

**Equality and Human Rights Impact Assessment (EqHRIA)**

# Summary of Results

## Policy/Practice Name:

Task Orientated Briefing National Guidance

## Owning Department:

Local Policing Programme

## Date EqHRIA Completed:

12/03/2024

## Purpose of Policy/Practice:

To provide information and guidance of the procedures for Task Orientated Briefing and Debriefing to ensure a consistent approach for all officers and staff. It sets out how these processes will be undertaken within Police Scotland using the best practice guidance provided by the ‘National Briefing Model’.

## Summary of Analysis / Decisions:

### What the assessment found, and actions already taken.

The assessment found the National Guidance Document has a negative and positive impact overall.

The assessment identified positive impacts for:

* General / Relevance to All
* Age – External
* Disability – External
* Gender Reassignment – External
* Marriage and Civil Partnership – External
* Pregnancy and Maternity – External
* Race – External
* Religion or Belief – External

The assessment identified negative impacts for:

* General / Relevance to All – Handling and recording of information will be in compliance with the Data Protection Act 2018. Information contained within briefings will be relevant, proportionate and documented for legitimate policing purposes.
* Age – Internal – Those responsible for the delivery of the briefings will take reasonable adjustments into account as per current HR policy.
* Disability – Internal – Those responsible for the delivery of the briefings will take reasonable adjustments into account as per current Equality, Diversity and Dignity SOP.

The assessment identified low impact for:

* Sex – Internal.

External - [Sex](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=19) will be recorded where relevant, proportionate and for legitimate reasons.

The assessment identified no impact for:

* Sexual Orientation - internal

External - [Sex](https://spi.spnet.local/policescotland/guidance/Documents/Equality%20and%20Human%20Rights%20Impact%20Assessment%20%28EqHRIA%29%20Form%20Guidance.pdf#page=19)ual Orientation will be recorded where relevant, proportionate and for legitimate reasons.

The assessment found the National Guidelines protects:

* Article 2 Right to Life
* Article 3 Prohibition of Torture
* Article 4 Prohibition of Slavery and Forced Labour
* Article 8 Right to Respect for Private and Family Life

The assessment found the National Guidance infringes:

* Article 5 Right to Liberty and Security – Legal basis: Police and Fire Reform Act 2012, Legitimate Aim and Necessity: Investigate and detect crime, safeguard officers and staff, safeguard communities.
* Article 8 Right to Respect for Private and Family Life – Legal basis: Data Protection Act 2018, Legitimate Aim and Necessity: Investigate and detect crime, safeguard officers and staff, safeguard communities.

The assessment found the National Guidance not applicable to:

* Article 6 Right to a Fair Trial
* Article 7 No punishment without Law
* Article 9 Freedom of Thought, Conscience and Religion
* Article 10 Freedom of Expression
* Article 11 Freedom of Assembly and Association
* Article 14 Prohibition of Discrimination
* Protocol 1, Article 1 Protection of Property

## Summary of Mitigation Actions:

### What the assessment found, and actions already taken.

The EqHRIA will be reviewed in line with the National Guidance document review.