

Meeting	Policing Performance Committee
Date	9 December 2021
Location	MS Teams
Title of Paper	SPA Corporate Parenting Update
Presented By	Sam Curran, Operational Policing Policy Lead/Scott Ross, Head of Change and Operational Scrutiny
Recommendation to Members	For Discussion
Appendix Attached	Yes Appendix A - Corporate Parenting Plan Appendix B - Children's Rights Impact Assessment Appendix C - Equalities and Human Rights Impact Assessment

PURPOSE

This paper presents the SPA's Corporate Parenting Plan and provides a summary of the engagement involved in its creation and ratification.

Members are invited to **consider** the contents of this paper and the Corporate Parenting Plan (Appendix A).

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 In summary, the basic duties of a Corporate Parent are to:
- Understand the issues that care-experienced young people face and assess their needs
 - Promote the interests of care-experienced young people and provide them with opportunities

- Collaborate with other corporate parents and improve the ways of working with care-experienced young people.
- 1.3 A [paper](#) initially presented at the August 2020 PPC detailed the legislative obligations on the SPA as a Corporate Parent to produce a Plan detailing their approach to fulfilling their duties as a Corporate Parent. At this date, a Plan had not been produced.
 - 1.4 A further [paper](#) providing an update on the development of the Plan was presented at the PPC held in June 2021. This outlined the proposed approach for the SPA to create a Corporate Parenting Plan, as well as the initial steps to progress the development of the Plan. The approach details how the SPA would adhere to legislative guidelines and appropriate engagement with relevant external stakeholders in developing this Plan.
 - 1.5 After following the proposed approach, the Corporate Parenting Plan has been drafted for consideration by PPC Members. The Plan, attached in Appendix A, outlines how the SPA will support the needs of the care experienced community as a Corporate Parent.

2. CORPORATE PARENTING PLAN

- 2.1 The Corporate Parenting Plan (see Appendix A) explains the role of the SPA as a Corporate Parent and its obligations. It details the role and responsibilities of the organisation as a whole, as well as the responsibilities of all SPA staff to uphold these obligations. The Plan also provides definitions of related vocabulary to ensure understanding and embedding of appropriate terminology within the SPA. This includes the term “care experienced”, to accurately reflect the community the Plan is to support.
- 2.2 The Plan also specifies the dual responsibility of the SPA with regards to its role as a Corporate Parent. This involves overseeing Police Scotland’s role as a Corporate Parent whilst also fulfilling the SPA’s own Corporate Parent responsibilities.
- 2.3 Detailed in the Plan is the aim to implement the “LOOK, LEARN, LISTEN, REVIEW” mechanism, as per agreement with the cross-departmental working group. This process provides opportunity for the SPA to continually improve, whilst actively engaging with the care experienced community to build relationships.
- 2.4 To compliment this review process, quantitative and qualitative measures will be developed to analyse the progress of implementation.

- 2.5 Review cycles are also established in the Plan. The Corporate Parenting Plan has a three-year lifespan from 2021-2024. It is anticipated that a final progress review will be completed in 2024. This will allow learning to be applied to future iterations of the Corporate Parenting Plan.
- 2.6 Finally, the Action Plan within the document details specific activities, responsible persons and timelines required for the Plan to be implemented.

Approval and external engagement

- 2.7 A draft of the Corporate Parenting Plan and associated impact assessments was presented to the SPA's Senior Management Team (SMT) in early September 2021. During this meeting, SMT provided approval for external engagement activity to be undertaken.
- 2.8 Similarly the Corporate Parenting Plan was considered by SPA Forensics Leadership Team and was approved for adoption by Forensics.
- 2.9 Detailed engagement was undertaken with (i) Who Cares? Scotland; (ii) Children's and Young People's Centre for Justice; (iii) the Social Services team at Stirling Council; (iv) the Education Team at Stirling Council and (v) Police Scotland Children and Young People team. These external parties represent the interests of people with care experience and were able to provide appropriate insight to refining the Plan.
- 2.10 The feedback received was positive and supportive of the contents of the Plan. Several updates were however made to the Plan following feedback considerations. This included reference to The Promise and United Nations Convention on the Rights of the Child. Reference to these documents underpinned the necessity for appropriate Corporate Parenting practices and ensuring current language and terminology is reflected throughout the Plan.
- 2.11 In addition to this engagement, the SPA is currently working with Local Authority partners to make arrangements to discuss the Corporate Parenting Plan with the care experienced community. It is expected that these discussions will take place soon after the festive period. Following these discussions, if further update to the Corporate Parenting Plan is required it is proposed that the version provided in Appendix A is updated and published, with an update provided to Members in the CEO report to the Board.

