

Equality & Diversity Strategy 2009-2012 Executive Summary

CELEBRATING AND VALUING DIFFERENCE

A large, faint watermark of the Scottish Police crest is visible in the lower half of the page. The crest features a crown at the top, a shield with a cross and four quadrants, and a banner at the bottom with the Latin motto 'SEMPER VIGILO'.

Alternative Formats and Languages

This document can be accessed from our website, where it is published in a PDF, Word and Picture Assisted Easy Read formats. A limited number of printed copies, including Easy Read, have also been produced.

If you wish to contact us for further information, provide feedback, request a printed copy, or to discuss alternative formats, please use any of the methods listed below.

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Introduction

As the professional voice of the Scottish Police Service, the Association of Chief Police Officers in Scotland (ACPOS) is responsible for setting the strategic vision of a high-quality police service for everyone in Scotland. This document provides a summary of how ACPOS intends to promote Equality and Diversity over the next three years.

Our Aim

We will provide a quality service that is fair, accessible and meets the needs of everyone in Scotland, which ensures they live in safety and are treated with dignity and respect.

Our Strategic Commitments

For us to achieve our aim we have identified the following key commitments,

SERVICE

We will ensure that our service, and the policies and procedures that underpin it, are fair, ethical, promote Equality and Diversity and are responsive to individual needs.

- We will provide leadership that is strong, decisive and influential, and creates a working environment where everyone feels valued for what they can contribute
- We will work in partnership with other agencies to build positive community relations and to deliver an inclusive policing service
- We will ensure that the Equality Impact Assessment process is implemented consistently across the Scottish Police Service
- We will continually monitor and review what we do and ensure that our performance, in terms of equality and diversity, delivers in line with relevant frameworks
- We will ensure that the ACPOS Code of Ethical Practice is followed by our people at all times

ENGAGEMENT

We will involve, consult and engage with our communities, staff and partners in order to ensure that we continue to improve the way we work.

- We will continue to forge effective networks with minority and hard to reach communities, thereby improving our accessibility and ensuring that their views inform our planning process
- We will ensure we provide regular feedback to communities on delivery against their identified priorities
- We will manage public expectations in relation to what we can and cannot achieve through consultation
- We will encourage and promote the use of Community or Lay Advisors
- We will make full use of technology to ensure that all sections of our community can access the full range of Police services
- We will develop new community contacts and strengthen existing relationships to help create communities that work together to challenge violent extremism

PEOPLE

We will recruit, develop and maintain a skilled workforce that reflects and understands the diverse communities of Scotland, respects personal dignity, difference and individuality and actively promotes Equality and Diversity.

- We will continue our commitment to the principles of positive action in respect of recruitment, retention, progression and development in order to achieve an equitable work environment
- We will continue to invest in developing the skills, knowledge, attitudes and behaviours of all our staff to ensure they are equipped to respond to the challenges of modern policing and managing a diverse workplace
- We will continue to develop a common approach to people management in respect of Equality and Diversity, across the Scottish Police Service
- We will ensure consistency in equality monitoring across the Scottish Police Service
- Equality and Diversity Training will be incorporated into the ACPOS National Training Strategy
- We will develop innovative approaches to equality and diversity training, including distance and e-learning, mentoring and secondment opportunities and highlight the benefits this brings to both working practices and service delivery
- The ACPOS Equality and Diversity Practitioners Group is a working group of ACPOS Personnel and Training Business Area with a particular focus on Equality and Diversity issues. The group aims to advise and influence ACPOS in associated matters and ensure that the work of the group supports the ACPOS People Strategy

HATE CRIME

We will robustly tackle harassment, intimidation and abuse suffered due to prejudice against any individual or social group.

- **Prevention:** We will continue to work with our partner organisations and agencies, to prevent hate crime and offer support to its victims
- **Reporting:** We will ensure that all our officers and staff have an understanding of hate crime that will allow victims and witnesses to make reports with trust and confidence. We will continue to develop on-line (remote) and third party reporting facilities for those victims and witnesses reluctant to approach the police with information
- **Recording:** We will ensure that Forces record hate crime accurately. This will help give us a picture of what is really happening and assist in identifying and detecting those responsible
- **Investigation:** We will improve local responses to hate crime by making use of criminal intelligence systems, current partnership processes and support agencies for victims. Every reported hate crime or Incident will be robustly investigated with every effort being made to identify the perpetrators and bring them to justice
- **Management:** We will ensure that all hate crimes are investigated and managed efficiently and consistently, with the aim of increasing public confidence and ensuring that people who commit hate crimes are reported and processed in accordance with Lord Advocate's guidelines

Monitoring

The work of the ACPOS Equality and Diversity Business Area covers all strands of diversity – age, disability, gender, gender identity, race (including gypsy travellers), religion or belief and sexual orientation - each strand being supported by a Reference Group.

To progress the Aim and Strategic Commitments within this document, the Reference Group Chairs will develop and implement detailed Action Plans highlighting their core activities and will provide quarterly reports for consideration of the Chair of the Equality and Diversity Business Area. The governance afforded by this approach ensures ownership and accountability, but more importantly, that continuous delivery occurs.

Each Action Plan will be recorded upon a standardised template to ensure consistency of reporting. In addition, the Action Plan template requires the Reference Groups to link their actions, not only to the commitments contained within this Strategy, but also to the various National Frameworks, previously mentioned, and the work of the other ACPOS Business Areas. By doing this, we will ensure that the focus of the Groups stretches from local communities all the way to National outcomes and measures.

To increase public confidence, ACPOS will publish the minutes of the Equality and Diversity Business Area and associated Reference Group activity on the ACPOS website. All Action Plans will be reviewed annually and the Equality and Diversity Business Area will publish an Annual Report to ensure transparency.

Building on the learning lessons from the initial strategy, the under noted aspects of best practice will continue:

- This Strategy will be widely communicated both internally and externally, ensuring that our people, and the public we serve, know what we want to achieve and can help us to do so
- This strategy will be re-examined every three years and, by involving and consulting with our partners, and the communities we serve, we will revisit our commitments and how we achieve them

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