

**NOT PROTECTIVELY MARKED**

## **ACPOS Religion and Faith Reference Group**

### **OUR VISION**

To make Scotland a country free from hatred, prejudice and discrimination founded on religion, faith or belief.

### **OUR AIM**

To identify and where appropriate raise work with other agencies working towards the elimination of crime founded on religion, faith or belief and to build upon and promote good relations between the Police and religious, faith and belief communities in Scotland.

The following objectives will be achieved through a strong partnership between the Scottish Police Service and key partners working closely with communities, religious, faith and belief groups and other relevant stakeholders.

### **OUR OBJECTIVES**

1. Provide a corporate and strategic response on key areas covered by this portfolio that impact on either the Scottish Police Service as an organisation or on the communities it serves.
2. Maintain awareness of key issues for religious, faith and belief communities which require a national response or influence from the Scottish Police Service.
3. Build upon, promote and maintain good relations at a strategic level between the Scottish Police Service and key religious, faith and belief communities and groups in Scotland.
4. Work in partnership with the Scottish Government and other stakeholders to help develop, influence and implement effective policing strategies which address priority issues for religious, faith and belief communities and focus on early intervention and preventative action.
5. Ensure that policing strategies appropriately protect religious, faith and belief groups in Scotland from abuse and victimisation and give consideration to distinct issues affecting religious, faith and belief communities and groups.
6. Seek to ensure that incidents and crimes motivated by faith, religious and belief hatred, prejudice and intolerance are recorded and monitored.

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**ACPOS EQUALITY AND DIVERSITY STRATEGY**

**RELIGION AND FAITH REFERENCE GROUP ACTION PLAN 2009 – 2012**

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. Maintain knowledge of key issues.	Through inputs to the group and attendance at awareness and conference events	List of inputs and attendance of members at awareness and conference events.	All group members	Ongoing	SPPF Sound Governance and Efficiency  ACPOS Diversity Strategy – Service and Engagement
2. Develop a communication network with key groups and stakeholders	Identify groups and stakeholders who may wish to collaborate with the group	Groups identified and have attended meetings or have collaborated with group (members) on specific items of work	All group members to advise Chair to possible collaborative opportunities	Ongoing	ACPOS Diversity Strategy – Service and Engagement  SPPF Sound Governance and Efficiency

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3. Promote and market the work of the group amongst religious, faith and belief communities	Members to promote work of the group at national and local level	List of contacts by members to be maintained.	All group members	Ongoing	ACPOS Diversity Strategy – Service and Engagement
4. Identify key groups and national areas of work which would benefit from partnership working with this group and work in partnership with such groups as identified. This would include work on advisory manuals and legislation .	Members to become members of other such working groups as identified.	Members on other such working groups as identified. List to be maintained.	All group members	Ongoing	SPPF Sound Governance and Efficiency ACPOS Diversity Strategy – Service and Engagement  SPPF Service Response and Sound Governance and Efficiency.
5. Liaise with education to consider initiatives which address religious, faith and belief communities and young people’s concerns	Provide information on internet and personal safety to reduce the threat of exploitation or radicalization (Contest/Prevent)	Numbers of presentations made.	All group members	Ongoing	ACPOS Diversity Strategy – Service and Engagement  SPPF Public Reassurance and Community Safety and Sound Governance and Efficiency

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6. Encourage reporting of hate crimes and incidents at a local and national level.	Publicise through ACPOS themed calendar information on what constitutes a hate crime or incident. Encourage development of 3 <sup>rd</sup> party reporting by Forces.	<ol style="list-style-type: none"> <li>1. Hate crime/incident theme published on ACPOS calendar</li> <li>2. Forces have in place 3<sup>rd</sup> party reporting mechanisms</li> </ol>	<ol style="list-style-type: none"> <li>1. Chair</li> <li>2. All group members</li> </ol>	<p>Nov 2009</p> <p>Ongoing</p>	<p>ACPOS Diversity Strategy – Service, Engagement and Hate Crime</p> <p>SPPF Public Reassurance and Community Safety and Sound Governance and Efficiency</p>
7. Establish and formalize links and lines of communication with other ACPOS groups to ensure that religion and faith matters are considered and mainstreamed into national policing strategies including ACPOS Diversity Strategy and ACPOS Hate Crime Manual	<ol style="list-style-type: none"> <li>1. Cross membership of ACPOS Reference groups</li> <li>2. Organise and facilitate a cross strand (religion/faith and lgbt) workshop to promote understanding and good relations between these communities</li> </ol>	<p>Reference to religion and faith to be contained within ACPOS Diversity Strategy and Hate Crime Manual</p> <p>Workshop takes place and learning is reported to wider ACPOS Equality and Diversity Business Area</p>	<p>Members from Religion and Faith involved within ACPOS working groups</p> <p>Northern Constabulary and volunteer Force to organize with support from all group members</p>	<p>ACPOS Diversity Strategy April 2009</p> <p>ACPOS Hate Crime Strategy End 2009</p> <p>Other ongoing</p> <p>Nov 2009</p>	<p>ACPOS Diversity Strategy – Service, Engagement and Hate Crime</p> <p>SPPF Public Reassurance and Community Safety and Sound Governance and Efficiency</p>

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8. Raise awareness of religion, faith and belief issues amongst Police officers and staff.	Include religion, faith and belief issues within local training for individual forces.	List of forces that include religion, faith and belief issues within training and content of training	All group members		ACPOS Diversity Strategy – Service, Engagement and People
9. Seek to ensure a national corporacy in relation to delivering Contest Prevent	All Forces to outline their strategy and leadership of Prevent	Ask all representatives to brief the group on their Forces strategy in order best practice may be shared	All Forces representatives	Ongoing	SPPF Sound Governance and Efficiency ACPOS Diversity Strategy – Service, Engagement and Hate Crime
10. Monitor religion, faith and belief hate crimes and/or incidents to give a national view for any trends identified	All Forces to deliver a quarterly update on religion, faith and belief hate crime and/or incidents identifying any related trends	An annual return will be delivered to the main business area. This will be achieved by the secretariat ensuring all Forces update the reference group on quarterly basis.	All Forces representatives	Ongoing	SPPF Public Reassurance and Community Safety ACPOS Diversity Strategy – Service, Engagement and Hate Crime  SPPF Public Reassurance and Community Safety

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