

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.

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| <b>Background</b>                         |   |
| Title of the Policy                       | <b>Throughcare</b>  |
| EHRIA Lead Person                         | Head of Partnerships, Strategy & Innovations                                |
| Date EHRIA completed                      | 20/04/2016  |
| Review date and frequency                 | 19/10/16 - 6mths  |
| Is this a new or revised policy/practice? | New <input checked="" type="checkbox"/><br>Revised <input type="checkbox"/> |

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| <b>Scoping</b>                             |   |
| What are the aims of this policy/practice? | <p>“Throughcare Support Officers will support offenders on their journey into desistance by working with them to prepare for and successfully make the transition from custody into the community.</p> <p>They will do so through working collaboratively with the prisoner, families, colleagues and our partners to develop an asset-based individualised plan, acting as an advocate on their behalf with partner agencies and encouraging their motivation to change through sustained engagement with key services.</p> <p>Long Term Aims:</p> <ul style="list-style-type: none"> <li>• Reintegration/acceptance into social networks and community</li> <li>• Encourage desistance</li> <li>• Reduce reoffending</li> <li>• Community Recovery</li> </ul> |
| WHO did you consult with?                  | <ul style="list-style-type: none"> <li>• Cross section of SPS staff including existing and newly appointed Throughcare Support Officers</li> <li>• Senior Managers</li> <li>• Scottish Government analytical services</li> <li>• Equality and Diversity Policy Managers</li> <li>• SPSC</li> </ul>  |

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|   | <ul style="list-style-type: none"> <li>• 3rd Sector and Public Social Partnerships</li> <li>• Trade Union – reference recruitment, job specification and Health and Safety</li> <li>• Service user / family feedback on service, received and recorded.</li> </ul>  |
| WHAT did you learn?   | <p>Discussions evidenced an overall encouragement for a Throughcare service which would aid all service users volunteering for the service.</p> <p>Prior to this policy/practice a number of service users were disadvantaged due to the length or nature of offence and sentence. This service aims to assist all those who have no statutory support in place and wish to volunteer.</p>  |
| HOW will this shape your policy/practice?   | <p>A robust system will be in place that ensures that every prisoner is offered or sign posted to a Throughcare pathway that will support and advocate him/her on their journey from custody into the community.</p> <p>The SPS Throughcare service will build on the relationships built whilst in custody between Staff and service users and will assist in preparing and supporting the service user both in custody and in the community.</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>The SPS Throughcare service is under pinned by the existing SPS Equality outcomes and policies. Consideration was given to the training of TSO's with regard to E&amp;D, to ensure community issues were fully understood, this was organised and delivered by the E&amp;D policy manager.</p> <p>Review of existing services and evaluations of Throughcare delivered in HMP Perth, Greenock and Low Moss was undertaken, looking at engagement levels, demographics of service users and barriers faced.</p> |

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| <p><b>Impact</b><br/>Will the impact and outcomes of the new/ revised policy/practice:</p>  |   |
| <p><b>Contribute to eliminating discrimination, harassment and victimisation?</b><br/>E.g.</p> <ul style="list-style-type: none"> <li>• Raise awareness of our SPS vision and values for equality and diversity</li> <li>• Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity</li> </ul> | <p><b>POSITIVE:</b><br/>It will contribute to eliminating discrimination, harassment, victimisation <input checked="" type="checkbox"/></p> |
|   | <p><b>NO EFFECT:</b><br/>It will have no effect on discrimination, harassment and victimisation <input type="checkbox"/></p>                |
|   | <p><b>NEGATIVE:</b><br/>It will make discrimination, harassment and victimisation worse <input type="checkbox"/></p>                        |

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| <p><b>Advance equality of opportunity between those who share a protected characteristic and those who do not?</b><br/>E.g.</p> <ul style="list-style-type: none"> <li>• Remove or minimise disadvantage</li> <li>• Meet the needs of equality groups that are different from the needs of others participation in public life</li> </ul> | <p><b>POSITIVE:</b><br/>It will advance equality of opportunity <input checked="" type="checkbox"/></p> <p><b>NO EFFECT:</b><br/>It will have no effect on equality of opportunity <input type="checkbox"/></p> <p><b>NEGATIVE:</b><br/>It will reduce equality of opportunity <input type="checkbox"/></p> |
| <p><b>Foster good relations between those who share a protected characteristic and those who do not?</b> E.g.</p> <ul style="list-style-type: none"> <li>• Tackle prejudice</li> <li>• Promote understanding</li> </ul>   | <p><b>POSITIVE:</b><br/>It will foster good relations <input type="checkbox"/></p> <p><b>NO EFFECT:</b><br/>It will have no effect on good relations <input checked="" type="checkbox"/></p> <p><b>NEGATIVE:</b><br/>It will cause good relations to deteriorate <input type="checkbox"/></p>               |
| <p><b>Ensure Human Rights Compliance?</b></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.**

