



Meeting	Policing Performance Committee
Date	10 December 2024
Location	Video Conference
Title of Paper	SPA Corporate Parenting Plan
Presented By	Rachael Nicolson, Policy Advisor
Recommendation to Members	For Discussion
Appendix Attached	Yes: Appendix A - Scottish Police Authority Corporate Parenting Plan 2021-24: Final Report Appendix B - Corporate Parenting Plan 2024 – 27 and EqHRIA

PURPOSE

This paper presents an update on the Authority’s actions as a Corporate Parent. Contained in Appendix A is the final report on the previous Corporate Parenting Plan for the 2021-23 reporting period.

This paper also provides an update on the Authority’s Corporate Parenting Plan for the 2024-27 period, providing a summary of the engagement involved in its creation and approval. Appendix B contains the new version of the Corporate Parenting Plan.

1 BACKGROUND

- 1.1. The Children and Young People (Scotland) Act 2014 defines corporate parenting as 'the formal and local partnerships between all services responsible for working together to meet the needs of looked-after children, young people and care leavers'. Schedule 4 of the Act identifies both the Scottish Police Authority ('the SPA') and the Chief Constable of the Police Service of Scotland as Corporate Parents.
- 1.2. This legislation requires Corporate Parents such as the Authority and Police Scotland to publish Corporate Parenting Plans at least every three years. These plans detail how Corporate Parents will work to improve outcomes for those with experience of care.
- 1.3. Outlined in the Act are the six duties of Corporate Parents:
 - Be alert to matters which, or which might, adversely affect those with experience of care
 - Assess the needs of those with experience of care for the services and support you provide
 - Promote the interests those with experience of care
 - Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.
 - Take action to help those with experience of care, (a) access the opportunities you're providing and (b) make use of services, and access support, available.
 - Take any other action you consider appropriate to improve the way you work with those with experience of care
- 1.4. Following the approval of the Policing Performance Committee, the Authority published its first Corporate Parenting Plan in December 2021. Progress reports have been presented to the Committee to provide an update on the implementation of the plan.

2 CORPORATE PARENTING PLAN 2021 – 23

- 2.1. As committed to in the Corporate Parenting Plan and subsequent updates presented to the Policing Performance Committee, Appendix A of this paper contains the final report of the 2021-23 Plan. The review and progress of this Plan has been used to inform the next iteration of the Corporate Parenting Plan covering the 2024 – 27 reporting period.

3 CORPORATE PARENTING PLAN 2024 – 27

- 3.1. Appendix B of this paper contains the Authority's Corporate Parenting Plan for the 2024 – 27 reporting period. It provides an overview of the legislation and how this relates to the Authority, which includes SPA Forensic Services.
- 3.2. Underpinned by the six aforementioned duties outlined in the legislation, this paper details the following commitments that will be delivered by the Authority across this reporting period:
 - **Collaborate** with other Corporate Parents
 - **Influence and oversee** change in policing
 - **Inspire** our people to fulfil their role as Corporate Parents
 - **Engage** with the Care Experienced community
 - **Support** those who are Care Experienced to join the Authority
 - **Understand and contribute** to the Care Experienced community
- 3.3. These commitments will be delivered through the actions detailed in the Plan, which have both action owners and deadlines.
- 3.4. The progress of the Authority towards the delivery of these actions will be presented to the Committee on an annual basis.
- 3.5. The presented plan is currently undergoing design and will be uploaded to the Authority's website in an Easy-Read format following the approval of Committee.

4 APPROVAL AND ENGAGEMENT

- 4.1. Recognising the responsibility of everyone in the Authority as a Corporate Parent, the plan has been developed through engagement with teams across the Authority's Corporate function.
- 4.2. The Authority's Corporate Team has also worked with SPA Forensic Services to inform the plan and to ensure joint ownership of the actions. This joint ownership of the plan recognises the strengths of each side of the organisation to deliver improved outcomes for those with experience of care. Following this engagement, the plan was successfully presented to the SPA Forensic Services for Senior Management Team for approval and endorsement.
- 4.3. The plan has been socialised and approved through the established governance process in the Authority. In November 2024, the Authority's Senior Leadership Team approved the plan.

- 4.4. The Authority has engaged with external teams and organisations to further improve and enhance the plan. This includes engagement with Who Cares? Scotland and Each and Every Child. These are two organisations that represent those with experience of care across Scotland. Their insight and feedback has augmented the plan to ensure it is trauma informed and language preferred by those who are Care Experienced.
- 4.5. In addition, the Authority has worked closely with colleagues in Police Scotland's Children and Young People team throughout the development of both organisations' plans. This ensures that the plans are complementary in the delivery of improved outcomes for those with care experience.
- 4.6. Finally, the Authority has engaged with colleagues with experience of care, recognising the invaluable input of those with lived experience to continually improve our approach as Corporate Parents.

5 IMPLEMENTATION WITHIN THE AUTHORITY

- 5.1. Prior to submission to the Senior Leadership Team for approval, the plan was socialised with the Leads and Heads of Service across the organisation. This process embedded an awareness and understanding of the plan across the organisation and allowed for the development of meaningful and achievable actions representative of all teams.
- 5.2. Following from the approval of the plan, the Authority plans to host training from Each and Every Child to further support colleagues' understanding of Corporate Parenting. The Authority also plans for training of the SPA Forensic Services Senior Management Team provided by Who Cares? Scotland.
- 5.3. The delivery and implementation of the plan will be overseen by the Equality and Duties Working Group in the Authority. This group has representation from across the Authority's Corporate Team and SPA Forensic Services. In addition, the implementation of a Corporate Parenting Champions Network, as noted in the plan, will embed the plan and its commitments across the Authority.

6 FINANCIAL IMPLICATIONS

- 6.1. There **are** financial implications associated with this report.

- 6.2. There will be some financial implications of this plan. For example, there may be a cost related to the commitment to promote Modern Apprenticeship opportunities to those with experience of care. However, this is already within the Authority's overall budget allocation.
- 6.3. At this stage, financial implications are estimated to be small in comparison to the overall SPA Budget. Any cost implications will be calculated as and accounted for when actions are being planned and delivered.

