

Division	SPA	Department	SPA
File Path Record			

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](#). A step-by-step guidance on how to complete this form is also available. You can access relevant sections of the [EqHRIA Form Guidance](#) by hovering over headings in this form and following the instructions.

Name of Policy / Practice (include version number)	SPA Corporate Parenting Plan 2021-2024
Owning Department	SPA

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

To set out the actions that the Scottish Police Authority (SPA) will undertake in order to fulfil our statutory duties as a Corporate Parent. The SPA has a dual role with regards corporate parenting. Firstly, we will work to ensure that we are meeting the requirements of a Corporate Parent as described in the Children and Young People (Scotland) Act 2014. Secondly, we will oversee Police Scotland to ensure that they are meeting these requirements. The aims of this plan are:

- LOOK - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.
- LISTEN - To enable care experienced children and young people to have their voice heard in matters relating to policing and to access opportunities.
- LEARN - To make all Scottish Police Authority staff aware that the organisation is a Corporate Parent with resultant duties to fulfil.
- REVIEW - To keep the Scottish Police Authority Corporate Parenting Plan under review and monitor our performance.

OFFICIAL

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?

--

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 type="checkbox"/>	Communities <input checked="" type="checkbox"/>	Partnerships <input type="checkbox"/>
--	--	--	---	---	---------------------------------------

3.1 Screening for Relevance to Equality Duty –

It has been decided not to complete an equality impact assessment because

--

4. Equality Impact Assessment – Consider which Protected Characteristics, if any, are likely to be affected and how.

4.1 Protected Characteristics Groups	4.2 Likely Impact Positive, Negative or No Impact (Assessment of Low / Medium / High impact)	4.3 Evidence Considered (e.g. legislation / common law powers, community / staff profiles, statistics, research, consultation feedback) Note any gaps in evidence and any plans to fill gaps.	4.4 Analysis of Evidence (Summarise how the findings have informed the policy / practice – include justification of assessment of No Impact)
General / Relevance to All			
Age	High - Positive	The Corporate Parenting Plan (CPP) revolves around the SPA’s duties around looked after children and young people and care leavers. While it was acknowledged at the Policing Performance Committee (PPC) in June 2021 that the “SPA has limited interaction with looked-after children, young people	The CPP sets out a number of actions which will advance equality of opportunity and foster good relations between the SPA and care experienced young people. As noted in the ‘Evidence Considered’ section, the SPA has limited interaction with these groups, but where

OFFICIAL

OFFICIAL

		<p>and care leavers” the plan outlines steps that will ensure the voice of care experienced young poeple are heard in policing matters.</p> <p>The major role for SPA as an oversight body and Corporate Parent is in its scrutiny of Police Scotland’s performance.</p> <p>However, aspects of the SPA’s work does involve direct interaction with children. In the ICVS Annual Review for 2019/20 it was noted that the number of children in custody (defined as those under the age of 18) numbered 5,359 (5% of the throughput). Children have been an area of focus for ICVS, in particular ensuring they understand their rights and entitlements. This will continue under the CPP, with a particular focus on the needs of care experienced young poeple being met.</p> <p>The CPP has actions that will help the SPA get the views care experienced young poeple. These will inform the plan going forward and address the current gaps in the SPA’s evidence as the CPP is revised and progress is reported on annually.</p>	<p>there is (e.g. ICVS), there will be a particular focus on meeting their needs. Undertaking the CPP planning process has also highlighted areas that the SPA could engage more with care experienced young people in its work and advance equality of opportunity. Subsequently, the impact of this policy will be positive.</p>
Disability	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is revised and progress is reported.	Not referenced in policy, any impact will be indirect
Gender Reassignment	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes available as a result of its implementation.	Not referenced in policy, any impact will be indirect
Marriage and Civil Partnership	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes	Not referenced in policy, any impact will be indirect

OFFICIAL

OFFICIAL

		available as a result of its implementation.	
Pregnancy and Maternity	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes available as a result of its implementation.	Not referenced in policy, any impact will be indirect
Race	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes available as a result of its implementation.	Not referenced in policy, any impact will be indirect
Religion or Belief	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes available as a result of its implementation.	Not referenced in policy, any impact will be indirect
Sex	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes available as a result of its implementation.	Not referenced in policy, any impact will be indirect
Sexual Orientation	No impact	At present there is no evidence of an impact to this group. This will be reviewed on an annual basis as the CPP is actioned and more evidence becomes available as a result of its implementation.	Not referenced in policy, any impact will be indirect

5. Human Rights Impact Assessment – Consider which rights / freedoms, if any, are likely to be protected or infringed?			
5.1 Rights / Freedoms Relevant to Policing	5.2 Assessment Protects and / or Infringes or Not Applicable	5.3 Analysis What evidence is there as to how the process / practice protects or infringes Human Rights.	5.4 Justification – Summarise the following: <ul style="list-style-type: none"> • Legal Basis • Legitimate Aim • Necessity

OFFICIAL

OFFICIAL

Article 2 Right to Life	Not Applicable		
Article 3 Prohibition of Torture	Not Applicable		
Article 4 Prohibition of Slavery and Forced Labour	Not Applicable		
Article 5 Right to Liberty and Security	Not Applicable		
Article 6 Right to a Fair Trial	Not Applicable		
Article 7 No Punishment without Law	Not Applicable		
Article 8 Right to Respect for Private and Family Life	Not Applicable		
Article 9 Freedom of Thought, Conscience and Religion	Not Applicable		
Article 10 Freedom of Expression	Not Applicable		
Article 11 Freedom of Assembly and Association	Not Applicable		
Article 14 Prohibition of Discrimination	Not Applicable		

OFFICIAL

OFFICIAL

Protocol 1, Article 1 Protection of Property	Not Applicable		
--	----------------	--	--

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 CPP will be reviewed annually with progress reported to the senior management team. Updates to the EQHRIA and CRIA will be made if any changes are made to CPP as part of this process. Nationally, progress will be reported every three years via the Scottish Government Corporate Parenting Survey.

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

OFFICIAL

OFFICIAL

--	--	--	--	--

9. Management Log

9.1 EqHRIA Author Log

Name and Designation		Date (DD/MM/YY)	
Comments			
Name and Designation		Date (DD/MM/YY)	
Comments			
Name and Designation		Date (DD/MM/YY)	
Comments			

9.2 Quality Assurance Log

Name and Designation		Date		Document Version	
Comments					
Name and Designation		Date		Document Version	
Comments					
Name and Designation		Date		Document Version	
Comments					

OFFICIAL

9.3 Divisional Commander / Head of Department Log			
Name and Designation		Date (DD/MM/YY)	
Comments			
Name and Designation		Date (DD/MM/YY)	
Comments			
Name and Designation		Date (DD/MM/YY)	
Comments			

9.4 Publication of EqHRIA Results Log					
Name and Designation		Date Published		Location of Publication	
Comments					
Name and Designation		Date Published		Location of Publication	
Comments					
Name and Designation		Date Published		Location of Publication	
Comments					