Implementation of the Plan within the SPA

- 2.12 To begin embedding the Plan within the SPA, an all-staff Corporate Parent awareness session was held on 9 November 2021 by Who Cares? Scotland. Who Cares? Scotland is a national voluntary organisation working with the care experienced community across Scotland. This session explained the concept of being a Corporate Parent and how the responsibility for upholding Corporate Parent duties lies across an organisation.
- 2.13 An internal delivery group to oversee implementation of the Plan has been established. Chaired by the Head of Change and Operational Scrutiny, the group includes representatives from across the SPA and Forensic Services. Invites will also be extended to partners including Police Scotland and any other key stakeholder Corporate Parents to discuss specific matters where appropriate.
- 2.14 SPA have been working closely with Police Scotland to develop an approach to Childrens Rights Impact Assessments (CRIA), ensuring linkages with recognised best practice and the United Nations Convention on the Rights of the Child (UNCRC). Although the approach to CRIA is still under development, Appendix B has a copy of a CRIA undertaken on the CPP. The process for conducting a CRIA will be refined going forward, however, assessing the CPP against the draft in Appendix B provides assurance that the CPP sufficiently protects the rights of children under the UNCRC. As noted in the CRIA, it will be reviewed annually along with the CPP as more information becomes available through implementation of the CPP actions (e.g. engagement with children and young people).
- 2.15 Finally, Police Scotland will apply the appropriate design to the final approved Plan. This will ensure the Plan is child-friendly and meets accessibility requirements.

3. FINANCIAL IMPLICATIONS

- 3.1 All work outlined above will be incorporated into the general working duties of the SPA. No further costs have been identified at this stage.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no additional resource implications identified at this stage. All work will be coordinated by the SPA's delivery group with attendance from SPA Officers (including Forensic Services).

5. LEGAL IMPLICATIONS

- 5.1 The responsibility of the SPA to prepare and publish a Corporate Parenting Plan is outlined in the Children and Young People Act 2014. The enclosed plan details how the SPA will deliver against the responsibilities of a Corporate Parent outlined in section 58 of the Act.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications associated with this paper. In order to comply with legislation, it is important that the SPA has effective arrangements to monitor, measure and assess its responsibility as a Corporate Parent. Having such measures in place is important for a public body to maintain confidence in the policing of Scotland and its oversight.

7. SOCIAL IMPLICATIONS

- 7.1 Delivery of the Corporate Parenting Plan will enhance the voice of care experienced children in policing matters. The SPA will engage with care experienced young people and work with partners to improve the outcomes of those that have experienced the care system.

8. COMMUNITY IMPACT

- 8.1 Delivery of the Corporate Parenting Plan will have a positive impact on the community, particularly individuals that have experience of the care system. By engaging with care experienced young people and partners the SPA will better reflect the needs of care experienced communities when carrying out its wider duties.

9. EQUALITIES IMPLICATIONS

- 9.1 This paper details the SPA's proposed Corporate Parent Plan. A Children's Rights Impact Assessment (CRIA) to evaluate this has been included in Appendix B. An Equalities Impact Assessment has also been prepared and considered (Appendix C)

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are invited to **discuss** the paper.

SPA's Corporate Parenting Plan 2021-2024

Welcome to our Plan

Welcome to the Scottish Police Authority's 2021-2024 Corporate Parenting Plan. The Scottish Police Authority's main function is to promote and improve policing in Scotland and to make sure that Scotland's policing serves the public as well as possible.

In this Plan we describe how we will make sure that policing in Scotland supports care experienced children and young people and how the SPA will deliver positive change in our engagement with the care experienced community.

Introduction and background

The Children and Young People (Scotland) Act 2014 introduced significant changes to the planning, operation and delivery of services which impact children.

The Scottish Police Authority (SPA) is one of the Corporate Parents named within the Act. This gives the SPA the opportunity to look at how we can best support Scotland's care experienced young people alongside other Corporate Parents.

