



Equality and Human Rights Impact Assessment Publication Document

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	Electro-Chromatic Doors
EHRIA Lead (role)	National Operations and Public Protection Manager
Date EHRIA completed	09 August 2022
Review date and frequency	August 2024 – or earlier if required.
Is this a new or revised policy/practice?	New <input checked="" type="checkbox"/> Revised <input type="checkbox"/>

Scoping
<p>WHAT are the aims of this policy/practice?</p> <p>To introduce 1 x electro-chromatic room (cell) door into each establishment within the Scottish Prison Service estate. Example of electro-chromatic door: Example</p> <p>Electro chromatic doors will be used to support the management of individuals in our care with who present with challenging behaviour and are located within Separation and Reintegration Units (SRU), and also those individuals with specific or additional care needs who are living within Residential areas.</p> <p>The use of electro-chromatic doors will contribute to:</p> <ul style="list-style-type: none"> improved face-to-face communication during times that it is not always possible to open a cell door, for example within the SRU; enhanced relationships between staff (including NHS colleagues etc.), and those in our care; improved safety for those in our care and staff when staff are interacting with an individual who is exhibiting violent or challenging behaviours; and a more efficient regime, particularly within the SRU environment, where quality and meaningful interaction can take place between staff and those in our care.
<p>WHO did you consult with?</p> <p>Consultation took place with key stakeholders including staff who have experience of working with the electro-chromatic doors. The use voice was also used to consult with those in our care who have been located in rooms which have an electro-chromatic door.</p> <p>The Europris Knowledge Management System was used to gain responses from other prison services in Europe.</p> <p>Consultation also took with Trade Unit Side (TUS) colleagues.</p>

WHAT did you learn?

The introduction of electro-chromatic doors in 4 pilot sites has been positive. Those in our care commented that their experience was positive which related to being able to experience enhanced communication with staff. Those in our care also commented that they felt less disturbed during the night when physical observations were taking place. Some individuals in our care stated that they had felt anxious prior to entering the room as they did not know about the electro-chromatic door, but this overcome by staff demonstrating how the door worked and this eased any anxieties.

Staff commented that they felt they were able to get a 'full picture' of what was happening in a room which was particularly helpful when being able to view and speak to individuals in our care while deescalating potential episodes of aggression or violence.

It was encouraging to hear from staff that being able to use the electro-chromatic door was not being used as a substitute for physically opening the door when this was possible.

HOW will this shape your policy/practice?

A set of indicators will be developed to monitor the use of the electro-chromatic doors and their impact on those in our care with protected characteristics which will meet the organisations obligations under the Equality Act 2010.

Key principles – such as (where possible) staff demonstrating the door prior to those in our care entering the room will also be embedded as practice.

A key ethos of the use of the electro-chromatic doors will be that where possible and safe to do so, the first option will always be to physically open the door and interact with an individual in our care.

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?

Evidence used included consultation with staff and those in our care who have had experience of being located in a room that is fitted with an electro-chromatic door.

In terms of law, consideration was given to the impact on protected characteristics as outlined in the Equality Act.

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 type="checkbox"/></p>
	<p>NO EFFECT:</p> <p>It will have no effect on discrimination, harassment and victimisation <input checked="" 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 • Meet the needs of equality groups that are different from the needs of others participation in public life. 	<p>POSITIVE:</p> <p>It will advance equality of opportunity <input type="checkbox"/></p>
	<p>NO EFFECT:</p> <p>It will have no effect on equality of opportunity <input checked="" type="checkbox"/></p>
	<p>NEGATIVE:</p> <p>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:</p> <p>It will foster good relations <input checked="" type="checkbox"/></p>
	<p>NO EFFECT:</p> <p>It will have no effect on good relations <input type="checkbox"/></p>
	<p>NEGATIVE:</p> <p>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> <p>The use of the electro-chromatic door will result in enhancement to protection of of the right to privacy if the door is kept opaque when those in our care are moving around the residential area.</p> <p>The door is perceived to have benefits for people with mental health concerns where enhanced face to face communication can take place in a meaningful manner which will support the right to health through positive engagement.</p> <p>Through positive engagement and use of the elctro-chromatic doors, it is considered positive that staff will be able to support individuals who are presenting with challenging or aggressive behaviour to the point that de-escalation of such behaviour can be achieved.</p>
<p>Negative Impacts</p> <p>Protected characteristics affected:</p> <p>In terms of right to privacy, there is a risk that this could be compromised should the door be left with the glass clear, thereby allowing others in the area to have direct sight of the inside of a room.</p>

Impact	Mitigation
There is a potential risk to the right to privacy as outline above.	As standard practice, staff will be reminded that at no time, should the door be left in such a way that would allow others in the area to have direct sight into the room.

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 checked="" 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

Following consultation with key stakeholders (including staff and those in our care), together with an evaluation of the pilot use of the electro-chromatic doors in 4 establishments, a Business Case will be submitted to install the electro-chromatic doors into the remaining 9 Scottish Prison Service establishments.

Next steps

A Business Case will be submitted to support the procurement and installation of electro-chromatic doors into one room (cell) within each establishment within the Scottish Prison Service estate.

If you require this document in an alternative format, please contact:
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