

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	Physical Activity Readiness Questionnaire (PAR Q)
EHRIA Lead Person	Head of Purposeful Activity Strategy & Innovation
Date EHRIA completed	19/10/2015
Review date and frequency	15/7/16
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 ensure that within every establishment there is a standard assessment of each prisoner's state of readiness to engage with Physical Education.
WHO did you consult with?	<ul style="list-style-type: none"> • All PE departments were consulted • Prison Officer Association's • National Prisoner health improvement Group • Health advisors • Health & Safety advisors • Senior managers within Prison Directorate • Equality and Diversity Manager (Prisons)
WHAT did you learn?	<p>A wide range of comments were received. Including the use of terminology, reference to historic titles. Sharing of best practice from around the service including consultation and feedback from the National Prison Health & Well-Being Group, 15 individual Physical Education Branches within SPS and Private Sector.</p> <ul style="list-style-type: none"> • Age needs to be considered from the outcomes from needs assessment by Dr Couper. • Process is required to include reasonable adjustments. • SPS need to make it suitable to attend fitness sessions and Sports & Fitness Centres, Satellite Fitness Rooms in a prison setting.
HOW will this shape your policy/practice?	<ul style="list-style-type: none"> • Introduced SPS evidence on Disabilities and Health Care markers.

<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>	<ul style="list-style-type: none"> • Introduced an Age condition. <p>The process is built on best practice established across the SPS over the course of the last 2 years. Therefore we have utilised the views of both service users and staff applying the process.</p> <p>A series of discussions at the National Physical Education Forum Meetings, Head of Offender Outcomes Meetings and interpretation of any legal challenges within the SPS in relation to the use of the current PAR Q.</p> <ul style="list-style-type: none"> • Community based PAR - Q • Dr Sarah Cooper report: Is SPS optimally configured for prisoners who require assistance with activities of daily living- A needs assessment • Mental Health Foundation- Exercise and Mental Health • A more active Scotland • Active and healthy aging (SG Action Plan)
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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 checked="" type="checkbox"/></p> <p>NO EFFECT: It will have no effect on discrimination, harassment and victimisation <input 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 checked="" type="checkbox"/></p> <p>NO EFFECT: It will have no effect on equality of opportunity <input 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</p>	<p>POSITIVE: It will foster good relations <input checked="" type="checkbox"/></p>

characteristic and those who do not? E.g. • Tackle prejudice • Promote understanding	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"/>

Positive Impacts Protected characteristics affected: Age, race, sex, disability, gender identity, religion or belief, sexual orientation, maternity and pregnancy, marriage and civil partnership, socio-economic groups, human rights compliance.
<ul style="list-style-type: none"> • Encourage all prisoners to be ready to take part in exercise • Prisoners will be screened prior to taking place in exercise and activities and only screened out if they answer yes to health questions. • Prisoners answering yes to health questions will be able to get support from the health centre • Prisoners will be made aware of risk in participating in activities if they have a health condition. • A standardised process throughout the estate will make all prisoners aware of taking part in exercise or activities if there is a health risk.

Negative Impacts Protected characteristics affected: age, disability, socio-economic groups	
Impact	Mitigation
Prisoner might not be allowed to attend fitness sessions after completing the PAR Q. This could have a bigger impact on disabled and older prisoners.	SPS have a duty of care, this screening is designed for safety reasons
The questions on PAR – Q “Are you over the age of 69?” could be viewed as being negative to older prisoners.	Dr Sarah Couper’s needs assessment in 2012 comments on the age of prisoners. The definition of an ‘older prisoner’ is debated but 50 and older was found to be most frequently used in one literature review (Loeb and Abu Daggga 2006). This is due to the recognition that inmates in general are often in poorer health than the general population and the postulation that prisoners may become ‘elderly’ before their time (A day, 1994). The community regularly use 69 as age standard after consultation this was agreed as safe standard.
“Have you self-declared a disability?” could be viewed negatively for disabled prisoners.	SPS have a duty to put in place appropriate reasonable adjustments.

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

The PAR Q assessment has been reviewed by a number of groups within SPS and all have endorsed its use, content and application. Once the impact assessment is complete it will be introduced to the service via a national Governor and Managers' Action note with a review built in 12 months following the release of the GMA.

Next steps

- The PAR Q will be introduced via a standard GMA.
- Review the PAR Q,
- Review any complaints and monitor number of PAR Q issued.

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