Responsibility for fulfilling Corporate Parent duties lies across the organisation, with every member of the SPA team having a role to play. The Board and our Senior Leadership Team will oversee the final Plan and its implementation to ensure it is fit for purpose. As a Corporate Parent, the SPA are committed to meeting our obligations and maximising our efficacy in our capacity as a Corporate Parent. We recognise the importance of our role and how we can positively influence the care experienced community. This document will outline the steps we will take to meet our responsibilities and how we will monitor our performance.

What is a Corporate Parent?

A Corporate Parent is intended to carry out many of the roles a loving parent should. Whilst Corporate Parents may not be able to provide everything a parent can, they should still be able to provide the children and young people they're responsible for with the best possible support and care.

Ultimately, Corporate Parents act to help improve the lives of those who are care experienced.

Definition of Care Experienced and Corporate Parents

The term 'Care Experienced' refers to:

“Anyone who has been or is currently in care or from a looked-after background at any stage of their life, no matter how short. This care may have been provided in one of many different settings such as in residential care, foster care, kinship care or looked after at home with a supervision requirement.”

The term 'Corporate Parenting' refers to:

“An organisation’s performance of actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leaver, and through which physical, emotional, spiritual, social and educational development is promoted.”

The duties of a Corporate Parent must be fulfilled for all of the care experienced community. The Act sets out a series of seven specific duties which Corporate Parents must fulfil. They are:

- To be **alert** to matters which, or which might, adversely affect the wellbeing of children and young people to whom this Part (i.e., part 9 of the Act) applies.
- To **assess** the needs of those children and young people for services and support it provides.
- To **promote** the interests of those children and young people.
- To seek to provide those children and young people with **opportunities** to participate in activities designed to promote their wellbeing.
- To take such action as it considers appropriate to help those children and young people:
 - **Access** opportunities it provides in pursuance of the above paragraph,
 - **Make use** of services, and access support, which it provides
- To take such other action as it considers appropriate for the purposes of **improving** the way in which it exercises its functions in relation to those children and young people.
- To **collaborate** with other Corporate Parents

The United Nations Convention on the Rights of the Child (UNCRC) is considered the global 'gold standard' for children's rights and sets out the fundamental rights of all children. The UK ratified the UNCRC in 1991, but has not yet incorporated it into domestic law.

On 16 March 2021, the UNCRC (Incorporation) (Scotland) Bill passed through the Scottish Parliament, meaning that the Convention will become part of Scots law. The

UNCRC (Incorporation) (Scotland) Bill takes a 'maximalist' approach. It will ensure that children's rights are protected, respected and fulfilled in Scotland to the maximum extent of the Scottish Parliament's powers. The Bill:

- Directly incorporates the UNCRC as far as possible within the powers of the Scottish Parliament
- Makes it unlawful for public authorities to act incompatibly with the incorporated UNCRC requirements
- Gives power to the Children's Commissioner to take legal action in relation to children's rights
- Requires Ministers to produce a Children's Rights Scheme setting out how they comply with children's rights and to report annually
- Requires listed public authorities to report every three years on how they comply with children's rights

This Bill underpins our approach as a Corporate Parent to ensure we actively embed practices to adhere these standards for children's rights. One such way is through Children's Rights Impact Assessments (CRIA), which have been developed alongside the present Plan.

In addition to these requirements the UN Convention on the Rights of the Child (UNCRC) and [The Promise](#) set welcome ambition for Scotland to better respond to the needs of our children and care experienced young people. In particular, The Promise notes that people with care experience are overrepresented in the youth criminal justice system. The SPA will continue to support Police Scotland to continually improve in this area by working with partners to continue to reduce the criminalisation of children and ensuring alternatives to custody including both secure and non-secure options are maximised. More generally, we will seek to shape the future of policing to improve support for the care experienced young people via active engagement with the community, Police Scotland and partners.

The role of the SPA

As per the Police and Fire Reform (Scotland) Act 2012, the SPA is responsible for holding the Chief Constable to account and to promote and support continuous improvement in the policing of Scotland. The SPA is also responsible for the management and delivery of Forensic Services in Scotland and the administration of independent custody visitors.

The SPA sits separately from Police Scotland and therefore needs to create and implement its own Corporate Parenting Plan. This ensures that those who are care experienced understand the commitments the SPA specifically is making as a Corporate Parent and to enable us to be held accountable for how we support the community.

