

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	Change to Approved Bus Stop
EHRIA Lead (role)	Head of Residential
Date EHRIA completed	15.08.2016
Review date and frequency	N/R
Is this a new or revised policy/practice?	New <input type="checkbox"/> Revised <input checked="" type="checkbox"/>

Scoping	
What are the aims of this policy/practice?	To manage the relationships between the establishment and the local community, relating to prisoners accessing the community. Ensuring that there is a safe and sound process of prisoners accessing/exiting the establishment when utilising public transport. Minimising the impact on the daily routine of the village of Longforgan.
WHO did you consult with?	Consultation was with the E&D manager, residential officers, the Trade Union Side, HR and local public transport providers.
WHAT did you learn?	There would be little impact on bus timings at the proposed stops and are easily accessible. The distance to the approved bus stops is a slight increase over the existing routes. Measures will be required to assist those with applicable disability markers get to and from the stops when they access the community. There is a recognised footpath from the establishment to the approved stops.
HOW will this shape your policy/practice?	Not felt to be necessary, process is fundamentally unchanged other than the location of the bus stops.
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?	Not felt to be necessary, process is fundamentally unchanged other than the location of the bus stops.

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<p>Impact Will the impact and outcomes of the new/revised policy/practice:</p>	
<p>Contribute to eliminating discrimination, harassment and victimisation? 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: It will contribute to eliminating discrimination, harassment, victimisation <input type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on discrimination, harassment and victimisation <input checked="" type="checkbox"/></p>
	<p>NEGATIVE: 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? E.g.</p> <ul style="list-style-type: none"> • Remove or minimise disadvantage • Meet the needs of equality groups that are different from the needs of others participation in public life 	<p>POSITIVE: It will advance equality of opportunity <input type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on equality of opportunity <input checked="" type="checkbox"/></p>
	<p>NEGATIVE: It will reduce equality of opportunity <input type="checkbox"/></p>
<p>Foster good relations between those who share a protected characteristic and those who do not? E.g.</p> <ul style="list-style-type: none"> • Tackle prejudice • Promote understanding 	<p>POSITIVE: It will foster good relations <input type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on good relations <input checked="" type="checkbox"/></p>
	<p>NEGATIVE: It will cause good relations to deteriorate <input type="checkbox"/></p>
<p>Ensure Human Rights Compliance?</p>	<p>It will uphold human rights articles. <input checked="" type="checkbox"/></p>
	<p>It will breach human rights articles. <input type="checkbox"/></p>

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:</p>

Negative Impacts

Protected characteristics affected:

Impact	Mitigation

Recommended course of action

Outcome 1: Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.	<input type="checkbox"/>
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.	<input type="checkbox"/>
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).	<input type="checkbox"/>
Outcome 4: Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.	<input type="checkbox"/>

Summary of Outcome decision and Recommendations

The amendment to the existing practice is solely a 'relocation' of the approved bus stops for use by the prisoners accessing the community. Processes remain unchanged to assist those prisoners who have mobility issues and are unable to comfortably walk to these stops. The 'local driver' and taxis can be utilised. Whilst the distance to the approved bus stops is longer, it is not significantly so and therefore represents a change of location only regarding the existing process.

The change to the policy will be communicated to all prisoners through interactions with their personal officers, inclusion in the prisoner induction process and the associated induction booklet. Relevant information shall be posted on all relevant prisoner information boards throughout the establishment.

Those prisoners who have mobility issues will continue to be identified through PR2, NHS partners and staff interaction. Provision to transport these prisoners to and from applicable public transport stops/stations currently exist in the form of prison vehicles with a dedicated driver and the use of a local taxi company.

It is recommended that cognisance is taken of the additional time required to get to and from the approved bus stops and that timings on licence conditions reflect this accordingly.

Change to the approved stops should be reviewed in 6 months.

Next steps

Change to the approved bus stops to be adequately communicated to all relevant parties.
Ongoing review from prisoner perspective through the monthly prisoner forum meeting.
Formal review 6 months after introduction.

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