7 PERSONNEL IMPLICATIONS

- 7.1. There **are** personnel implications associated with this report.
- 7.2. An action outlined within the 2024-27 Plan is to promote volunteering opportunities to members of Authority staff. This will require communications with line managers to manage these implications.

8 LEGAL IMPLICATIONS

- 8.1. There **are** legal implications associated with this report.
- 8.2. The Children and Young People (Scotland) Act 2014 lays out the responsibility of the Authority as a Corporate Parent. By publishing regular updates Corporate Parenting Plan, the Authority demonstrates its fulfilment of this requirement.

9 REPUTATIONAL IMPLICATIONS

- 9.1. There **are** reputational implications within this report.
- 9.2. The delivery of the Corporate Parenting Plan may have a positive impact on the reputation on the Authority, through influencing the public's confidence in policing and its oversight in Scotland.

10 SOCIAL IMPLICATIONS

- 10.1. There **are** social implications associated with this report.
- 10.2. By continuing to deliver on its responsibilities as a Corporate Parent, the Authority will continue to improve the outcomes of the Care Experienced community and to ensure their voice is heard in relation to policing matters.

11 COMMUNITY IMPACT

11.1. There **are** community implications associated with this report.

11.2. The successful delivery of the actions detailed in the Corporate Parenting Plan will positively impact communities, those with experience of care.

12 EQUALITIES IMPLICATIONS

12.1. There **are** equalities implications within this report.

12.2. Both an Equalities and Human Rights Impact Assessment and Children's Rights Impact Assessment were completed as part of the initial drafting of the Corporate Parenting Plan. Whilst no mitigations were required, there is an action within the 2024-27 Plan for the Authority to embed Care Experience as though it were a Protected Characteristic. This will continue to be monitored by the Authority's Equalities and Duties Working Group.

13 ENVIRONMENT IMPLICATIONS

13.1. There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the content of this paper.



Meeting	Policing Performance Committee
Date	10 December 2024
Location	MS Teams
Title of Paper	Appendix A: Scottish Police Authority Corporate Parenting Plan 2021-24: Final Report
Presented By	Rachael Nicolson, Policy Advisor
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

As outlined in the Authority’s Corporate Parenting Plan 2021-24, this paper presents the final report of the progress made against the Plan.

1 BACKGROUND

- 1.1. The Scottish Police Authority ('The Authority'), including SPA Forensic Services, is named as a Corporate Parent in the Children and Young People (Scotland) Act 2014.
- 1.2. Corporate Parents have specific responsibilities in relation to Care Experienced children and young people up until the age of 26.
- 1.3. Following the publication of the Authority's [Corporate Parenting Plan 2021-24](#) in December 2021, the Authority has provided annual updates to Committee in [December 2022](#) and [December 2023](#).
- 1.4. As committed to in the Plan, this final report will summarise the performance of the Authority as a Corporate Parent throughout this reporting period.

2 CORPORATE PARENTING PLAN

- 2.1. The Authority's responsibility as a Corporate Parent consists of two parts: to monitor Police Scotland's activities as a Corporate Parent, and to fulfil its own Corporate Parenting responsibilities.
- 2.2. Recognising this dual responsibility, the Authority's plan implements a "LOOK, LISTEN, LEARN, REVIEW":

LOOK – Keep under review Police Scotland's approach to ensure that they support the Care Experienced community, and that Corporate Parenting responsibilities are delivered in relation to our other statutory functions.

LISTEN – Ensure that those who are Care Experienced have their voice heard in matters relating to policing and have access to opportunities to facilitate this.

LEARN – Make sure that all our staff understand our responsibilities as a Corporate Parent.

REVIEW – Make sure we continue to do our best for children, young people and the Care Experienced community.

- 2.3. The progress towards the actions outlined in the Corporate Parenting Plan are monitored by the Authority's Equalities and Duties Working Group.

3 FINAL UPDATE - PROGRESS AGAINST ACTIONS AND SUMMARY OF PROGRESS AGAINST PLAN

- 3.1. All actions and milestones committed to in the Authority's 2021-24 Corporate Parenting Plan have been successfully delivered. Appendix A contains a detailed progress update for each of the actions.
- 3.2. In the last update brought to Policing Performance Committee, there was an outstanding action to develop Modern Apprentice opportunities for Care Experienced people. The Authority is pleased to report that its first Modern Apprentice has been appointed and is currently in post as of May 2024.
- 3.3. As detailed below, the Authority has made significant progress in developing as a Corporate Parent during the previous three reporting years. Implementing the 'LOOK, LEARN, LISTEN, REVIEW' Framework, the Authority has proactively engaged with partners, third sector organisations and the Care Experienced community to understand how it can positively improve outcomes for those who are Care Experienced.

4 HIGHLIGHTS FROM THE 2023-24 REPORTING PERIOD

- 4.1. Since the launch of the Corporate Parenting Plan, the Authority has undertaken work to ensure the commitments outlined in the plan are met. Following on from previous update reports, this section covers the progress made in 2023-24.
- 4.2. As previously reported, the Authority welcomed Who Cares? Scotland (WC?S) to deliver two training sessions on the role of a Corporate Parent. The first of these training sessions was delivered to all Authority Corporate staff. A second, in-person training session was delivered to all the Authority's Board Members.
- 4.3. As part of the next Corporate Parenting Plan, this training will be extended to include SPA Forensic Services Senior Management to embed Corporate Parenting more fully into the organisation.
- 4.4. The Authority was a founding member of the WC?S Collaborative Corporate Parenting Network. Through the maturation of this network, the Authority has been able to collaborate with other Corporate Parents with the ambition of working together to improve the lives of those who are Care Experienced. The Authority continues to meet with other Corporate Parents at the on a regular basis to share best practice and knowledge.

