



ACPOS Equality and Diversity strategy

Older People's 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)
Provide reassurance to older people through an awareness of their needs and through action against the crime and social order issues which affect them.	To have a national event focussing on older people's concerns and needs in relation to policing. This will be developed with involvement from older people.	Through feedback at a local and national level that the service is addressing needs of older people in the community.	Chief Constables & ACPOS Older People's Reference Group	December 09	ACPOS policing for older people Scottish Government National Forum on Ageing Implementation Group Community Safety Partnerships
Engage and empower older people through consultation and involvement to build confidence and reduce fear.	To consult with older people across all strands of diversity specifically on the Equality Duty when the Equality Bill has been passed.	Older people are taking an active role in being involved in policy development.	Chief Constables through ACPOS Diversity Business Area Older People's Portfolio holder	March 2010	ACPOS policing for older people Scottish Government National Forum on Ageing Implementation Group

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	<p>To identify and recognise the diverse needs of our older people to ensure appropriate service delivery.</p> <p>Build strong links between across ACPOS Diversity Business area Lead Officers and with other relevant ACPOS Crime groups eg ACPOS Domestic Abuse Group</p>	<p>Needs of older people from all strand of diversity are addressed eg minority ethnic groups, LGBT.</p>			<p>ACPOS Diversity Business Area Reference Groups for all strands & ACPOS Domestic Abuse Group.</p>
<p>Break down barriers or perceived barriers to good co-operation to help detect crime, improve safety and reduce fear of crime for older people.</p>	<p>To develop and build on information sharing protocols with partners and older people to enhance communication.</p> <p>ACPOS continuing to be an active member of the Scottish Government National Forum on Ageing.</p>	<p>Ongoing feedback from partner agencies, older people's groups and individuals across Scotland.</p> <p>Minutes of meetings are posted on the Scottish Government website.</p>	<p>Chief Constables; Lead Officers of partner agencies</p> <p>ACPOS Diversity Business Area Older People's Portfolio holder</p>	<p>March 2010</p> <p>Ongoing</p>	<p>ACPOS policing for older people Scottish Government National Forum on Ageing Implementation Group</p>

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	<p>To develop national enforcement initiatives and to share good practice on local initiatives. This is to reduce and detect incidences of crimes which target older people and vulnerable people.</p> <p>Link to ACPOS Domestic Abuse Strategy regarding the needs of older women in particular.</p> <p>Raise awareness of the Adult Support and Protection (Scotland) Act 2007 of the protection and support for those older people who would be protected.</p>	<p>Feedback and performance management to evaluate the effectiveness of national initiatives.</p> <p>Local initiatives shared appropriately to meet the needs of each force's community.</p> <p>An effective policy in place to link in with partner agencies to ensure accurate information is available.</p> <p>Awareness raised amongst Police Officers, Police staff and those people who could be protected.</p>	<p>ACPOS Diversity Business Area Older People's Portfolio holder</p>	<p>March 2010</p> <p>Ongoing</p> <p>April 2010</p>	<p>ACPOS policing for older people Scottish Government National Forum on Ageing Implementation Group</p> <p>ACPOS Domestic Abuse Group</p> <p>ACPOS Crime group is being established to look at this.</p>

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Raise overall awareness of how to interact effectively with older people on issues such as dementia, mental and physical health and interview techniques.	To create and deliver appropriate training and awareness material for police and partners to ensure a wider understanding and appreciation of the challenges facing societal and health issues for older people.	Effective training packages delivered appropriately across all Scottish Forces. Improved level of service to older people.	ACPOS Diversity Business Area Older People's Portfolio holder	March 2011	ACPOS policing for older people Scottish Government National Forum on Ageing Implementation Group ACPOS Disability and Mental Health Sub Group