritchie, Police Scotland

Dr Catriona Stewart, Scottish Women's Autism Network

**Apologies:**

Aamer Anwar, Solicitor and Human Rights campaigner

Tressa Burke, CEO Glasgow Disability Alliance

Maria Galli, CYPCS

Susan Kemp, Scottish Human Rights Commission

DCC Will Kerr, Police Scotland

Professor Susan McVie, University of Edinburgh

Brian Scott, Glasgow Disability Alliance

**Secretariat support:**

Jennifer Blackwood, SPA Communications

Eleanor Gaw, SPA Community Accountability

Fiona Miller, SPA Community Accountability

John McCroskie, SPA Director of Communications and Relationships

## **1. Welcome and introductions**

The Chair welcomed members to the meeting. He introduced Chief Inspector Coleen Wylie from Police Scotland, Equality and Diversity Unit who was delivering a presentation, Coronavirus - Community Impact Assessment and EqHRIA.

## **2. Police Scotland Impact Assessments and Covid-19**

### **Presentation from Chief Inspector Coleen Wylie followed by discussion**

CI Wylie outlined Police Scotland processes to impact assess all major and critical incidents, and how the process worked in practice. The process is designed to support communities and build trust and confidence, identify potential tensions locally or in communities of interest and take steps to reduce or resolve these issues at an early stage.

Recent examples related to COVID-19 included -

- Police working with partners to offer targeted guidance for staff on engaging with people with autism, and to offer additional reassurance to those impacted. Police Scotland identified an increased risk of anxiety among individuals with autism, which could be compounded if the person concerned was spoken to by a police officer or was worried about this happening. By working with partners, Police Scotland provided a range of support materials for staff to help to mitigate adverse impacts.
- Concerns were identified in some parts of the South East Asian community about any potential increase in hate crime related to the pandemic. This required further engagement with partners to offer enhanced support for the reporting of hate crime.

The importance of front line officers being briefed and alert to what is happening locally, and then report back into Police Scotland on what they are observing and experiencing in communities, was highlighted.

### **Equality and Human Rights Impact Assessments (EqHRIA)**

Police Scotland has a statutory duty to complete an EqHRIA when a new policy or practice is being considered or implemented. Chief Inspector Wylie outlined the process, and briefed members that, by adopting this way of working from the outset, the full range of perspectives are taken into account, and there is broad consideration of impact prior to implementation.

Further substantive work is underway to develop the Children's Rights and Wellbeing Impact Assessment, in partnership with CYPCS, and with the involvement of CYPCS young advisors.

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Members sought clarification of the steps taken to address reports of adverse experiences from individuals, particularly some of the examples in the early stages of lockdown from people with hidden disabilities.

Members were offered assurance that Police Scotland works with partners on an ongoing basis to address these concerns. Work has been undertaken with partners working with disabled people, to jointly develop guidance for front line officers, and signpost routes for additional support.

Priorities are reflected in the Op Talla risk register to ensure they are addressed, and the Executive Team receives regular updates from the Equality and Diversity Unit.

It was noted that CYPCS are in the final stages of completing an Alternative Impact Assessment on Children's Rights during the pandemic, which cuts across a range of issues including mental health and the impact of poverty. Members suggested that additional engagement with SHRC or EHRC on impact assessments would also be beneficial.

The Chair thanked Chief Inspector Wylie for her contribution, and the group may be back in touch as this part of the work programme develops.

### **3. Note of previous meeting and matters arising**

- Citizen Space - Jennifer Blackwood, Susan McVie and the Chair are liaising on revised wording to update the portal's equality and diversity categories.
- Thursday 30<sup>th</sup> July (am) is the proposed date for the joint meeting between the IAG, SPA, and Police Scotland to consider the work of the IAG in more detail in a format which might allow questions to be submitted by the public.
- Future IAG meetings – an email has been circulated to members to confirm whether a regular Friday afternoon meeting is suitable.

### **4. AOCB**

This Friday's meeting is scheduled for 12.00 - 14.00. The agenda will include input from Professor Cliff Stott, Keele University; the refreshed "data ask"; and the SWAN Scotland report.

The GDA report will be on the agenda for Friday 17<sup>th</sup> July.

### **5. Date and Time of next meeting:**

Friday 10<sup>th</sup> July 12:00 – 14:00

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