- 4.5. The Authority worked jointly with the Scottish Biometrics Commissioner and the Children and Young People's Centre for Justice on the 'Joint Assurance Review of the acquisition of biometric data from children arrested in Scotland'. The [report](#) was laid in the Scottish Parliament in March 2023.
- 4.6. As part of this work, Children and Young People's Centre for Justice held focus groups with children and young people to gain insight into their experiences, which informed the recommendations. The review made four key recommendations, that once discharged, will help to improve the experiences of all children and young people who may have their biometric data collected.
- 4.7. The Authority was a partner in the Emergency Services Engagement Event. This was the first event of its kind and invited those with lived experience of care to engage with officers and staff across the emergency services. The event focused on highlighting the different roles available across the organisations and aimed to build positive relationships between those who are Care Experienced and blue light organisations.
- 4.8. In recognition of its work as a Corporate Parent, the Authority was nominated for the following four awards at the WC?S Corporate Parenting Awards 2024:
- Care Conscious Employer
 - Creating Transformation Award
 - Positive Partnerships Award – (for the aforementioned Emergency Services Engagement Event)
 - Sam Curran for the Equality, Respect & Love Award
- 4.9. The Authority was delighted that Sam Curran was successfully awarded the Equality, Respect & Love Award, recognising the work Sam and the wider team have done to progress our Corporate Parenting duties.
- 4.10. In June 2024, SPA Forensic Services led a three-day engagement event at Rossie Young People's Trust. In partnership with Police Scotland's Partnership Prevention and Community Wellbeing team, this event consisted of interactive sessions to engage and involve the young people in attendance. This included a simulated 'crime scene' and demonstrations of lab work, fingerprinting and other forensic services duties.
- 4.11. This interactive event received excellent feedback from attendees and this work will look to be progressed as part of the next iteration of the Corporate Parenting Plan.

5 ADDITIONAL ADVOCACY WORK

- 5.1. Through its work as a Corporate Parent, the Authority recognises the lifelong impact of Care Experience. However, those who are Care Experienced have limited protection in the legislation for the impact this may have had. As a result, Impact Assessments conducted on policies, procedures and project do not automatically assess the impact of an initiative on the Care Experienced community.
- 5.2. The Authority has endorsed its support in treating Care Experience as though it were a protected characteristic. The Authority is trialling an amended Equalities and Human Rights Impact Assessment template to include Care Experience as a protected characteristic, which has been used to Impact Assess the new Corporate Parenting Plan for 2024-27. The next reporting period will focus on developing the implementation of this commitment.

6 REVIEW OF CORPORATE PARENTING PLAN 2021-24

- 6.1. In addition to the regular reporting to Policing Performance Committee on the progress made towards implementing the 2021-24 Corporate Parenting Plan, the Authority has reviewed and assessed this plan to aid the development of the new plan.
- 6.2. The Authority would like to thank stakeholders and members of the Care Experienced community for taking the time to review this plan to ensure the 2024-27 iteration can build upon the success of the previous Plan.

7 DEVELOPMENT OF CORPORATE PARENTING PLAN 2024 – 27

- 7.1. The Authority's Corporate Parenting Plan for 2024 – 27 has been successfully developed and is presented as a separate paper to December 2024 Policing Performance Committee.
- 7.2. This plan has been informed through the review taken of the current Corporate Parenting Plan, stakeholder engagement and engagement with the Care Experienced community.

8 FINANCIAL IMPLICATIONS

- 8.1. There are no financial implications associated with this report.

9 PERSONNEL IMPLICATIONS

- 9.1. The monitoring of the activities completed by the Authority are monitored by the internal delivery group, with no additional resource implications at this stage.

10 LEGAL IMPLICATIONS

- 10.1. There **are** legal implications associated with this report.
- 10.2. The Children and Young People (Scotland) Act 2014 lays out the responsibility of the Authority as a Corporate Parent. By publishing regular updates Corporate Parenting Plan, the Authority demonstrates its fulfilment of this requirement.

11 REPUTATIONAL IMPLICATIONS

- 11.1. There **are** reputational implications within this report.
- 11.2. The delivery of the Corporate Parenting Plan may have a positive impact on the reputation on the Authority, through influencing the public's confidence in policing and its oversight in Scotland.

12 SOCIAL IMPLICATIONS

- 12.1. There **are** social implications associated with this report.
- 12.2. By continuing to deliver on its responsibilities as a Corporate Parent, the Authority will continue to improve the outcomes of the Care Experienced community and to ensure their voice is heard in relation to policing matters.

13 COMMUNITY IMPACT

- 13.1. There **are** community implications associated with this report.
- 13.2. The successful delivery of the actions detailed in the Corporate Parenting Plan will positively impact communities, specifically the Care Experienced Community

14 EQUALITIES IMPLICATIONS

- 14.1. There **are** equalities implications within this report.
- 14.2. Both an Equalities and Human Rights Impact Assessment and Children's Rights Impact Assessment were completed as part of the

initial drafting of the Corporate Parenting Plan. This continues to be monitored by the Authority's Equalities and Duties Working Group.

15 ENVIRONMENT IMPLICATIONS

15.1. There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to **discuss** the content of this paper.

Corporate Parenting Plan Actions 2021-24

Commitment	Action	Milestone	RAG	Update
<p>LOOK - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.</p>	<p>The Authority Board will seek assurance from Police Scotland that they are meeting the requirements of a Corporate Parent as established by the Children and Young People (Scotland) Act 2014.</p>	<ul style="list-style-type: none"> ▪ Endorse Police Scotland’s Corporate Parenting Plan. 	<p>Complete</p>	<ul style="list-style-type: none"> - The Authority Policing Performance Committee endorsed the Police Scotland Corporate Parenting Plan on 09 December 2021 - The Authority Policing Performance Committee has been presented with updates on progress towards the plan in December 2022, December 2023, and a final progress report in December 2024. - Additionally, Policing Performance Committee has sought assurance on a number of additional areas relating to children including the use of force, children in custody, stop and search and the use of Taser.
<p>LOOK - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.</p>	<p>Through its administration of Independent Custody Visiting Scheme (ICVS) Scotland, the Authority will continue to monitor the care provided to detainees and ensure that the needs of young people who are care experienced are being met.</p>	<ul style="list-style-type: none"> ▪ Signpost to developments in how ICVS support the care experienced young people in custody. ▪ Report on support for the care experienced young people in custody through the ICVS Annual Report. 	<p>Complete</p>	<ul style="list-style-type: none"> - ICVS have ensured that they report specifically on the treatment of Children and Young People in Custody in their Annual Report and it will also be contained within the Quarterly reports to Policing Performance Committee. - The National Custody System vulnerability questionnaire does not currently ask a question about whether or not an individual is care

