

STRATEGIC POLICE PRIORITIES FOR SCOTLAND

CONSULTATION

Equality Impact Assessment and Children's Rights and Wellbeing Impact Assessment

Easy Read version

Strategic Police Priorities for Scotland – Consultation

The law says that the Scottish Government has to ask the people their views before important changes are made.

When the Scottish Government asks people for their views it is called a Consultation.

The Scottish Government has done a review of the most important goals for policing in Scotland. These are called the priorities.

Equality Impact Assessment

When changes to the law are made, the Scottish Government has to look at how the changes will affect all the different groups of people in Scotland. This is called an Equality Impact Assessment.

An Equality Impact Assessment looks at how people might be affected because of their:

- Age
- Disability
- Gender reassignment
- Gender including pregnancy and motherhood
- Race
- Religion and belief
- Sexual orientation

These are called Equality Groups.

Children's Rights and Wellbeing Impact Assessment

The law also says that the Scottish Government has to look at how changes will affect the rights of children and young people. This is called a Children's Rights and Wellbeing Impact Assessment.

Strategic Policing Priorities in Scotland

Policing is important for everyone in Scotland but it is most important for the most vulnerable people in society.

It is up to the Scottish Government to set the most important goals for Policing. These goals are called the Strategic Police Priorities.

New goals for Policing in Scotland should be for the good of every person and community across Scotland.

Policing should make communities inclusive, empowered, strong and safe.

The Scottish Government said it would work with other organisations to make new goals for Policing in Scotland. It also said it would work with members of the public, communities and politicians.

New Strategic Policing Priorities

Crime and Security - Focus on prevention and investigation to tackle crime. Maintain public order.

Confidence - Keep the public trust by being open and honest, and by showing that plans are being delivered.

Partnerships - Work with other groups to make communities safe. This will make people feel stronger and less vulnerable.

Sustainability - Make changes to meet the country's and people's needs, making sure there is no negative environmental impact.

People – Employ, support and empower a diverse workforce to deliver a high quality service.

Evidence - Use evidence to make the service better, and to make sure the right resources and workforce are in place.

A final Equality Impact assessment will be done once we have done a Consultation about the new ideas for the Strategic Police Priorities

What we found

New Policing goals do not have a bad impact on any group. The new Strategic Police Priorities were inclusive and support equality.

There is a wide range of issues and experiences of people relating to policing and crime. Being part of some equality groups can affect the chances of experiencing crime, and people's views of the police service.

We have drawn up the Strategic Police Priorities so that equality issues are part of the 6 priority areas set out:

Crime and Security - Put equality and human rights first when working for criminal justice.

Evidence - The work of the Police service is based on evidence, including evidence which looks at equality issues.

Confidence - Make sure that public trust in the police is kept and made stronger, across the equality groups.

People – To increase equality within policing employ a diverse workforce.

Partnerships - The policing system should work well with other organisations, helping to support our communities.

Sustainability - Help to ensure that the police service changes to meet the changing times and the needs of communities.

These Strategic Police Priorities do not provide details on how to advance equality through police work.

The Police Authority and Police Scotland plan the best ways to make the Priorities part of the work they do.

Recommendations

The Strategic Police Priorities have to work for everyone and support all communities in Scotland. Police services need to be accessible, honest, fair and flexible for all equality groups.

The consultation asks for views so the new priorities work for all people in Scotland.

We welcome your views and comments. Your feedback will be used to help make the final Equality Impact Assessment.