



## ACPOS EQUALITY AND DIVERSITY STRATEGY

### TRAINING REFERENCE GROUP ACTION PLAN 2009 - 2010

| What we want to achieve<br>(Objectives/Outcomes)  | How we intend to do it<br>(Action)  | How we will know we have done it<br>(Indicator/Measure)  | Who is going to do it<br>(Owner)  | By when<br>(Target Dates & Milestones) | Links to other priorities<br>(e.g. SPPF etc)  |
|---|---|--|---|--|---|
| <p style="text-align: center;">ACPOS Equality and Diversity Training Plan 2009-2012</p> | <p>Publish ACPOS E&amp;D Strategy 2009-2012.</p> <p>ACPOS Equality and Diversity Training Plan to support the ACPOS E&amp;D Strategy.</p> <p>Project management team approach. Team to comprise of representatives from all forces and SPSA. First meeting 20th April 2009.</p> <p>ACPOS Equality and Diversity Training needs will be included within the ACPOS National Training Implementation Plan.</p> | <p>There will be an ACPOS Equality and Diversity Training Plan 2009-2012 in place with robust processes to ensure clarity in relation to national and force E&amp;D training.</p> <p>E&amp;D training needs that require a Training Needs Analysis will be identified.</p> <p>Evaluation processes will be built into all training that stems from the ACPOS Equality and Diversity Training Plan.</p> | <p>Project Sponsor Mr Ian Latimer</p> <p>Project Manager Mr Bruce Milne</p> | <p>August 2009</p>                     | <p>SPPF- All High level Primarily Sound Governance and Efficiency, although improvements in training prioritisation and delivery will ultimately impact on all objectives.</p> <p>Equalities legislation, statutory duties to evidence promotion of equality.</p> |

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|--|--|---|---|--|---|
|  | <p>Scope of ACPOS E&amp;D Training Plan to include</p> <ol style="list-style-type: none"> <li>1) Review Positive Action Training Offered in force and on a national basis</li> <li>2) Review of Diversity Train the Trainers Course</li> <li>3) Review of PTD E&amp;D Train the Trainers Practitioners Group.</li> <li>4) Review of Diversity Train the Trainers Practitioners Group.</li> <li>5) Identify training needs for National EIA training</li> </ol> |   |   |  | <p>Need to ensure best value.</p> <p>Links to the Equalities Measurement Framework, to agree priorities, set targets and evaluate progress towards equality</p> <p>Scottish government National Performance Framework</p> |
| <p>Work with Partners to produce and deliver E&amp;D training and development on a national and force basis.</p> | <p>Criminal Justice Sector E&amp;D training materials development group in place.</p>  | <p>Production of Criminal Justice Sector E&amp;D Materials for use within all criminal justice agencies.</p> <p>Community advisers will be involved in delivering training in Forces and SPC.</p> | <p>Skills for Justice coordination agency.</p> <p>The Criminal Justice Sector E&amp;D training group will produce the materials for consideration by steering group.</p> <p>Force and SPC arrangements in place, to</p> |  | <p>SPPF Primarily Sound Governance and Efficiency. A unitary process will assist in cost savings and direct extra resources to the front line. It will also ensure consistent processes across Scotland.</p>              |

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|--|---|---|----------------------------------|--|--|
|  | Ongoing commitment to continue to use community advisers in delivering training in SPC and Force. |   | be reviewed by them.             |  | <p>Need to ensure best value.</p> <p>Equalities legislation, statutory duties to evidence promotion of equality.</p> <p>Links to the Equalities Measurement Framework, to agree priorities, set targets and evaluate progress towards equality</p> <p>Scottish government National Performance Framework</p> |
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