Commitment	Action	Milestone	RAG	Update
				experienced. The National Custody System is due an upgrade as part of Core Operating Systems Phase 4, at this stage a question on Care Experience can be explored as part of a wider upgrade to the system.
<p>LISTEN - To enable looked after children and young people and care leavers to have their voice heard in matters relating to policing and to access opportunities.</p>	<p>The Authority will work with Police Scotland to engage and listen to young people with care experience to understand how policing services impact on their lives.</p>	<ul style="list-style-type: none"> ▪ Carry out an annual roundtable with the care experienced young people to understand how policing services impact on their lives. 	<p>Complete</p>	<ul style="list-style-type: none"> - Authority Officers have attended the Stirling Champions Board – a local authority initiative that allows care experienced children and young people to come together and socialise, access support and share experiences. This provides an informal opportunity for Authority staff to listen to, and learn from, children and young people that have experienced the care system and understand their views on policing and how it impacts them. - In November 2022, the Authority and Police Scotland hosted an event with partners and over 100 attendees to discuss the most appropriate place of safety for young people who are in conflict with the law. The Authority and Police Scotland believe that Custody is not the most appropriate place of safety for a child or young person. This was attended by numerous organisations

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Commitment	Action	Milestone	RAG	Update
				<p>that represent the interests of children and young people and people with care experience.</p> <ul style="list-style-type: none"> - The Authority has engaged with the Care Experienced community to review the 2021-24 Plan and to develop the 2024-27 Plan.
<p>LISTEN - To enable looked after children and young people and care leavers to have their voice heard in matters relating to policing and to access opportunities.</p>	<p>A Designated person for Corporate Parenting will be appointed. This person will be responsible for ensuring that the way the Authority conducts its business is consistent with that of a Corporate Parent. As the Authority does not provide any physical services to children or young people this role will particularly focus on providing opportunities for the care experienced community to inform policing matters which affect them, and to identify opportunities for work experience.</p>	<ul style="list-style-type: none"> ▪ Appoint designated person for Corporate Parenting. ▪ Establish internal Corporate Parenting delivery group. ▪ Approval of Authority’s Corporate Parenting Plan. ▪ In oversight role, and through service back arrangements, engage with Police Scotland around positive action to recruit those who are care experienced as police officers and staff. ▪ Explore options for providing work placement opportunities for care 	<p>Complete</p>	<ul style="list-style-type: none"> - The Head of Change and Operational Scrutiny has been appointed as the designated person for Corporate Parenting - An Internal delivery group has been established and has representation from across the Authority Corporate team and is also attended by SPA Forensic Services - The Authority’s Corporate Parenting Plan was approved by SMT and endorsed by Members at the December 2021 meeting of the Policing Performance Committee. - The Authority Workforce Governance team continue to engage with the Police Scotland Positive Action team. It is understood that action is currently focused on protected characteristics and that there are currently no set timescales to take forward a more targeted approach for care experienced (See HMICS

Commitment	Action	Milestone	RAG	Update
		<p>experienced young people across the Authority.</p>		<p>phase 2 section 211-216 highlighting level of resource available). However, Police Scotland Corporate Communications are actively seeking opportunities within recruitment campaigns to support/encourage care experienced applicants.</p> <ul style="list-style-type: none"> - The Authority is demonstrating its commitment to promoting life opportunities for care experienced people and is currently developing a sector leading approach to ensure equal opportunities for those from the care experienced community to Modern Apprentice roles. - In May of 2024, the Authority’s first Modern Apprentice was appointed.
<p>LEARN - To make all Scottish Police Authority staff aware that the organisation is a Corporate Parent with resultant duties to fulfil</p>	<p>The Authority will ensure that all staff are aware of their specific responsibilities with regards to carrying out Corporate Parenting duties. The Designated Person will present at staff and team meetings, while space will be given to discuss the implication for</p>	<ul style="list-style-type: none"> ▪ Identify and roll out relevant staff training to Authority Corporate staff. ▪ Include Corporate Parent training into the induction materials for all new Authority staff. ▪ Arrange awareness session through Who 	<p>Complete</p>	<ul style="list-style-type: none"> - All Authority Staff have received training from Who? Cares Scotland regarding the role and remit of a Corporate Parent - Additionally, Who? Cares Scotland provided introductory training to Authority Board Members, with a particular focus on the impact the criminal justice system can have on people with care experience.

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Commitment	Action	Milestone	RAG	Update
	<p>their teams and themselves.</p>	<p>Cares? Scotland / Children and Young People’s Commissioner for our Board and Senior Management Team</p> <ul style="list-style-type: none"> ▪ Arrange awareness session through Who Cares? Scotland / Children and Young People’s Commissioner for Authority staff. 		<ul style="list-style-type: none"> - Police Scotland’s online corporate parenting training is currently available for all new Authority starts to undertake. However, discussions are currently underway with Who? Cares Scotland to explore the creation of bespoke e-learning for the Authority. - SPA Forensic Services Senior Management Team will be provided with this training in the near future.
<p>REVIEW – To keep the Scottish Police Authority Corporate Parenting Plan under review and monitor our performance</p>	<p>The Authority’s Policing Performance Committee will regularly review qualitative and quantitative performance data on how Police Scotland and the Authority are performing as a Corporate Parents.</p>	<ul style="list-style-type: none"> ▪ Annual review of Authority Corporate Parenting Plan. ▪ Annual oversight of Police Scotland’s Corporate Parenting Plan and progress at the Policing Performance Committee. ▪ Report on progress of our Plan every three years through completion of the Scottish Government Corporate Parenting Survey to inform the National Report. 	<p>Complete</p>	<ul style="list-style-type: none"> - Police Scotland and the Authority have provided Members with an annual update on progress to deliver their Corporate Parenting Plans.

