

This template summarises the key decisions/actions taken in the EHRIA, and has been separated from the full EHRIA document for publication on the SPS external website in compliance with statutory requirements.

Background	
Title of the Policy	The Purposeful Activity Framework "Improving the delivery of Purposeful Activity within the SPS. A framework for change"
EHRIA Lead Person	Head of Purposeful Activity Manager
Date EHRIA completed	29 December 2016
Review date and frequency	No review date required on the strategic framework document all the various strands will have equality at their core and be impact assessed
Is this a new or revised policy/practice?	New <input checked="" type="checkbox"/> Revised <input type="checkbox"/>

Scoping	
What are the aims of this policy/practice?	As the Purposeful Activity (PA) programme progressed it has become clear that both "the Organisational Review" and "the SPS Strategy for Purposeful Activity" do not fully link or cover key recommendations from the original Justice Committees review of Purposeful Activity. In addition, the operating and fiscal environment has significantly changed since the original strategic review documents were endorsed and therefore the operating environment has changed and there is a need to focus our actions on delivering prioritised change.
WHO did you consult with?	This document (the PA Framework) is considered to be a "How we do it" document. It translates the recommendations made in both The Organisation Review and the PA strategy document which were completed following comprehensive consultation exercises and research being undertaken, all of which informed and shaped their direction and recommendations. The PA Framework takes these documents and operationalises them. In developing this framework we recognise that each project within the PA programme seeks to engage and consult with relevant professional bodies, stakeholders and partners. In developing

	<p>this Framework document we consulted with a variety of people both within SPS and externally. SG representatives, Legal Policy, TUS, Heads of Offender Outcomes, SPS research, OD Representatives, PA Project leads, Divisional Heads external peer reviewers. We also recognise that further work needs to undertake as the actions committed to in this document are developed further towards implementation.</p>
<p>WHAT did you learn?</p>	<p>The document has been through a number of versions. As a consequence of the drafting process we learned the following.</p> <ul style="list-style-type: none"> • In previous versions it was not clear who the document was targeted at. Specifically who the readership was intended to be. • It therefore tried to do too many jobs and over described some aspects while making assumptions in respect to people’s knowledge. • It regurgitated much of the evidence gathered and used in both the Organisational Review and the PA Strategy document and as a consequence had become a large and significant document. • It had become repetitive in nature. • The document did not include a strong enough statement about our intentions to place equality at the core of our Business. • The actions developed were repeated for establishments and HQ rather than one set of actions are developing by HQ and then implemented by Establishments. • It did not make a strong enough link between the projects of work and the future delivery of PA. • Originally there was no PA model or link to the holistic model. • Various sections had been written and contributed to by a significant number of writers and as such the sections did not flow because of a mixed writing style. • It projected a negative impression of the present and future delivery of PA. <p>In summary, we learned through feedback from our steering group and peer reviewers that we needed to re-focus the document, reduce its size, make clear equality statements, be exact about what we want and who should do it and importantly make sure the document sets a direction for all.</p>
<p>HOW will this shape your policy/practice?</p>	<p>The document has been re written and re shaped to address the learning highlighted above. The document now has a clear readership in mind. It is</p>

	<p>a strategic document which translates “What we are going to change” (previously made in the Organisational Review and the Purposeful Activity Strategy). Into the “How we are going to do this” This document shapes the future delivery and places rehabilitation at the core of our Business while ensuring that the SPS vision of transformational change is led by an asset based person centred approach.</p> <p>It places the person and individual at the core of the future development of PA. While seeking to deliver the key recommendations which the SPS has previously been either tasked to deliver or committed to delivering.</p>
<p>What quantitative and/or qualitative evidence as well as case law relating to equality and human rights have you considered when deciding to develop new or revise current policy/practice?</p>	<p>This framework document recognises the difference between the Organisational Review and PA reviews. It builds on the evidence and experience gained from these comprehensive review documents. Central to the development of this Framework document was the input and influence given by SPS Research Branch and SPS Legal Policy. This framework document recognises that each individual strand of work relating to the PA programme will be subject to individual impact assessment however the following documents were reviewed in the development of this framework;</p> <ul style="list-style-type: none"> • The Justice Committees review of PA • The Organisational Review • Delivering a strategy for Purposeful Activity in the Scottish Prison Service • The Justice Strategy • The National Performance Framework • The SPS Prisoners and Staff surveys • The SPS Learning and Skills Strategy • The PA Programme Vision • The Prison and Young Offenders Institution (Scotland) Rules 2011 • HMIP Reports

<p>Impact Will the impact and outcomes of the new/revise policy/practice:</p>	
<p>Contribute to eliminating discrimination, harassment and victimisation? E.g.</p>	<p>POSITIVE: It will contribute to eliminating discrimination, harassment, victimisation <input checked="" type="checkbox"/></p>