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| <p><b>Positive Impacts</b></p> <p>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.</p> <ul style="list-style-type: none"> <li>• Will advance equality of opportunity through improved identification of offenders need by asset- based management plans, more effective targeting of resources and improved referrals to both internal and external service providers;</li> <li>• Foster good relations by engaging and supporting the offender in the design of a co-produced support plan to aid reintegration;</li> <li>• Foster good relations in developing a Throughcare process which will integrate and support a personal plan for each offender, in line with the aim of supporting the service users journey from custody to successful return back into the community;</li> <li>• To build on the fostered good relations whilst in custody, to aid the continued support and advocacy for the service user in the community to aid their successful reintegration;</li> <li>• Improved relations and efficiency with our Stakeholders and partners.</li> <li>• Upholds Human Rights Article 8: Right to respect for private &amp; family life. This is done through building on a person centred case management approach, further engagement with TSO's and FCO's and involving service users family in the development of a support plan designed to aid successful reintegration.</li> <li>• Upholds Human Rights Article 14: the Prohibition of Discrimination. This is achieved through ensuring all groups (detailed opposite) are enabled to engage in Throughcare and planning for the future.</li> <li>• Upholds Human Rights Article 4 - Prohibition of slavery &amp; forced labour (e.g. safeguarding vulnerable people) the aim to provide a mixed economy of employability options.</li> </ul> |
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- Article 2 - Right to life (e.g. suicide prevention) Through increased engagement, action planning and referrals to specialist agencies, there will be a positive impact on service users' feelings of anxiety and frustration around their liberation.
- All prisoners will be approached and offered the opportunity to engage in the Throughcare process, service user will be treated and assisted as an individual, with a one person one plan approach, and where necessary reasonable adjustment and specialist referrals will be managed.

### Negative Impacts

Protected characteristics affected: none

| Impact  | Mitigation   |
|---|--|
| <p>No negative impacts of offering a throughcare service could be identified</p> <p>The prisoners may have some reservations regarding engaging in the process due to trust or personal issue either historic or presumed, resulting in them being disadvantaged.</p> | <p>For those prisoners not wishing to engage due to feelings of mistrust or for initial personal reasons, a referral process is included, allowing the opportunity for engagement should people change their mind or have a change in circumstances.</p> |

### Recommended course of action

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| <b>Outcome 1:</b> Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.   | <input checked="" type="checkbox"/> |
| <b>Outcome 2:</b> 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"/>            |
| <b>Outcome 3:</b> 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"/>            |
| <b>Outcome 4:</b> 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 Equality and Human Rights Impact Assessment (EHRIA) has shown that the aims and obligations set out in the introduction of a through care strategy for Offenders in Scotland could have an impact across the whole of the Scottish population in making Scotland a safer place to live.

It is expected that the most significant impacts, and the most positive impacts, will be on offenders who are in a social economic groups and offenders who have previously offended. The strategy is part of the Scottish Prison Service's preventative approach to reducing reoffending, assisting service users into desistance and community recovery – focussing on improved identification of offenders' need by asset-based management plans.

Non-engagement of Offenders could be a possible negative effect and have an impact on the desistance model the SPS are attempting to introduce, monitoring of the reason for non-engagement will be vital in identifying possible areas that have not been thought of.

## Summary of Outcome decision and Recommendations

This strategy does not relate to an area where there are known inequalities and does not impact upon any other process which will affect service users on release from Prison.

It should not therefore have a detrimental effect on any protect characteristics in the Equality Act or any Human Rights Articles.

## Next steps

Capture of data and case studies to ensure consistency and equality across all sites.

Monitor area are accessible and information provided to offenders are accessible format for everyone to understand (think about easy read)

The robust collection of consistent data from all establishments of work carried out in custody and continued into the community.

Monitor the number of people not engaging and reason why.

Complete an Equality data information report to monitor for equality groups engaging and not engaging.

If you require this document in an alternative format, please contact [SPSEqualityandDiversityTeam@sps.pnn.gov.uk](mailto:SPSEqualityandDiversityTeam@sps.pnn.gov.uk)