Our aims

The Scottish Police Authority has developed a plan to ensure we are fulfilling our role as a Corporate Parent.

We will:

LOOK – Keep under review Police Scotland’s approach to ensure they support the Care Experienced community, and ensure that Corporate Parenting responsibilities are performed 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 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

Purpose and aims of the Corporate Parenting Plan

The purpose of this Plan is to set out the actions that the SPA will undertake in order to fulfil our duties as a Corporate Parent. Every SPA member of staff is a Corporate Parent and play a vital role in ensuring the successful implementation of this Plan.

The SPA has a dual role as a Corporate Parent. 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 support Police Scotland to ensure that they are meeting these requirements.

The aims of the SPA detailed in this Plan are to:

- **LOOK** – Keep under review Police Scotland’s approach to ensure they support the Care Experienced community, and ensure that Corporate Parenting responsibilities are performed 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 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

Delivery Group

Being a good Corporate Parent involves people from across our organisation. We will create a working group that meets on regular basis to ensure that we are delivering against this plan.

Corporate Parenting delivery group

There are several teams across the SPA that will take the lead to ensure that we meet our responsibilities as a Corporate Parent. Our Strategic Business Management team and Strategy and Performance team will make sure that the SPA takes steps to engage and support those with care experience when carrying out our duties. The SPA's Policing Performance Committee, supported by the SPA's Change and Operational Scrutiny team will seek assurance from Police Scotland representatives for assurance that they are fulfilling their duties as a Corporate Parent.

An internal delivery group has been established to ensure the delivery of this Plan, with representatives from across these departments. We will also invite representatives from Police Scotland, Forensics Services and other Corporate Parents to attend this group to ensure we partner where possible and deliver the best possible outcomes for people with care experience. This group will be led by the Designated Person for Corporate Parenting.

Review and reporting

We want to make sure that we do our best as a Corporate Parent so we will continually review our plan and measure our performance.

Monitoring, reviewing and reporting

The SPA 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 SPA continuously improve. Combined with the proposed delivery group, this will ensure appropriate scrutiny of the Plan and its efficacy.

Furthermore, at the end of this three year Plan, the SPA will produce and publish a Corporate Parenting Report. This report will detail how the SPA 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.

Actions

The Scottish Police Authority have committed to taking a number of actions that put the needs of care experienced young people first.

Corporate Parenting Actions

The SPA have developed a number of actions that we will deliver to meet the requirements placed upon a Corporate Parent. We will continue to review these actions and seek feedback from care experienced people and other key stakeholders. The following section details the actions that the SPA will take over the 2021-2024 period.

SPA Corporate Parenting Action Plan 2021-24

Commitment	Action	Milestone	Target Date	Owner(s)
LOOK - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.	The SPA 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.	<ul style="list-style-type: none"> ▪ Endorse Police Scotland's Corporate Parenting Plan. 	December 2021	Head of Change and Operational Scrutiny
LOOK - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.	Through its administration of Independent Custody Visiting Scheme (ICVS) Scotland, the SPA will continue to monitor the care provided to detainees and ensure that the needs of young people who are care experienced are being met.	<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 Independent Custody Visiting Scheme Annual Report. 	<p style="background-color: yellow;">December 2021</p> <p>September 2022</p>	<p>Head of Change and Operational Scrutiny</p> <p>Head of Change and Operational Scrutiny</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.	The SPA will work with Police Scotland to engage and listen to young people with care experience to understand how policing services impact on their lives.	<ul style="list-style-type: none"> ▪ Carry out annual roundtable with the care experienced young people to understand how policing services impact on their lives. 	August 2022 and annually thereafter	Head of Strategy and Performance
LISTEN - To enable looked after children and young people and care leavers to have their voice heard in matters	A Designated person for Corporate Parenting will be appointed. This person will be responsible for ensuring that the way the SPA conducts its business is consistent	<ul style="list-style-type: none"> ▪ Appoint designated person for Corporate Parenting. ▪ Establish internal Corporate Parenting delivery group. 	<p>July 2021</p> <p>July 2021</p>	Head of Change and Operational Scrutiny

