



ACPOS EQUALITY AND DIVERSITY STRATEGY

ACPOS GYPSY TRAVELLER 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)
1.To identify and establish effective networks with the Gypsy Traveller Community and representative agencies at both National and local level.	Pursue engagement with community groups, including Scottish Gypsy Traveller Association, Light and Life mission, Save the Children, Scottish Gypsy Traveller Law Reform Coalition and others representing the Gypsy Traveller Community.	To establish a baseline in respect of the number of established networks.	GT Reference Group Members	March 2010	ACPOS Equality and Diversity Strategy "Engagement Commitment"

	<p>To develop meaningful local operational engagement with young Gypsy Travellers in accord with the ACPOS Action Plan for Engagement with Minority Ethnic Youth Groups.</p>	<p>Establish level of effective networks and develop local initiatives with young Gypsy Travellers.</p>	<p>GT Reference Group Members</p>	<p>March 2010</p>	<p>ACPOS Equality and Diversity Strategy "Engagement Commitment"</p>
	<p>Forces to mainstream Gypsy Traveller issues throughout organisational delivery and train further resources to act as liaison Officers with permanent and unauthorised encampments.</p>	<p>Forces to appoint named Liaison Officers to engage with permanent and unauthorised encampments and to develop a directory of Force Liaison Officers who may act as points of contact for Site Managers and members of the Gypsy Traveller Community.</p>	<p>GT Reference Group Members</p>	<p>March 2010</p>	<p>ACPOS Equality and Diversity Strategy "Engagement Commitment"</p>
	<p>Forces to consider local implementation of the National Guidelines for the Scottish Police Service on the use of Community Advisors.</p>	<p>Individual Forces to consider use of Gypsy Travellers as Community Advisors, depending upon local structures.</p>	<p>GT Reference Group Members</p>	<p>March 2010</p>	<p>ACPOS Equality and Diversity Strategy "Service Commitment"</p>
	<p>Ensure effective partnership working and information sharing with Local Authorities and key partner agencies in service provision to the GT community.</p>	<p>Forces to consider the development of partnerships in the provision of services in accord with local single outcome agreements. In particular with regard the management of unauthorised encampments and joint site visits.</p>	<p>GT Reference Group Members</p>	<p>March 2010</p>	<p>ACPOS Equality and Diversity Strategy "Service Commitment" and Single Outcome Agreements</p>

<p>2. Forces to develop effective measures to tackle hate crimes in support of the emerging ACPOS Hate Crime Manual. To ensure that incidents of harassment, intimidation and discrimination are recorded, investigated and continuously monitored.</p>	<p>Preventative measures to be developed through effective partnerships.</p> <p>Further develop effective online reporting and recording processes which give increased confidence to members of the Gypsy Traveller Community.</p> <p>Ensure that all hate crimes are managed in accordance with the Lord Advocates Guidelines and that perpetrators are reported timeously.</p>	<p>Benchmark figures to be established on implementation of the ACPOS Hate Crime Manual.</p>	<p>GT Reference Group Members</p>	<p>March 2010</p>	<p>ACPOS Equality and Diversity Strategy "Hate Crime"</p>
<p>3. To ensure a co-ordinated and corporate approach is taken in respect of any emerging recommendations from the Scottish Government in response to the revised Race Equality Statement.</p>	<p>The Scottish Government have produced a draft Race Equality Statement for Scotland building on the previous recommendations from the EOC review. This draft recognises Gypsy Travellers as a distinct ethnic group. Members of the Reference Group will be fully engaged in the consultation process.</p>	<p>To be directed by Scottish Government.</p>	<p>GT Reference Group Members</p>	<p>Ongoing</p>	<p>Scottish Government Race Equality Statement</p>

<p>4.To review the former Scottish Executive Guidelines on the Management of Unauthorised Encampments.</p>	<p>Reference Group members, Local Authority Site Managers Association and representatives from Scottish Government to conduct a 1 day seminar, whereby all relevant stakeholders may offer comment on the current suitability of the existing Guidelines and propose revisions thereto.</p>	<p>Recommendations emerging from seminar</p>	<p>GT Reference Group Members Local Authority Site Managers Association Scottish Government</p>	<p>April 2009</p>	<p>Scottish Government Guidelines on the Management of Unauthorised Encampments</p>
<p>5.To review the existing ACPOS Guidelines on the Management of Unauthorised Encampments.</p>	<p>Reference Group members to consider the suitability of the existing Guidelines and to revise them as a response to the joint seminar findings held in relation to current Government Guidelines.</p>	<p>Revise Guidelines</p>	<p>GT Reference Group Members</p>	<p>Ongoing</p>	<p>ACPOS Guidelines on the Management of Unauthorised Encampments.</p>

<p>6.To ensure a consistent national approach in the development of policy, implementation and operational policing delivery.</p>	<p>Members of the Reference Group to deliver individual inputs at future Reference group meetings to ensure sharing of best practice and the identification of any operational concerns or intelligence requirements needed to police the Gypsy Traveller Community.</p> <p>Develop a reference library of individual Force guidance documents to allow understanding of differing approaches taken across Scotland.</p>	<p>Force inputs at quarterly meetings.</p> <p>Development of reference library.</p>	<p>GT Reference Group Members</p> <p>GT Reference Group Members</p>	<p>Ongoing</p> <p>June 2009</p>	<p>ACPOS Equality and Diversity Strategy</p> <p>ACPOS Equality and Diversity Strategy</p>
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