

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	Management and Development of Probationary Sergeants SOP
Owning Department	Leadership and Professional Development Department
Date EqHRIA Completed	30/05/2017

Purpose of Policy / Practice	<p>The purpose of the Management and Development of Probationary Sergeants SOP is to outline the areas of training and development required to be undertaken by newly promoted Sergeants during the probationary period, as well as the management of the process.</p> <p>A key objective for Police Scotland is to develop our people and become an employer of choice. Therefore Police Scotland is committed to providing an integrated programme of Probationer Sergeant training, development and management. Training and development comprises operational, national and local training relevant to the various demands of the service.</p>
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A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The Management and Development of Probationary Sergeants SOP is relevant to those engaged in the Probationary Sergeants process. This is designed to be an open and transparent process in which probationary sergeants can discuss their performance with their line manager, which it is anticipated will represent a positive impact for all concerned.

A robust ongoing evaluation process which will highlight whether the SOP is supporting the aims of a transparent, open and clear, fair and consistent process will be crucial to ensuring a positive impact.

The managing department has undertaken consultation with the statutory and diversity staff associations to identify and address any unforeseen or unintended impacts.

The mitigating actions identified via the EqHRIA are detailed at section B.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

Unconscious Bias - This concept and the need to avoid it will be covered in the `Lets Talk About Probationary Sergeants Process` briefings, delivered to Probationary Sergeants and their Line Managers.

Disability/Reasonable Adjustment - Section 4 of the SOP refers to the provision of reasonable adjustments and links to force guidance and information.

Pregnancy & Maternity - Probationary periods will be extended by the period of maternity leave. Officers with flexible working arrangements will have the option of extending the probationary period pro-rata. This information is reflected in the SOP at section 7.3.

General Accessibility - Flexible Working (specifically part-time working) is referenced within the SOP at 6.1.1.

Monitoring and Evaluation - A monitoring and evaluation process is currently being agreed with senior management it is anticipated that this will be completed by 30 June 2017.

Underrepresentation of particular groups and Positive Action - A robust monitoring strategy will help to identify whether the probationary sergeants process is accessible to a diverse demographic. The author should work with the wider LPD function to address any issues of underrepresentation via an overarching positive action communication strategy