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Commitment	Action	Milestone	Target Date	Owner(s)
relating to policing and to access opportunities.	with that of a Corporate Parent. As the SPA 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.	<ul style="list-style-type: none"> ▪ Approval of SPA'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 experienced young people across the SPA. 	<p style="text-align: center;">December 2021</p> <p style="text-align: center;">December 2022</p> <p style="text-align: center;">December 2022</p>	<p>Head of Change and Operational Scrutiny</p> <p>Head of Workforce Governance</p> <p>Corporate Management Lead</p>
LEARN - To make all Scottish Police Authority staff aware that the organisation is a Corporate Parent with resultant duties to fulfil	The SPA will ensure that all staff are aware of their specific responsibilities with regard 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 their teams and themselves.	<ul style="list-style-type: none"> ▪ Identify and roll out relevant staff training to SPA Corporate staff. ▪ Include Corporate Parent training into the induction materials for all new SPA staff. ▪ Arrange awareness session through Who Cares? Scotland / Children and Young People's Commissioner for our Board and Senior Management Team ▪ Arrange awareness session through Who Cares? Scotland / Children 	<p style="text-align: center;">December 2021</p> <p style="text-align: center;">May 2022</p> <p style="text-align: center;">May 2022</p> <p style="text-align: center;">May 2022</p>	<p>Operational Policing Policy Lead / Corporate Management Lead</p> <p>Operational Policing Policy Lead / Corporate Management Lead</p> <p>Corporate Management Lead</p> <p>Corporate Management Lead</p>

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Commitment	Action	Milestone	Target Date	Owner(s)
		and Young People’s Commissioner for SPA staff.		
<p>REVIEW – To keep the Scottish Police Authority Corporate Parenting Plan under review and monitor our performance</p>	<p>The SPA’s Policing Performance Committee will regularly review qualitative and quantitative performance data on how Police Scotland and the SPA are performing as a Corporate Parents.</p>	<ul style="list-style-type: none"> ▪ Annual review of SPA 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>December 2022</p> <p>December 2022</p> <p>April 2024</p>	<p>Head of Change and Operational Scrutiny</p> <p>Head of Change and Operational Scrutiny / Head of Strategy and Performance</p> <p>Head of Change and Operational Scrutiny</p>

Division	SPA	Department	SPA
File Path Record			

Police Scotland Children’s Rights Impact Assessment (CRIA)

This form is to be completed in accordance with the instructions as set out in the CRIA Guidance Document.

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 to 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

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2. What aspects of the policy/measure will affect children and young people up to age 18?

The policy shall impact children and young people up to the age of 18 years of age. However, it shall impact some children and young people to a greater extent, for instance care experienced children and young people.

3. What likely impact the policy/measure will have on children and young people?

The policy shall have a direct positive impact through incorporating awareness of care experienced children and young people's experiences within the work of the SPA and its scrutiny of Police Scotland. The Plan will also seek to represent the views of care experienced children and young people in decision making.

4. Which groups of children and young people will be affected? - Under the UNCRC, 'children' can refer to: individual children, groups of children, or children in general. Some groups of children will relate to the groups with protected characteristics under the Equality Act 2010: disability, race, religion or belief, sex, sexual orientation. 'Groups' can also refer to children by age band or setting, or those who are eligible for special protection or assistance: e.g. preschool children, children in hospital, children in rural areas, looked after children, young people who offend, victims of abuse or exploitation, child migrants, or children living in poverty. This list is not exhaustive.

Care experienced children and young people up to 18 years of age. It also affects those up to 26 years of age who are no longer being looked after by a local authority if they were in care on their 16th birthday or at any subsequent time.

5. Who is likely to be affected by the policy / practice? (Place 'X' in one or more boxes)

No impact on children

Communities

Partnerships

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5.1 Screening for Relevance to Children’s Rights – if the policy / practice is considered to have no potential for direct or indirect impact on children, a Children’s Rights Impact Assessment is not required. Provide information / evidence to support this decision below, then proceed to Section 9 of the form, *otherwise go to Section 5 and complete all sections.*

It has been decided NOT to complete a children’s rights impact assessment because

6, Children’s Rights Impact Assessment – Consider which rights / freedoms, if any, are likely to be protected or infringed?

