

Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1 Details of the Proposal

A. Title of Proposal:	To reduce the council funded police Community Action Team back to its original complement of officers, so that it remains sustainable and offers continued value for money within a tight budget settlement.
B. What is it?	A new Policy/Strategy/Practice/Project ☐ A revised Practice x
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate))	In 2013 Police Scotland was established and the 8 legacy forces in Scotland ceased to exist. The Scottish Borders had been a division in the former Lothian and Borders Police and at that time had the full spectrum of resources based locally. The HQ was in Hawick. Under Police Scotland the Scottish Borders became part of a new division that included Mid, East and West Lothian. The resource allocation was adjusted to meet the wider divisional need resulting in a re balancing within the Borders. It was recognised that resources the Scottish Borders assigned to community policing did not match those that

	had been present under the legacy structure. In 2018 the council began funding a sergeant and six constables, this increased to two sergeants and 12 constables in 2019. These officers are known as the Community Action Team. The purpose of the increase was to give more uniformity in the number of officers that could be deployed at any given time. A tasking group of 12 elected members and council officers was established who meet monthly. Activity has been aligned to the Local Policing Plan and council Community Plan. Tasks are identified through analysis and elected members contribute through matters they raise of concern to constituents. A monthly and quarterly performance reporting is prepared and circulated. Adjustments in police numbers nationally, a challenging budget settlement and recognition that Police Scotland are responsible for law enforcement has resulted in a decision to adjust the CAT number down to a sergeant and six constables. In part the council does not want to artificially inflate police numbers when Police Scotland is re balancing divisional allocations. The council is also operating within a tight financial envelope. The revised CAT will be based around a three year Service Level Agreement with a break point after years one and two. Given the reduction of 50% there is inevitable going to be an adjustment in what can be achieved. Parking and
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	antisocial behaviour associated with quality of life remain ongoing priorities. There remains an opportunity to use analysis to task the CAT resources and for members to contribute to the process. Police Scotland already have officers on 24/7 response and community teams across the Borders. The CAT supplement these officers in being dedicated to community issues. Policing will be maintained regardless of the existence of the CAT given the function is set out in legislation (<i>The Police & Fire Reform (Scotland) Act 2012</i>). What may receive less attention are parking and low-level quality of life issues.
D. Service Area: Department:	Social Work Safer Communities & Homelessness
E. Lead Officer: (Name and job title)	Graham Jones Group Manager - Safer Communities & Homelessness
F. Other Officers/Partners involved: (List names, job titles and organisations)	Wendy Marsden - Partnership Analyst, SBC Stuart Fletcher – Chief Inspector, Police Scotland Julie Pirone – Elected Member, SBC
G. Date(s) IIA completed:	20/02/2024

Section 2 Will there be any impacts as a result of the relationship between this proposal and other policies?

Yes *(please delete as applicable)*

If yes, - please state here:

Local Policing Plan and council Community Plan.

Section 3 Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010?

(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)

The proposal does not alter the requirements on the delivery of policing locally under *The Police & Fire Reform (Scotland) Act 2012*.

Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	The Chief Constable is responsible for the allocation of sufficient resources to a particular area. The CAT officers supplement the authorised establishment and are there to augment core resources. The police themselves have operational independence and allocate resources based upon demand, threat, risk and harm.
B. Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	Policing should be impartial so all sectors of the community should receive the same level of service.
C. Foster good relations? <i>(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)</i>	All police officers should have a broad awareness of diversity matters. Given that policing is <i>by consent</i> every interaction should be of importance in maintaining community trust and cooperation.

	The core policing operation is 24/7, 365 days a year. Local areas can request assistance by specialist officers when additional resource is required.
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3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	x			
Disability A physical or mental impairment that has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities. This may be visible or invisible, progressive or recurring.	x			
Gender Reassignment anybody who is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.	x			
Marriage or Civil Partnership people who are married or in a civil partnership	x			

Pregnancy and Maternity (refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth),	x			
Race: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
Religion or Belief: different religious or philosophical beliefs, customs (including atheists and those with no aligned belief) e.g. Christianity, Islam, Hindu, pacifism, vegetarianism, gender critical.	x			
Sex women and men (girls and boys)	x			
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
3.3 Fairer Scotland Duty This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions. The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.				

Is the proposal strategic?

Yes *(please delete as applicable)*

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.	x			
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies	x			
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport), see rural proofing guidance	x			
Socio-economic Background – social class i.e. parents' education, employment and income	x			
Care experienced people	x			
Carers paid and unpaid including family members	x			

Homelessness	x			
Addictions and substance use	x			Police Scotland will continue to tackle issues concerning substance misuse.
Those involved within the criminal justice system	x			While the CAT officers should be focussed on tasks supported by elected Members which will invariably involve the detection of crimes and offences, this is core business links to the wider policing response.

3.4 Armed Forces Covenant Duty (*Education and Housing/ Homelessness proposals only*)

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.

This relates to current and former armed forces personnel (regular or reserve) and their families.

Is the Armed Forces Covenant Duty applicable?

No

If "Yes", please complete below

Covenant Duty	How this has been considered and any specific provision made:
The unique obligations of, and sacrifices made by, the armed forces; The <u>MOD Statutory Guidance</u> gives the following examples: • Danger	

• Geographical Mobility • Separation from Family • Service Law • Unfamiliarity with Civilian Life • Hours of Work • Stress	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

No *(please delete as applicable)*

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

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No, a full integrated impact assessment is not required, the CAT has been incrementally reduced in line with its original resource profile. Police Scotland are the law enforcement agency, and the Chief constable has responsibility for adequate resourcing as set out in legislation. Performance is assessed against the Local Policing Plan bi-annually.

Signed by Lead Officer:	Graham Jones
Designation:	Group Manager – Safer Communities & Homelessness
Date:	20/2/2024
Counter Signature Director:	Jenni Craig
Date:	February 2024