



COPFS EQUALITY IMPACT ASSESSMENT RECORD

Securing Justice: Our Strategic Plan for 2020-2023

Name of new/revised policy:	COPFS Strategic Plan for 2020- 2023
Purpose of policy:	The aim of our strategic plan is to outline COPFS's high level vision and objectives for the three year period to 2023.
Lead Equality Impact Assessment Officer:	xxxx
Team / Federation:	Corporate Communications
Email address:	xxxx
Others involved:	
Date assessment completed:	17 June 2020
Assessment record authorised by:	xxxx

This new / revised policy was fully assessed for any equality impact based on the General Equality Duty of the Equality Act (2010).

Background details about new policy / process

The plan details our overarching focus for this period which will be to deliver high quality casework, support our people and improve our service.

Summary of research and consultation carried out

A series of internal consultation events with employees were carried out in 2019 to inform the objectives and focus of the plan.

The draft plan was consulted on with senior leaders across COPFS including our equality champion. All COPFS equality ambassadors were consulted on the draft plan.

The following external organisations were consulted via email and invited to in-person consultation events:

Victim Support Scotland



Rape Crisis Scotland
Scottish Women's Aid
Children 1st
Children and Young Person's Commissioner
ASSIST
SHAKTI
Migrant Help
Trafficking Awareness Raising Alliance (TARA)
Age Scotland
Autism Network Scotland
BEMIS
Engender
Epilepsy Scotland
Equality Network
Scottish Trans Alliance
People First (Scotland)
SCoJeC

Equality Ambassadors contacted
(if none, please give reasons why)

All COPFS equality ambassadors were consulted covering the following characteristics:

Disability
Mental health
Carers
Migraine and epilepsy
Race
Refugees
Religion and belief
Jewish communities
Gypsy/ traveller community
Age
Gender
Transgender
LGBTQ

Key issues identified

(Note here if you conclude there are no equality issues relating to the new / revised policy)

We received feedback that we were not explicitly stating within the plan our commitment to recruiting a workforce which proportionately reflects the diversity of Scottish society.



I conclude that there are no other equality issues relating to the new strategic plan

Changes made to new / revised policy

We added an explicit reference to being an inclusive employer with a workforce which proportionately reflects the diversity of Scottish society.

Review process for policy

The strategic plan and progress against it will be reviewed on an ongoing basis by the executive board and senior executive team. The plan has a limited life of three years, when it will be superseded by a new strategic plan.

Send the completed form to: DiversityTeam@copfs.gov.uk

Further information

For further information about this impact assessment, please contact:

Equality Team
Policy Division
Crown Office
25 Chambers Street
Edinburgh
EH1 1LA

Alternatively send an email to DiversityTeam@copfs.gov.uk.

Assessment records can be made available in alternative formats or languages on request.