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Commitment	Action	Milestone	RAG	Update



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Appendix B: Corporate Parenting Plan 2024-27

Thank you for your interest in the Scottish Police Authority's second Corporate Parenting Plan.

This second iteration covers the reporting period 2024–2027 and sets out the aim to continue our commitment to people with experience of care, and our contribution to making Scotland the best place in the world to grow up.

Our Corporate Parenting Plan has been developed in collaboration with the Care Experienced community, Who Cares? Scotland, Each and Every Child and other key stakeholders. I am grateful to all those who took the time to offer their views and insights to ensure its relevance to anyone with experience of care, regardless of age. We are committed to strengthening the relationships that we have built so far, making new connections while continuing to engage with organisations and people with lived experience of care.

Building on the foundations we set in delivering the Scottish Police Authority's initial Corporate Parenting Plan (2021-2023), this second Plan will ensure the Scottish Police Authority, as a Corporate Parent, continues delivering improved outcomes for people with care experience.

We look forward to working to realise the ambitions in our Corporate Parenting Plan over the next three-years and to work to further improve the lives of those with experience of care.

Lynn Brown OBE
Chief Executive of the Scottish Police Authority

The role of the Scottish Police Authority

The Police and Fire Reform (Scotland) Act 2012 outlines the responsibilities of the Scottish Police Authority. It is responsible for, among other things, holding the Chief Constable of Police Scotland to account and to promote and support continuous improvement in the policing of Scotland. The Scottish Police Authority is also responsible for the management and delivery of Forensic Services in Scotland and the administration of Independent Custody Visiting Scotland.

As the oversight body for Police Scotland, we recognise that our role as a Corporate Parent also means that we need to ensure impact on those with experience of care needs to be considered in our oversight activities. In practice, this means the Scottish Police Authority is responsible for overseeing Police Scotland's actions as a Corporate Parent.

Simultaneously, the Scottish Police Authority must take action through its own activities to deliver improvements to those with experience of care. Due to the functions of the Authority, as an organisation it has limited direct contact with the public. However, we will seek opportunities to interact and engage with those with experience of care in a meaningful way.

The Scottish Police Authority will take the opportunity to improve the lives of the Care Experienced community and are committed to being the best Corporate Parent we can be. Everyone in the Scottish Police Authority is part of the scaffolding that is provided to people with experience of care as a Corporate Parent. Together, everyone is responsible for helping deliver on the commitments and actions outlined in this plan.

What is Corporate Parenting?

As described in the Children and Young People (Scotland) Act 2014, Corporate Parenting is:

"the formal and local partnerships between all services responsible for working together to meet the needs of looked-after children, young people and care leavers."

'Looked after' is the terminology used in this legislation, however, the term people with experience of care, those with care experience or the Care Experienced community are terms considered best practice by many members of the community. This updated terminology is considered to be reflective of their experience, in comparison to the term 'looked after'.

Recognising this preference, the plan will therefore use this updated language interchangeably, which refers to:

"anyone who is currently in care or has been for any length of time regardless of their age."

This may include experience of kinship care, looked after at home with the help of social work, residential care, foster care, secure care and adoption.

The Scottish Police Authority, which includes Forensic Services, is a Corporate Parent outlined in the Children and Young People Act 2014. This Act outlines the following duties for all Corporate Parents:

- Be alert to matters which, or which might, adversely affect those with experience of care
- Assess the needs of those with experience of care for the services and support you provide
- Promote the interests those with experience of care
- Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.
- Take action to help those with experience of care, (a) access the opportunities you're providing and (b) make use of services, and access support, available.
- Take any other action you consider appropriate to improve the way you work with those with experience of care

Alongside other Corporate Parents that form a key part of the scaffolding of support for people with experience of care, the Scottish Police Authority has responsibilities and duties to support members of this community up to the age of 26. As a loving and caring Corporate Parent, the Scottish Police Authority also recognises the lifelong commitment of being a parent and wish to offer a lifetime of support for those with experience of care.

The Promise

In 2020, the conclusions of Scotland's Independent Care Review made a series of recommendations on how Scotland must ensure that those with experience of care are loved, safe and respected. The Promise is that Scotland will implement these recommendations in full by 2030.

The Promise therefore set welcome ambition for Scotland to better respond to the needs of children and young people with experience of care. To deliver The Promise, the Scottish Police Authority and other Corporate Parents must aspire to make improvements for those with experience of care. These improvements will be delivered through the commitments and actions outlined in this plan.

Our Aims and Commitments

Every child and young person needs to be supported throughout their lives, especially if they come into contact with the criminal justice system. People with experience of care may require additional support to have their needs met.

The following Aims outlined in our plan are developed to support the duties outlined in the Children and Young People (Scotland) Act 2014 as they relate to the Scottish Police Authority:

- **Collaborate** with other Corporate Parents
- **Influence and oversee** change in policing
- **Inspire** our people to fulfil their role as Corporate Parents
- **Engage** with the Care Experienced community
- **Support** those who are Care Experienced to join the Authority
- **Understand and contribute** to the Care Experienced community

Monitoring, reviewing and reporting

The Scottish Police Authority will regularly review our Corporate Parenting Plan and monitor performance. We plan to base reporting on a variety of evidence, presenting a rich picture of progress, giving a narrative of oversight and the impact of the Plan. Monitoring performance is laid out as being a requirement in the Act and is crucial for capturing best practice and lessons learned to help the Scottish Police Authority continuously improve. Combined with the oversight that will be provided by our Equalities and Duties Working Group, this will ensure appropriate scrutiny of the Plan and its efficacy.

At the end of this three-year Plan, the Scottish Police Authority will produce and publish a Corporate Parenting Report. This report will detail how the Scottish Police Authority has performed as a Corporate Parent and outline progress made against the actions laid out in this Plan. We will then use any learning and feedback to update the Plan ahead of the next three-year cycle.

