

Theme – COMMUNITY INVOLVEMENT – Disability

ACTION	TASK	OWNER	TIMESCALE	INTENDED OUTCOME
Identify and involve disabled community partnerships within 8 forces.	Through this pro-active involvement, identify issues to be addressed on a national basis.	Grampian Police supported by Northern Constabulary		To identify national solutions to combined local issues.
	Identify how to involve partners in the development of related training.			Appropriate and specific partners identified to consult and involve with facilitating new approach to training.
	Feedback to relevant partnerships			Joint approach and active involvement with partners.

Theme – TRAINING AND AWARENESS

ACTION	TASK	OWNER	TIMESCALE	INTENDED OUTCOME
Develop a national awareness strategy in respect of disability for the Scottish Police Service.	Identify the issues and awareness required to be passed to staff in terms of legislation, additional needs and practical behaviour aspect.	SPC – Chief Superintendent Thomson		
	Identify what training is already available and suitable for change.			Available training suitable for change identified.

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	Identify any requirement for, and develop new material to augment existing disability awareness material which is relevant to the Scottish Police Service.			Establish if additional training and awareness is required in addition to what is already in place.
	Identify role specific training in terms of delivery at: <ul style="list-style-type: none"> • Different Levels • National Level • Force Level • Open & Distance Learning • Computer based Learning. 			Role specific training identified and implemented at agreed levels.
	Identify training required by specific groups of staff e.g. <ul style="list-style-type: none"> • operational front line officers • service centre / control room staff • sergeants or supervisors • custody officers/staff • senior managers • support staff generally 			All required role specific training need identified for development.
	Develop the specific modes of training to be utilised e.g. <ul style="list-style-type: none"> • different levels • centrally delivered • locally delivered open and distance learning. 			Development of nationally agreed modes of training.
	Produce a training timeline			Realistic training timeline created.

Theme – ACCESSIBILITY

ACTION	TASK	OWNER	TIMESCALE	INTENDED OUTCOME
To ensure accessibility by people with disabilities.	Ensure suitable transport is available for witnesses / custodies who are unable to use standard Police vehicles.	Strathclyde Police supported by Central Scotland Police		Appropriate vehicles are available to transport people unable to use standard Police vehicles.
	Ensure Police buildings including custody suites are DDA compliant and fully accessible wherever possible involving access panels or similar.			All Police buildings where possible are DDA compliant.
	Report on recommendations gleaned from pro-active involvement and consultation.			Report submitted and recommendations considered for implementation.

Theme – COMMUNICATION

ACTION	TASK	OWNER	TIMESCALE	INTENDED OUTCOME
Identify and introduce a wide range of reporting/contacting mechanisms and information suitable for people with disabilities.	Advertise and promote in appropriate places and formats.	Northern Constabulary supported by Grampian Police		Members of the public regardless of disability can contact Police and be party to public information.
	Ensure information and advice is published in appropriate formats and places.			Everyone has easy access to all information produced by the Police.
	Research web based British Sign Language (BSL) translation capability.			Forces have access to BSL translation services.
	Research the use of BSL DVD in public offices/custody suites and force websites.			BSL user has access to relevant Police information.

Theme - POLICY AND PROCEDURES

ACTION	TASK	OWNER	TIMESCALE	INTENDED OUTCOME
Ensure policies, schemes and appropriate equality impact assessments in terms of disability related issues are developed.	Identify existing processes in place within the 8 Scottish forces, by examining local protocols and procedures.	Lothian and Borders Police supported by Fife Constabulary		All 8 Scottish forces have relevant processes and schemes in place with regard to disability issues.



