



## COPFS EQUALITY IMPACT ASSESSMENT RECORD

### Securing Justice: Our Strategic Plan for 2020-2023

<b>Name of new/revised policy:</b>	<b>COPFS Strategic Plan for 2020- 2023</b>
<b>Purpose of policy:</b>	The aim of our strategic plan is to outline COPFS's high level vision and objectives for the three year period to 2023.
<b>Lead Equality Impact Assessment Officer:</b>	xxxx
<b>Team / Federation:</b>	Corporate Communications
<b>Email address:</b>	xxxx
<b>Others involved:</b>	
<b>Date assessment completed:</b>	17 June 2020
<b>Assessment record authorised by:</b>	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 1<sup>st</sup>  
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](mailto: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](mailto:DiversityTeam@copfs.gov.uk).

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