6.1 Rights / Freedoms Relevant to Policing	6.2 Assessment Protects and / or Infringes or Not Applicable	6.3 Analysis What evidence is there as to how the process / practice protects or infringes Children’s Rights.	6.4 Justification – Summarise the following: <ul style="list-style-type: none"> • Legal Basis • Legitimate Aim • Necessity
<p>Article 1 Definition of the child. Everyone under the age of 18 has all the Rights in the Convention.</p>	Protects	The Plan covers care experienced children and young people under the age of 18. It also covers those up to 26 years of age who are no longer being looked after by a local authority if they were in care on their 16 th birthday or at any subsequent time.	<p>Legal Basis - Children and Young People (Scotland) Act 2014</p> <p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>
<p>Article 2 Non-discrimination. The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say,</p>	Protects	As a public body, we are held to the standards by the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (Amended in 2015 and 2016).	<p>Legal Basis - Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (Amended in 2015 and 2016)</p> <p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>

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<p>whatever their family background.</p>			
<p>Article 3 Best interests of the child. The best interests of the child must be a top priority in all decisions and actions that affect children.</p>	<p>Protects</p>	<p>Per the Children and Young People (Scotland) Act 2014, being a Corporate Parent constitutes “an organisation’s performance of actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leaver, and through which physical, emotional, spiritual, social and educational development is promoted.” By this definition, the best interests of a child shall be considered in all decision-making.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014 Legitimate Aim – Public body statutory duty Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>
<p>Article 4 Implementation of the Convention. Police Scotland must do all they can to make sure every child can enjoy their rights by creating systems and passing laws that promote and protect children’s rights.</p>	<p>Protects</p>	<p>The Plan shall ensure that the SPA are meeting the requirements of a Corporate Parent as described in the Children and Young People (Scotland) Act 2014, as well as overseeing Police Scotland to ensure they are meeting these requirements. The Plan is also proactive in nature to ensure care experienced children and young people’s rights are being upheld, and will be reviewed annually in relation to new information and insights generated by its actions.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014 Legitimate Aim – Public body statutory duty Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>
<p>Article 5 Parental guidance and a child’s evolving capacities. Police Scotland must respect the rights and responsibilities of parents and carers to provide guidance and direction to their child as they grow</p>	<p>Not Applicable</p>		

<p>up, so that they fully enjoy their rights. This must be done in a way that recognises the child's increasing capacity to make their own choices.</p>			
<p>Article 6 Life, survival and development. Every child has the right to life. Police Scotland must do all they can to ensure that children survive and develop to their full potential.</p>	<p>Not Applicable</p>		
<p>Article 7 Birth registration, name, nationality, care. Every child has the right to be registered at birth, to have a name and nationality, and, as far as possible, to know and be cared for by their parents.</p>	<p>Not Applicable</p>		
<p>Article 8 Protection and preservation of identity. Every child has the right to an identity. Governments must</p>	<p>Not Applicable</p>		

<p>respect and protect that right, and prevent the child's name, nationality or family relationships from being changed unlawfully.</p>			
<p>Article 9 Separation from parents. Children must not be separated from their parents against their will unless it is in their best interests (for example, if a parent is hurting or neglecting a child). Children whose parents have separated have the right to stay in contact with both parents, unless this could cause them harm.</p>	<p>Not Applicable</p>		
<p>Article 10 Family reunification. Police Scotland must respond quickly and sympathetically if a child or their parents apply to live together in the same</p>	<p>Not Applicable</p>		

<p>country. If a child's parents live apart in different countries, the child has the right to visit and keep in contact with both of them.</p>			
<p>Article 11 (Abduction and non-return of children) Police Scotland must do everything they can to stop children being taken out of their own country illegally by their parents or other relatives, or being prevented from returning home.</p>	<p>Not Applicable</p>		
<p>Article 12 Respect for the views of the child. Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration</p>	<p>Protects</p>	<p>Per the Plan's LISTEN strand, the SPA shall conduct annual roundtables with care experienced children and young people to understand how policing services impacts upon their lives.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014</p> <p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>

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<p>proceedings, housing decisions or the child’s day-to-day home life.</p>			
<p>Article 13 Freedom of expression. Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.</p>	<p>Protects</p>	<p>Per the Plan’s LISTEN strand, the SPA shall conduct annual roundtables with care experienced children and young people to understand how policing services impacts upon their lives.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014</p> <p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>
<p>Article 14 Freedom of thought, belief and religion. Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Police Scotland must respect the rights and responsibilities of parents to guide their child as they grow up.</p>	<p>Not Applicable</p>		

