

Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1 Details of the Proposal

A. Title of Proposal:	Scottish Borders Council funded police Community Action Team (CAT) de-commissioning.
B. What is it?	Ceasing to fund a sergeant and 6 Constables known as the Community Action Team
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))	The Police CAT was established in 2018 and reached its full complement of staff in 2019. At that time the CAT consists of 2 sergeants and 12 constables, which formed two teams. As part of a new Service Level Agreement that commenced in April 2024, Police Scotland sought full cost recovery. Given the increase in cost elected members agreed to fund a sergeant and six constables. This would increase in line with police pay awards. The reduction in number reflected the wider council budget pressure and need for diligence around the use of public money. This change took the complement of CAT officers down to the level of when it was first established.

	The fiscal situation has not improved, and a decision is being considered to cease funding the CAT. It is of note that CAT officer numbers are in addition to the authorised establishment for the area, set nationally by Police Scotland. The intention is for a reoccurring cashable saving to be made by de-commissioning the CAT. Police Scotland have a requirement to provide a local policing service and work towards the local policing plan for the Scottish Borders.
D.	Resilient Communities
E. Lead Officer: (Name and job title)	Jenni Craig Director
F. Other Officers/Partners involved: (List names, job titles and organisations)	Graham Jones Group Manager – Safer Communities & Homelessness
G. Date(s) IIA completed:	January 2025

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

No
The CAT are a small part of the wider Police Scotland resource footprint in the Borders and therefore the activity of the remaining, community, response and specialist officers will continue to deliver a policing service to the community and work across and within partnerships.

Section 3 Legislative Requirements

3.1 Relevance to the Equality Duty:	
Do you believe your proposal has any relevance under the Equality Act 2010?	
No, Police Scotland already complies with the requirement.	
Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	The CAT resources contribute to the wider policing effort though are only a part. Given they are supernumerary to the authorised establishment the impact should be minimal.
B. Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	Elected members and the council partnership analyst directed the work of the CAT. The assessments on priority locations can still be undertaken to highlight areas of concern and deploy other police resources, such as community officers to the area.
C. Foster good relations? <i>(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)</i>	Irrespective of what part of Police Scotland officers come from they will be trained and guided through internal policies and procedures on working with different individuals and groups in the community.

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			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.

Marriage or Civil Partnership people who are married or in a civil partnership	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
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			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used, such as interpretation.
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
Sex women and men (girls and boys)	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent

				experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			The CAT are a small part of the wider policing resource in the Borders. They act in an impartial way without fear or favour. All members of the community should expect a consistent experience when they meet the police. Appropriate adults, third party reporting sites and reporting through online, phone or in person can be made. Adjustments can be made for physical impairment, or language used.
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? No, these resources have been in addition to the officer resource allocation for the Borders and as a proportion are small. The police retain operational independence.				
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	Positive	Negative	

	Impact	Impact	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			This is not an area that the police have a direct link to leverage financial resources.
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			This is not an area that the police have a direct link to leverage.
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)	x			This is not an area that the police have a direct link to leverage.
Socio-economic Background – social class i.e. parents' education, employment and income	x			This is not an area that the police have a direct link to leverage.
Looked after and accommodated children and young people	x			This is not an area that the police have a direct link to leverage financial resources.
Carers paid and unpaid including family members	x			This is not an area that the police have a direct link to leverage.
Homelessness	x			This is not an area that the police have a direct link to leverage.
Addictions and substance use	x			The Alcohol and Drugs Partnership and NHS Borders are key partners for Police Scotland and will continue to work together to ensure effective service delivery for those in this group. There is an arrest referral scheme for people entering police custody and an alcohol brief intervention process. Enforcement of drug legislation is a key activity.

Those involved within the criminal justice system	x			Police Scotland work with partners on prevention, whether Youth Justice or community Justice. They are bound by legislation to participate.
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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 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.

The CAT are a small part of the wider Police Scotland resource profile in the Borders. Police resources are allocated to divisions on an equitable basis using a demand formula. CAT officers’ area supernumerary. There is a legal duty around the delivery of policing services, and Police Scotland are strategic partners across a range of established groups. They participate in the formulation of plans and strategies that have area wide impact and participate in their delivery.

The recent purchase of mobile cameras and the upgrade to the town centre CCTV will act as a mitigating factor. There remains scope to broaden out the approach to antisocial behaviour through collaboration and a greater focus on prevention.

The council has an active flow of information between the Antisocial Behaviour Unit and police enabling joint ventures to be undertaken to address common problems within the community. There is a partnership Core Group to look at individual cases, predominantly neighbour related complaints.

The CAT officers have provided a degree of on street parking enforcement, work is underway within the council to agree a sustainable approach to both on street and off-street parking enforcement that is not reliant on police resources.

Signed by Lead Officer:

Graham Jones

Designation:	Group Manager - Safer Communities & Homelessness
Date:	29 January 2025
Counter Signature Director:	Jenni Craig
Date:	31 March 2025