Delivering Our Corporate Parenting Plan Commitments

Duty	Commitment	Action	Action Deadline	Action Owner
Be alert to matters which, or which might, adversely affect those with experience of care	Collaborate with other Corporate Parents	<ul style="list-style-type: none"> Continue to attend and contribute to Who Cares? Corporate Parenting Collaborative network to learn from best practice and network with other Corporate Parents Advocate and promote the activities of other Corporate Parents, such as Police Scotland 	December 2027	Operational Policing Policy Lead
			March 2026	Operational Policing Policy Lead
Assess the needs of those with experience of care for the services and support you provide	Influence and oversee change in policing	<ul style="list-style-type: none"> Report on progress made to achieving the Commitments outlined in this Plan on an annual basis Actions outlined in this plan will be embedded into the Authority's annual delivery plan to ensure ongoing oversight of delivery and routine quarterly reporting Oversee Police Scotland's approach to supporting those who are Care Experienced in custody Oversee and support Police Scotland's work as a corporate parent through annual reporting to Policing Performance Committee Support member oversight to hold Police Scotland to account when introducing new procedures to ensure care experience is given due consideration 	December 2027	Head of Change and Operational Scrutiny
			June 2025	Head of Strategic Business Management
			June 2027	Head of Change and Operational Scrutiny
			December 2027	Head of Change and Operational Scrutiny
Promote the interests those with experience of care	Inspire our people to fulfil their role as Corporate Parents	<ul style="list-style-type: none"> Establish an organisation-wide Corporate Parenting Network of Champions Promote the option for opt-in Salary Sacrifice Schemes for charities supporting the Care Experienced community 	December 2025	Operational Policing Policy Lead
			March 2026	Workforce Governance Lead

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Duty	Commitment	Action	Action Deadline	Action Owner
		<ul style="list-style-type: none"> • Develop bespoke training for Independent Custody Visitors on Corporate Parenting • Training on care experience for SPA staff provided by Each and Every Child, and training for Senior Management (SPA Forensic Services) provided by Who Cares? Scotland • Work with The Promise Scotland to understand how the Scottish Police Authority, Police Scotland and the wider criminal justice sector can contribute to Keeping the Promise. 	<p>March 2026</p> <p>October 2025</p> <p>December 2027</p>	<p>ICVS National Manager Operational Policing Policy Lead/SPA Forensic Services</p> <p>Head of Change and Operational Scrutiny</p>
<p>Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.</p>	<p>Engage with the Care Experienced community</p>	<ul style="list-style-type: none"> • In an oversight role, and through service back arrangements, engage with Police Scotland around positive action to recruit those who are Care Experienced as police officers and staff. • To develop a plan to deliver regular, interactive engagement sessions with the Care Experienced community to build relationships and to increase understanding of the role of the Scottish Police Authority, sharing information about key functions of the Scottish Police Authority (e.g. SPA Forensic Services) 	<p>December 2027</p> <p>December 2026</p>	<p>Head of Workforce Governance</p> <p>SPA Forensic Services/ Operational Policing Policy Lead</p>
<p>Take action to help those with experience of care, (a) access the opportunities you're providing and (b) make use of services, and access support, available.</p>	<p>Support those who are Care Experienced to join the Scottish Police Authority</p>	<ul style="list-style-type: none"> • Promote Modern Apprenticeship Programmes and opportunities to those with experience of care (without an age limit). 	<p>June 2026</p>	<p>Head of Strategic Business Management</p>

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Duty	Commitment	Action	Action Deadline	Action Owner
Take any other action you consider appropriate to improve the way you work with those with experience of care	Understand and contribute to the Care Experienced community	<ul style="list-style-type: none">• Promote mentorship opportunities for staff through MCR Pathways Programme• Embed and treat Care Experience as if it were a protected characteristic, ensuring implications of decisions, projects and policies adequately assess the impact on the Care Experienced community	October 2025 December 2025	Operational Policing Policy Lead Operational Policing Policy Lead



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EqHRIA Draft Form

Policy/Procedure/ Practice/Project/Strate gy	Corporate Parenting Plan 2024-27
Owning Department	Change and Operational Scrutiny
EqHRIA Last Updated/Version	
Relevant Documentation (Attachment/Link/File path)	SPA Corporate Parenting Plan 2024-2027 (URL to be updated once Plan is on SPA Website)
Related/affected policies, practices and projects etc	SPA Corporate Strategy 2023-26 SPA Corporate Parenting Plan 2021-2024
Who is likely to be affected by the Policy/Procedure/ Practice/Project/Strate gy	Police Officers, Special Constables, Cadets , SPA/Police Staff, Independent Custody Visitors, Communities, Partnerships, No relevance to people (delete as appropriate)
If no relevance to people, summarise decision.	
Post implementation monitoring and review plan	The implementation of this EqHRIA and the Plan it supports will be monitored via the Equality Duties Working Group.

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Date	Evidence Number	Evidence Source Considered	Summary of Relevant Findings	Attachment/Link (if applicable)
18/10/24	1	Demographics of care leavers and care experienced young people in Scotland, including prisoners.	This provides an overview of the demographic data relating to Care Experienced people in Scotland.	National statistics for fostering and adoption
18/10/24	2	Overview of England & Wales data on young people in care, including the impact of race and gender.	Vulnerabilities experienced by girls.	Children with care experience
18/10/24	3	Details of the Authority's outcome improvement work for children and young people in Scotland.	This report details the work that the Authority undertakes, often in partnership, to improve the outcomes for Scotland's children and young people.	Children's Rights and Corporate Parenting Reporting 2020-23
18/10/24	4	Joint review by SPA and Scottish Biometrics Commissioner on use of biometrics data of children arrested in Scotland.	This report highlights best practice, what is working well, and explores any challenges in the acquisition, retention, use, and destruction of biometric data by Police Scotland and the Scottish Police Authority.	Joint Assurance Review of the acquisition of biometric data from children arrested in Scotland.
18/10/24	5	Joint review by SPA and Scottish Biometrics Commissioner on use of biometrics data of vulnerable persons in police custody.	This report presents recommendations to Police Scotland in the use and management of biometrics data.	Joint Assurance Review on the acquisition of biometric data from vulnerable persons in police custody requiring the support of an Appropriate Adult under The Criminal Justice (Scotland) Act 2016 (Support for Vulnerable Persons) Regulations 2019.
18/10/24	6	Young people who are LGBTQI+ people and care	This report is concerned with young people identifying within the LGBTQI+ community	Seldom Heard Communities Grant - The Role of Empathy in Police Contact