<p>Article 15 Freedom of association. Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.</p>	<p>Not Applicable</p>		
<p>Article 16 Right to privacy. Every child has the right to privacy. The law should protect the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.</p>	<p>Not Applicable</p>		
<p>Article 17 Access to information from the media. Every child has the right to reliable information from a variety of sources, and governments should encourage the media to provide information that children can understand. Police</p>	<p>Not Applicable</p>		

<p>Scotland must help protect children from materials that could harm them.</p>			
<p>Article 18 Parental responsibilities and state assistance. Both parents share responsibility for bringing up their child and should always consider what is best for the child. Police Scotland must support parents by referring to support services for children and giving parents the help they need to raise their children.</p>	<p>Not Applicable</p>		
<p>Article 19 Protection from violence, abuse and neglect. Police Scotland must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or</p>	<p>Not Applicable</p>		

<p>anyone else who looks after them.</p>			
<p>Article 20 Children unable to live with their family. If a child cannot be looked after by their immediate family, Police Scotland 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>Not Applicable</p>		
<p>Article 21 Adoption. Governments must oversee the process of adoption to make sure it is safe, lawful and that it prioritises children's best interests. Children should only be adopted outside of their country if they cannot be placed with a family in their own country.</p>	<p>Not Applicable</p>		

<p>Article 22 Refugee children. If a child is seeking refuge or has refugee status, governments must provide them with appropriate protection and assistance to help them enjoy all the rights in the Convention. Governments must help refugee children who are separated from their parents to be reunited with them.</p>	<p>Not Applicable</p>		
<p>Article 23 Children with Disabilities. A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.</p>	<p>Not Applicable</p>		
<p>Article 24 Health, Water, Food and environment. Every child has the right to the best</p>	<p>Not Applicable</p>		

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<p>possible health. Richer countries must help poorer countries achieve this.</p>			
<p>Article 25 Review of treatment in care. 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 align="center">Protects</p>	<p>To monitor the needs of care experienced children and young people who are detained, this will be reported on within ICVS' annual report.</p> <p>To monitor and oversee the performance of Police Scotland as a Corporate Parent, this will be reviewed as part of the Policing Performance Committee.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014; Police and Fire Reform (Scotland) Act 2012, Chapter 16</p> <p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people. The Police and Fire Reform (Scotland) Act 2012 sets out the SPA's approach to monitoring how people are detained and how SPA keeps policing in Scotland under review.</p>
<p>Article 26 Social and Economic Help. Every child has the right to the best possible health. Richer countries must help poorer countries achieve this.</p>	<p align="center">Not Applicable</p>		
<p>Article 27 Food, Clothing, and a Safe Home. Every child has the</p>	<p align="center">Not Applicable</p>		

<p>right to the best possible health. Richer countries must help poorer countries achieve this.</p>			
<p>Article 28 Access to Education. Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child.</p>	<p>Not Applicable</p>		
<p>Article 29 Aims of Education. Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights and the people in their life.</p>	<p>Not Applicable</p>		
<p>Article 30 Children from minority or indigenous groups. Every child has the right to learn and use the language,</p>	<p>Not Applicable</p>		

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customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.			
Article 31 Rest, Play, Culture, Arts. Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.	Not Applicable		
Article 32 Protection from Harmful Work. We must protect children from economic exploitation and work that is dangerous or might harm their health, development or education.	Not Applicable		
Article 33 Protection from Harmful Drugs. We must protect children from all forms of harmful drugs.	Not Applicable		

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<p>Article 34 Protection from Sexual Abuse. We must protect children from all forms of sexual abuse and exploitation.</p>	<p>Not Applicable</p>		
<p>Article 35 Prevention from Sale & Trafficking. We must protect children from being abducted, sold or moved illegally to a different place in or outside their country for the purpose of exploitation.</p>	<p>Not Applicable</p>		
<p>Article 36 Protection from Exploitation. We must protect children from all other forms of exploitation, for example the exploitation of children for Political activities, by the media or for Medical research.</p>	<p>Not Applicable</p>		
<p>Article 37 Children in Detention. Children must not be tortured, suffer</p>	<p>Protects</p>		<p>Legal Basis - Children and Young People (Scotland) Act 2014; Police and Fire Reform (Scotland) Act 2012, Chapter 16</p>

