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ACPOS EQUALITY AND DIVERSITY STRATEGY

RACE AND ASYLUM REFERENCE GROUP ACTION PLAN 2009 - 2010

What we want to achieve (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 Strategy Commitments and/or other priorities (e.g. SPPF etc)
<p>Establish clear lines of communication across other Reference Groups and ACPOS Groups in respect of CONTEST Prevent</p>	<p>Identify all other ACPOS groups involved in the Prevent arena, make links, identify synergies.</p>	<p>Race and Asylum members attending meetings of other ACPOS Groups.</p> <p>Report on progress to Race and Asylum on quarterly basis.</p>	<p>Chair of Race and Asylum</p>	<p>October 2009 and then ongoing</p>	<ul style="list-style-type: none"> • Service • Engagement • ACPOS Prevent Action Plan
<p>Ensure a consistent and relevant monitoring of service delivery by ethnic origin</p>	<p>Monitoring and comparing trends and activities across forces in respect of Racist Incidents and Crime and Stop Search.</p> <p>Liaise with all ACPOS Business Areas to ensure all computerised recording mechanisms are capable of reporting on the new Census categories which are being implemented in 2011.</p>	<p>Sharing of good practice across all forces. Key initiatives identified and implemented.</p> <p>All Scottish Police service computerised systems are compliant with the census categories by 2011.</p>	<p>All Forces</p> <p>ACPOS All Forces SPSA</p>	<p>Ongoing</p> <p>March 2011</p>	<ul style="list-style-type: none"> • Service • Hate Crime • SPPF • EMF • Govmt Outcomes • Service

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Develop new ACPOS Guidelines in respect of Community Advisors	By consulting with Police Staff, Force Community Advisors, community groups and ACPOS Diversity Reference Groups.	Production of new Guidance Document, approved by the ACPOS Diversity Business Area.	Members of Race and Asylum Reference Group	March 2010	<ul style="list-style-type: none"> • Engagement
Ensure greater representation in the Race and Asylum Reference Group	<p>Consider appropriate representation from key public sector, police and government partners.</p> <p>Benchmark good practice with other Reference Groups and assess the possibility of including external representation within the Race and Asylum Group</p>	<p>Additional public sector partner organisations as regular members</p> <p>If appropriate bodies identified, regular attendance at meetings</p>	Race and Asylum Reference Group	<p>March 2010</p> <p>March 2010</p>	<ul style="list-style-type: none"> • Engagement • People
Evaluate and assess the impact of criminality and policing upon the Asylum Seeker community in Scotland	<p>Work with key partners including UKBA and the Scottish Refugee Council.</p> <p>Evaluate potential production of Problem Profiles</p>	Report published highlighting findings	Group members and selected partners	March 2010	<ul style="list-style-type: none"> • Service • Engagement • Hate Crime • EMF • Govmt Outcomes

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