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		experienced and their contact and experience with the police.	and with the additional intersectional criteria of being care-experienced, as part of the Seldom Heard Voices project	with Young People from Dis-advantaged Backgrounds: (Policing Young Care-Experienced And LGBTQI+ People)
18/10/24	7	Insights from speakers from a CYCJ webinar on the sentencing of care experienced young people.	The impact of care environments on creating criminality and trauma for young people.	Care experienced children and justice: The challenges of trying to disentangle systemic inequality
25/10/24	8	Research establishing intersectional links between care experienced young people and ethnic minorities.	Relationship between care experience, ethnicity, and involvement in the youth justice system	Care Experience, Ethnicity and Youth Justice Involvement: Key Trends and Policy Implications
25/10/24	9	ONS statistics on the educational background of children in care who have interacted with the criminal justice system.	Significant proportion of care experienced children in custody had special education needs and disabilities.	New findings on how children in care interact with the criminal justice system
25/10/24	10	Care-experienced siblings in prison or secure accommodation	Recommendations to ensure the rights of siblings who are separated where at least one is in prison or secure care are upheld, and that they are supported through these experiences.	STAYING CONNECTED PROJECT: Care-experienced children and young people with a sibling in prison or secure accommodation
25/10/24	11	The experience of care for children and young people who are Black, Asian or part of other ethnic minorities	This paper considers the intersectionality Care Experience and ethnicity of young people in Scotland.	The experience of care for children and young people who are Black, Asian or part of other ethnic minorities Staf (Scottish Throughcare and Aftercare Forum)
28/10/24	12	Research on the experience of LGBTQ+ individuals who are Care Experienced	This research provides a series of recommendations to better support LGBTQ+ young people who are Care Experienced.	Inclusive Care: Experiences of LGBTQ+ children and young people in care

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

<u>Protected Characteristics Groups</u>	<u>Likely Impact</u> Positive, Negative or No Impact (Assessment of Low / Medium / High impact)	<u>Evidence Considered</u> Note 'Evidence number' from table above. If no evidence, please outline plans to fill gaps.	Decision/ Update/ Mitigation/ Justification/ Link to Action
<u>General / Relevance to All</u>	Positive / Medium	1,2,3,4,5,6,7,8,9,10,11,12	As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.
<u>Age</u>	Positive / Medium	1, 2	The Children and Young People (Scotland) Act 2014 places direct duties on Corporate Parents to support children and young people up to the age of 26. In this new plan, the Authority recognises the lifelong impact of Care Experience and plans to go beyond the age limit prescribed in legislation, as is considered best practice.
<u>Disability</u>	Positive / Medium	9, 6	In England, 9 in 10 (92%) of the children in care in custody had Special Educational Needs and Disabilities (SEND), such as behavioural and emotional disorders and dyslexia. They were also more likely to have been excluded or suspended from school, with 1 in 5 (18%) having previously been excluded and 4 in 5 (81%) suspended.

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			As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.
<u>Gender Reassignment</u>	Positive / Low	6, 12	<p>There is limited research and data about those who are LGBTQ+ and who are Care Experienced.</p> <p>As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.</p>
<u>Marriage and Civil Partnership</u>	Positive / Low	6	As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.
<u>Pregnancy and Maternity</u>	Positive / Low	6	As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.
<u>Race</u>	Positive / Medium	2, 6, 8, 9, 11	Research of youth justice in England has found children from an ethnic minority background who are Care Experienced have greater involvement in the youth justice system.

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			<p>Care experienced children of Gypsy/Roma or Traveller/Irish ethnic background had a higher proportion of receiving at least one youth justice caution or conviction. Black and mixed ethnicity children were more likely to receive a custodial sentence than white children.</p> <p>As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.</p>
<u>Religion or Belief</u>	Positive / Low	6	<p>As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.</p>
<u>Sex</u>	Positive / Medium	2, 6	<p>Care Experienced girls who become involved in the youth justice system can experience a combination of negative stereotyping based on their gender, care status, and offending behaviour.</p> <p>As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.</p>
<u>Sexual Orientation</u>	Positive / Low	6, 12	<p>There is limited research and data about those who are LGBTQ+ and who are Care Experienced.</p>

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			As noted in Evidence item 6, it is important to acknowledge the intersectionality of Care Experience with other characteristics. Although there is an impact with regards to intersectionality of Care Experience and protected characteristics as outlined in the Equality Act 2010, any impact to other characteristics will be indirect.
Care Experience	Positive / High	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12	<p>Those who are Care Experienced will be impacted by the Corporate Parenting Plan. As laid out in the Children and Young People (Scotland) Act 2014, Corporate Parents must outline the ways in which it will uphold the rights of those who are Care Experienced. The purpose of this plan is for the Authority to outline its aspirations for undertaking this duty.</p> <p>Through the development of this plan in conjunction with Care Experienced individuals and other stakeholders, that this plan will have a high, positive impact on this community.</p>

Rights / Freedoms Relevant to Policing	Protects/Infringes or Not Applicable	Evidence Considered - Note 'Evidence number' from table above. If no evidence, please outline plans to fill gaps.	Justification – Summarise the Legal Basis, Legitimate Aim & Necessity	Decision/ Update/ Mitigation/ Justification/ Link to Action
Article 2 Right to Life	Protects	10	The United Nations Convention on the Rights of the Child (UNCRC) outlines the fundamental rights of every child, regardless of their race, religion, or	As a corporate parent, the Authority are committed to ensuring that the lives of Care-Experienced people are improved. This builds upon the recommendations put