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<p>other cruel or degrading treatment or punishment. Children should be arrested, detained or imprisoned only as a last resort and for the shortest time possible.</p>		<p>To monitor the needs of care experienced children and young people who are detained, this will be reported on within ICVS' annual report.</p>	<p>Legitimate Aim – Public body statutory duty Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people. The Police and Fire Reform (Scotland) Act 2012 sets out the SPA's approach to monitoring how people are detained.</p>
<p>Article 38 War and armed conflicts. Police Scotland must do everything they can to protect and care for children affected by war and armed conflicts.</p>	<p>Not Applicable</p>		
<p>Article 39 Recovery from trauma and reintegration. Children who have experienced neglect, abuse, exploitation, torture or who are victims of war must receive special support to help them recover their health, dignity, self-respect and social life.</p>	<p>Protects</p>	<p>According to Who Cares? Scotland, 84% of children were referred to the Children's Hearing System on care and protection groups in 2019/20. 'Lack of parental care' was the most common ground for referral. Subsequently, the experiences highlighted in Article 39 could refer to those of many care experienced children and young people. The ethos of the Plan is to support these children and young people, and thus that right is protected.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014 Legitimate Aim – Public body statutory duty Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>
<p>Article 40 Juvenile justice. A child accused or</p>	<p>Protects</p>		<p>Legal Basis - Children and Young People (Scotland) Act 2014; Police and Fire Reform (Scotland) Act 2012, Chapter 16</p>

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<p>guilty of breaking the law must be treated with dignity and respect. They have the right to legal assistance and a fair trial that takes account of their age.</p>		<p>To monitor the needs of care experienced children and young people who are detained, this will be reported on within ICVS' annual report.</p>	<p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people. The Police and Fire Reform (Scotland) Act 2012 sets out the SPA's approach to monitoring how people are detained.</p>
<p>Article 41 Respect for higher national standards. If a country has laws and standards that go further than the present Convention, then the country must keep these laws.</p>	<p>Not Applicable</p>		
<p>Article 42 Knowledge of rights. Police Scotland must actively work to make sure children and adults know about the Convention.</p>	<p>Protects</p>	<p>Per the LEARN strand, this Plan aims to ensure that all members of staff are aware of their duties via training and awareness sessions with external organisations.</p>	<p>Legal Basis - Children and Young People (Scotland) Act 2014</p> <p>Legitimate Aim – Public body statutory duty</p> <p>Necessity – As a public body, the SPA has a duty under the aforementioned legislation to ensure that any work undertaken related to children does not adversely impact care experienced children and young people.</p>
<p>Optional Protocol 1. The sale of children, child prostitution and child pornography.</p>	<p>Not Applicable</p>		

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Optional Protocol 2. The involvement of children in armed conflict.	Not Applicable		
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7. Have you consulted with relevant partnerships? - This would include public or targeted consultations with children and young people, their parents/carers and the children’s workforce.

8. Have you involved children and young people in the development of the policy/measure? - Is there enough information on the views of the children and young people who will be affected by the policy/measure that enables you to make an informed assessment of impact?

9. Decision – Decide how you will proceed in light of what your analysis shows (Place ‘X’ in appropriate box)

9.1	Actual or potential unlawful discrimination and / or unlawful interference with child rights have been identified, which cannot be justified on legal / objective grounds. Stop and consider an alternative approach.	<input type="checkbox"/>
9.2	Proceed despite a potential for discrimination and / or interference with children’s rights that cannot be avoided or mitigated but which can and have been justified on legal / objective grounds.	<input type="checkbox"/>
9.3	Proceed with adjustments to remove or mitigate any identified potential for discrimination and / or interference in relation to our equality duty and / or children’s rights respectively.	<input type="checkbox"/>
9.4	Proceed without adjustments as no potential for unlawful discrimination / adverse impact on equality duty or interference with children’s rights has been identified.	<input checked="" type="checkbox"/>

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10. 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.

11. 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

12. Management Log

12.1 CRIA Author Log

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

12.2 Quality Assurance Log					
Name and Designation		Date		Document Version	
Comments					
Name and Designation		Date		Document Version	
Comments					
Name and Designation		Date		Document Version	
Comments					

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

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

12.4 Publication of CRIA 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					

DRAFT

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

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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?

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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"/>
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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

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		<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

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		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

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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		

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Protocol 1, Article 1 Protection of Property	Not Applicable		
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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

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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					

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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				