<ul style="list-style-type: none"> • Raise awareness of our SPS vision and values for equality and diversity • Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity 	NO EFFECT: It will have no effect on discrimination, harassment and victimisation <input type="checkbox"/>
	NEGATIVE: It will make discrimination, harassment and victimisation worse <input type="checkbox"/>
Advance equality of opportunity between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> • Remove or minimise disadvantage • Meet the needs of equality groups that are different from the needs of others, encourage participation in public life 	POSITIVE: It will advance equality of opportunity <input checked="" type="checkbox"/>
	NO EFFECT: It will have no effect on equality of opportunity <input type="checkbox"/>
	NEGATIVE: It will reduce equality of opportunity <input type="checkbox"/>
Foster good relations between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> • Tackle prejudice • Promote understanding 	POSITIVE: It will foster good relations <input checked="" type="checkbox"/>
	NO EFFECT: It will have no effect on good relations <input type="checkbox"/>
	NEGATIVE: It will cause good relations to deteriorate <input type="checkbox"/>
Ensure Human Rights Compliance?	It will uphold human rights articles. <input checked="" type="checkbox"/>
	It will breach human rights articles. <input type="checkbox"/>

Please summarise the results of the Equality & Human Rights Impact Assessment, including the likely impact of the proposed policy/practice advancing equality and human rights.

<p>Positive Impacts</p> <p>Protected characteristics affected: Age, Race, Sex, Disability, Gender Identity, Religion or Belief, Sexual orientation, Maternity and Pregnancy, Marriage and civil partnership, Socio-economic groups, Human rights compliance.</p> <p>All groups will be treated the same, the framework clearly acknowledges the diversity of our population and our commitment to adhere to the SPS’s responsibility under the Equality Act. In addition the Framework will action key aspects of work which will require establishments to provide a regime based on a detailed and developing understanding of the needs of its population (a true person centred approach). It will also seek to drive the shift from quantity to quality activities. It will gradually over time shape the activities which are allocated to each prisoner with a clear focus on helping individuals become better citizens, maximising engagement and ensuring that individuals have opportunities to develop.</p>
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Negative Impacts

Protected characteristics affected:

Impact	Mitigation
<p>The introduction of the framework document does not highlight any negative impacts. However it may introduce consequential changes which as yet the full impact is unknown and therefore may be identified in consequential impact assessments.</p> <p>The framework seeks to increase engagement and maximise participation in PA. Currently we do not have 100% participation and we already have prisoners who do not want to engage or are not willing to engage.</p> <p>The introduction of specific aspects of project work may bring wider impacts to individuals, however the development and implementation of this framework and direction alone do not bring significant individual changes.</p>	<p>This framework does not change this fact rather it supports us use our resources to maximum effect. The framework highlights that not all prisoners can and should work. It makes a link between case management and the allocation of appropriate activities. It does not change any policies and procedures in relation to requirements in prison rules not the SPS wages policy.</p>

Recommended course of action

<p>Outcome 1: Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.</p>	<input checked="" type="checkbox"/>
<p>Outcome 2: Proceed with adjustments to remove barriers identified for discrimination, advancement of equality of opportunity and fostering good relations or breach of human rights articles.</p>	<input type="checkbox"/>
<p>Outcome 3: Continue despite having identified some potential for adverse impact or missed opportunity to advance equality and human rights (justification to be clearly set out).</p>	<input type="checkbox"/>
<p>Outcome 4: Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.</p>	<input type="checkbox"/>

Summary of Outcome decision and Recommendations

This Equality and Human Rights Impact Assessment has discovered no evidence that PA framework will be discriminatory or will breach any article or protocol in the Human Rights Acts, the framework supports the principle that all people in our care will be treated as equals.

The framework outlines the link between individual case management and participation in activities although there were concerns the some prisoners will not engage or are not willing to engage in purposeful activities, if a prisoner decides not to engage they will be directed by case management to the most appropriate intervention (work, education etc.)To ensure the individual is occupied until they themselves decide to engage.

SPS staff will be trained to deliver new aspects of work, this will maximise the impact of each initiative.

Summary of Outcome decision and Recommendations

There will be a link between the SPS Business cycle, establishment plans based on delivering purposeful activities to meet the needs of their population and training opportunities ran by the Scottish Prison Service College.

Next steps

This is a high level strategic framework document which commissions a range of further work.

Each strand of work of work will go through a process of monitoring for fairness, eliminating discrimination, advancing equality of opportunities and fostering good relations between those who share a protected characteristic and those who do not and not breach any human rights articles.

If you require this document in an alternative format, please contact SPSEqualityandDiversityTeam@sps.pnn.gov.uk