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		<p>abilities. This agreement came into effect in the UK in 1992.</p> <p>Article 6 ensures the protection of all children's right to life, and that governments must do all they can to ensure that children survive and develop to their full potential.</p> <p>Article 20 ensures that if a child cannot be looked after by their immediate family, the government must give them special protection and assistance. This includes making sure the child is provided with alternative care that is continuous and respects the child's culture, language, and religion.</p> <p>Article 25 ensures that if a child has been placed away from home for the purpose of care or protection (for example, with a foster family or in hospital), they have the right to a regular review of their treatment, the way they are cared for and their wider circumstances.</p>	<p>forward by Scotland's Independent Care Review and works towards The Promise to better respond to the needs of Care Experienced children and young people.</p> <p>The Authority's commitment to this role develops its own oversight body status to Police Scotland. This ensures that the wellbeing of Care-Experienced people is a key aspect in maintaining excellence in Police Scotland's operational, performance, strategic and policy outlook.</p>
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Article 3 Prohibition of Torture	No Impact			No foreseen impact on either group.
Article 4 Prohibition of Slavery and Forced Labour	No Impact			No foreseen impact on either group.
Article 5 Right to Liberty and Security	Protects	3, 4, 5, 8, 10	<p>The United Nations Convention on the Rights of the Child (UNCRC) outlines the fundamental rights of every child, regardless of their race, religion, or abilities. This agreement came into effect in the UK in 1992.</p> <p>Article 37 ensures the arrest, detention or imprisonment of children is as a last resort and for the shortest time possible. Children must be treated with respect and care, be able to keep in contact with their family, and must not be put in prison with adults.</p>	The Authority's oversight role for Police Scotland will be an important part of corporate parent status for Care-Experienced people. The Authority's Independent Custody Visitors (ICVs) scheme visit police stations and local custody suites to ensure detainees are fairly treated, the conditions in which they are being held are satisfactory, and that their rights and entitlements are being observed. Ensuring the fair and ethical treatment of Care-Experienced people to a standard equal to that of non-Care Experienced detainees will be sought.
Article 6 Right to a Fair Trial	Protects	3, 4, 5	<p>The United Nations Convention on the Rights of the Child (UNCRC) outlines the fundamental rights of every child, regardless of their race, religion, or abilities. This agreement came into effect in the UK in 1992.</p>	The Authority's oversight role for Police Scotland will be an important part of corporate parent status for Care-Experienced people. The Authority's Independent Custody Visitors (ICVs) scheme visit police stations and local custody suites to ensure detainees are fairly

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			<p>Article 40 ensures respectful and dignified treatment of children accused of, or who are guilty of, breaking the law. This includes legal representation and assistance and a fair trial which accounts for their age.</p>	<p>treated, the conditions in which they are being held are satisfactory, and that their rights and entitlements are being observed. Ensuring the fair and ethical treatment of Care-Experienced people to a standard equal to that of non-Care Experienced detainees will be sought.</p>
<p>Article 7 No Punishment without Law</p>	<p>Protects</p>	<p>4, 5, 8</p>	<p>The United Nations Convention on the Rights of the Child (UNCRC) outlines the fundamental rights of every child, regardless of their race, religion, or abilities. This agreement came into effect in the UK in 1992.</p> <p>Article 37 ensures that children are not tortured, sentenced to the death penalty, or suffer other cruel or degrading treatment or punishment. It also ensures the arrest, detention or imprisonment of children is as a last resort and for the shortest time possible. Children must be treated with respect and care, be able to keep in contact with their</p>	<p>The Authority's oversight role for Police Scotland will be an important part of corporate parent status for Care-Experienced people. The Authority's Independent Custody Visitors (ICVs) scheme visit police stations and local custody suites to ensure detainees are fairly treated, the conditions in which they are being held are satisfactory, and that their rights and entitlements are being observed. Ensuring the fair and ethical treatment of Care-Experienced people to a standard equal to that of non-Care Experienced detainees will be sought.</p>

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			<p>family, and must not be put in prison with adults.</p> <p>Article 40 ensures respectful and dignified treatment of children accused of, or who are guilty of, breaking the law. This includes legal representation and assistance and a fair trial which accounts for their age.</p>	
Article 8 Right to Respect for Private and Family Life	No Impact			No foreseen impact on either group.
Article 9 Freedom of Thought, Conscience and Religion	No Impact			No foreseen impact on either group.
Article 10 Freedom of Expression	No impact			No foreseen impact on either group.
Article 11 Freedom of Assembly and Association	No impact			No foreseen impact on either group.
Article 14 Prohibition of Discrimination	Protects	6, 7	<p>The United Nations Convention on the Rights of the Child (UNCRC) outlines the fundamental rights of every child, regardless of their race, religion, or abilities. This agreement came into effect in the UK in 1992.</p> <p>Article 2 ensures the protection of all children without discrimination based upon ethnicity, sex, religion,</p>	<p>As a corporate parent, the Authority will provide equal levels of protection and support to all Care-Experienced people as would be given to non-Care-Experienced people by committing to:</p> <p>Ensure the views and interests of all Care-Experienced people are represented by the Authority;</p>

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			language, abilities, or any other status.	<p>Ensure all Care-Experienced people have the opportunity to access and make use of the Authority's services; and</p> <p>Ensure that Care-Experienced people are supported when applying for roles within the Authority.</p>
Protocol 1, Article 1 Protection of Property	No impact			No foreseen impact on either group.

Overall Conclusions and Recommendations

Conclusions and Recommendations	
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Decision – Decide how you will proceed in light of what your analysis shows (Place 'X' in appropriate box)	
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"/>
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"/>
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"/>
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"/>

Action Log

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Action No.	Action	Owner / Dept (& date of notification)	Timescale	Status	Update/Notes
AC01					

[Author Log](#)

Name and Designation	Comments (include version details where possible)	Date

[Quality Assurance Log](#)

Name and Designation	Comments (include version details where possible)	Date

[Management Sign off Log](#)

Name and Designation	Comments (include version details where possible and how assessment has informed decision making)	Date

[Publication of EqHRIA Results Log](#)

Name and Designation	Link to Publication and Comments (include version details where possible)	Date

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