

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	Scottish Prison Service Canteen Review Project
EHRIA Lead Person	Prisoner's Canteen Project Executive Manager, Operations Directorate
Date EHRIA completed	
Review date and frequency	As per action plan
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?	We are introducing a standard system across the public sector prisons for the procurement of canteen products from a national contract. The new policy and practice will lead to improved efficiency for canteen management, standardised pricing and provision of products. Provide prisoners with an opportunity to be part of the process Provide a comprehensive range of products that will satisfy the needs of the whole prison population.
WHO did you consult with?	Prisons Equality and Diversity Managers Health and Wellbeing Manager Prisoners focus groups Canteen Managers NHS Partners National Offender Management Service (NOMS) externally suppliers Families Outside West of Scotland Regional Equality Council, Scottish Disability Equality Forum Scottish Transgender Alliance
WHAT did you learn?	Understand of requirements to provide products that met health, gender, ethnic and culture needs of the prison population. Gave an understanding of the range of products that prisoners expect will be available from the canteen

Scoping	
	<p>The system in England prisons that was piloted in HMP Polmont was not suitable for the SPS.</p> <p>A fair pricing policy was required due to concerns on Prisoners wages,</p> <p>Families being put under pressure to supply money to support prisoners wages</p> <p>It was important to not give prisoners what appear to be cheaper products in Prison compared to the community, so they would not be prepared for release</p>
HOW will this shape your policy/practice?	<p>Key factors in determining products with a system to change the products to suit populations in each prisons</p> <p>A standardise price throughout the SPS.</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>Procurement legislation, Prison Rules, Equality Act 2010, SPS Finance Policy, H&S and Fire guidance and Prison Health improvement frame work (Better Health better lives). Prisoner Surveys, Prisoner Complaints, results from Prisoner Focus Groups.</p>

Impact	
Will the impact and outcomes of the new/revised policy/practice:	
<p>Contribute to eliminating discrimination, harassment and victimisation?</p> <p>E.g.</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 	<p>POSITIVE:</p> <p>It will contribute to eliminating discrimination, harassment, victimisation <input checked="" type="checkbox"/></p>
	<p>NO EFFECT:</p> <p>It will have no effect on discrimination, harassment and victimisation <input type="checkbox"/></p>
	<p>NEGATIVE:</p> <p>It will make discrimination, harassment and victimisation worse <input type="checkbox"/></p>
<p>Advance equality of opportunity between those who share a protected characteristic and those who do not?</p> <p>E.g.</p> <ul style="list-style-type: none"> • Remove or minimise disadvantage 	<p>POSITIVE:</p> <p>It will advance equality of opportunity <input checked="" type="checkbox"/></p>
	<p>NO EFFECT:</p> <p>It will have no effect on equality of opportunity <input type="checkbox"/></p>

Impact Will the impact and outcomes of the new/revised policy/practice:	
<ul style="list-style-type: none"> Meet the needs of equality groups that are different from the needs of others participation in public life 	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, Gender, Disability, Religion or Belief, Maternity and Pregnancy, Marriage and Civil partnership, Socio economic groups, Human Rights Compliance.</p> <p>The full prison population has been considered and a range of products with a fair pricing policy, this was done by the results of 15 different prisoners group baskets the results provided the following</p> <ul style="list-style-type: none"> Health options that will support disabled, trying to lose weight, training plans and older Prisoners Religious & culture products that will support different religious needs Non UK countries options for foreign nationals Gender options Process to change if establishments population changes dramatically (4/5 of population should always be supported Option to change and include sessional products (e.g. summer, Christmas & Ramadan) Range of cost options (Low, med or high) Community based comparison to support prisoners on release Design of a pictorial catalogue that will be available for all prisoner to understand what is available <p>Prison Officers will support prisoners in completing orders and budgeting</p> <p>Full Catalogue will be available to select from, standardised canteen sheets will allowed for this option to be operated..</p>

Positive Impacts

Prisoner canteen group will be supported by health professional and overseen for fairness by senior prison manager

Negative Impacts

Protected characteristics affected: Age, Disability, Gender Identity, Socio-economic group

Impact

Mitigation

Community based comparison could be more expensive

The lowest wage in Prison is not comparable to the living wage in the community, where phone, postal and sundry items are. Certain canteen items will elevate this unfairness

Health option could be more expensive

Zero VAT on health options, health road shows to encourage prisoners to select health options

Prison Population could change

3 monthly prisoner groups to decide on what is best for next 3 months (these groups should consider of people with protected Characteristic groups)

Canteen information only in English

Development of pictorial,/easy read catalogue, and order forms in requested translated languages will be available Prison Officer will support prisoners.

Prisoners on punishment or refusing to work will be disadvantaged because of their reduced wage

Prisoners are putting themselves into this position, as with unemployed in the community, a low cost option will be available for prisoners in this group.

Prisoner on remand who families cannot support them because they live in social deprived areas

A low cost option will be available

Transgender Prisoners having to purchase items that one sex might have purchased where they might need to purchase both. (Hair removal / make up)

A low cost option will be available

Recommended course of action

Outcome 1: Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.



Recommended course of action

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.

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).

Outcome 4: Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.

Summary of Outcome decision and Recommendations

The Equality and Human Rights Impact Assessment (EHRIA) has shown that the objectives of the project to provide a system that is inclusive of the whole Prison population, with processes that can change with the population or seasons or religious events. A process that is supported by the service user.

Pricing policy that will be the same in each establishment and that is fair in comparison to the prisoner wages

A process that is understood by every prisoner (pictorial catalogue will be available in every area of the prison)

No potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.

It is expected that the most significant impacts, and the most positive impacts, will be on the majority of prisoners giving a wide range of options and prices

Possible negative effects have been identified for prisoners whose first language is not English, have health issues, are on punishment or refusing to work, who live in a socially deprived area or are a Trans Person in Prison, a new low cost option will be available and support and encouragement from health professionals will be available at prisoner group decisions on the standard lists of items which will be overseen by a senior SPS Manager.

The original project outcomes were based on the principles of an asset-based approach and a desistance-focused one that would support prisoners returning to the community, this has evolved into one that supports prisoners in prison where the prisoner wages are in comparison to the living wage in the community are equal. However, this will be explained to prisoners.

This project does not relate to an area where there are known inequalities and does not impact upon any other process which will affect service users.

This project should not therefore have a detrimental effect on any protected characteristics in the Equality Act or any Human Rights Articles.

Next steps

- Easy Read/ Pictorial catalogue to be available in each area of each prison. So prisoners with reading, counting or slight difficulties can easily access canteen products

Next steps

- Translation to be provided on request (SPS Translation contract)- so Prisoners who first language is not English can easily understand what is available at the canteen products
- Monitor complaints, request, new products and standard canteen sheet changes by Prisoner canteen group - to check for fairness

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