ACPOS EQUALITY AND DIVERSITY STRATEGY

MENTAL HEALTH REFERENCE GROUP ACTION PLAN 2009 - 2010

What we want to achieve (Objectives/Outcomes)	How we intend to do it (Action)	How we will know we have done it (Indicator/Measure)	Who is going to do it (Owner)	By when (Target Dates & Milestones)	Links to other priorities (e.g. SPPF etc)
To produce an effective training resource on policing mental health for the Scottish Police Service.	Identify what police staff need to know in relation to all aspects of responding to and policing mental health. From there, develop a training resource which fully supports staff deliver a quality service in respect of mental health.	ACPOS endorsement of a new mental health training program for delivery at the Scottish Police College, and a new mental health ODL for use at force level.	Training Working Group (Insp Gavin Smith, Jan Holburn, Hayley Kelly and Sgt Audrey Gibb)	Dec 2009	This action links to all high level objectives within the SPPF (see ACPOS Business Planning template below for further information)
Develop a national training resource for suicide awareness within the Scottish Police Service.	Identify what police staff need to know in relation to suicide awareness, and from there develop a suicide awareness training strategy, in line with that developed for mental health (see Outcome 1). Importantly, link with the national Choose Life Strategy which is an existing resource on which to develop this work.	ACPOS endorsement of a basic suicide awareness element in the new mental health training program to be delivered at the Scottish Police College, and also in the new mental health ODL for use at force level.	Training Working Group	Dec 2009	As above

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<p>Develop a national Suicide Prevention Strategy for the Scottish Police Service thus fully contributing to the national suicide prevention strategy in Scotland.</p>	<p>Utilising the findings of the reports 'Edinburgh's Experience of a rise in Young Suicides' and Police Officer Awareness and Understanding of Suicide, develop a national policing strategy for suicide prevention. The national Choose Life Strategy will be an integral part of this development work.</p>	<p>ACPOS endorsement of a national Suicide Prevention Policing Strategy.</p>	<p>Suicide Prevention Working Group (Insp Gavin Smith, Sgt Audrey Gibb, Sgt Clare Taylor, Ms Hayley Kelly)</p>	<p>March 2010</p>	<p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p>
<p>Ensure effective policies and procedures exists across forces to ensure good practice in relation to Place of Safety.</p>	<p>Consolidate information relating to existing Place of Safety policies and procedures. From this baseline improve governance of policy by identifying good practice and potential areas for improvement.</p> <p>Work positively with the Mental Welfare Commission and local NHS Boards to tackle the challenges faced by police staff when using Place of Safety.</p>	<p>Indicators and measures relating to use of Place of Safety are currently being considered by the Mental Health Ref Group, which will support work in the Scottish Police Service to achieve improved consistency of practice in the use of Place of Safety.</p>	<p>Insp Tom Ogilvie</p>	<p>March 2010</p>	<p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p>
<p>Ensure effective policies and procedures are in place across all forces to support good practice in relation to mental health.</p>	<p>Consolidate information on policies and processes already in place relating to mental health. From this baseline, improve governance of policy by identifying good practice and potential areas for improvement.</p> <p>This work can be positively linked to the 4 key aims contained within the</p>	<p>All forces will have up to date policies in relation to a range of mental health policing responsibilities which are relevant to local procedures, fit for purpose and dynamic in order that they can</p>	<p>Det Sgt Dave Sutherland</p>	<p>March 2010</p>	<p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p>

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<p>Monitor the impact of the Adult Support & Protection (S) Act 2007 on how forces respond to adult protection in the context of mental health.</p>	<p>National Programme For Improving Mental Health and Wellbeing. They are :</p> <ul style="list-style-type: none"> • Raising awareness • Eliminating stigma • Preventing suicide • Promoting and supporting recovery <p>(http://www.wellscotland.info/mental-health/key-aims.html)</p> <p>Monitor the ACPOS response to the Adult Support & Protection (S) Act 2007 in terms of establishing a national Adult Protection Strategy for the Scottish Police Service. From there monitor the impact on this development in the context of mental health.</p>	<p>support the Scottish Police Service respond to the demands of a changing mental health profile in Scotland.</p> <p>This action is at an early stage and will require some attention and focus prior to being able to measure progress.</p>	<p>Insp Irene Coyle</p>	<p>March 2010</p>	<p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p>