

**ACPOS EQUALITY AND DIVERSITY STRATEGY**

**Disability Reference Group Action Plan 2009 – 2011 – Last quarter update 2009**

| 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)   |
|--|--|--|--|--|--|
| <b>Community Involvement</b>                     | <b>Identify and involve disabled community partnerships within 8 forces.</b>                   | Appropriate and specific partners are identified for consultation and active involvement.  | Grampian Police supported by Northern Constabulary       | TBC                                    | The work of the reference group and how it links and supports the SPPF priorities is attached. |
| <b>Training and Awareness</b>                    | Develop a national awareness strategy in respect of disability for the Scottish Police Service | Training identified which is adaptable and suitable for change, implemented at agreed levels with a common thread throughout all forces and covering agreed modes of training. | Scottish Police College                                  | TBC                                    |  |
| <b>Accessibility</b>                             | To ensure accessibility by people with disabilities  | Vehicles are available to transport people unable to use standard police vehicles and all police building where possible are DDA compliant.                                    | Strathclyde Police supported by Central Scotland Police. | TBC                                    |  |
| <b>Communication</b>                             | Identify and introduce a wide range of reporting/contacting                                    | Members of the public regardless of disability can contact the Police and be party to public information.  | Northern Constabulary supported by Grampian Police.      | TBC                                    |  |

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| <b>Policy and Procedures</b>                     | mechanisms and information suitable for people with disabilities.<br><br>Ensure policies, schemes and appropriate equality impact assessments in terms of disability related issues are developed. | All Scottish forces have relevant processes and schemes in place with regard to disability issues. | Lothian and Borders Police supported by Fife Constabulary | TBC                                    |  |

**ACPOS EQUALITY AND DIVERSITY STRATEGY**

**Mental Health Reference Group Action Plan 2009 – 2011 – Last quarter update 2009**

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|--|---|---|--|--|--|
| <p><b>To produce an effective training resource on policing mental health for the Scottish Police Service.</b></p> | <p>Identify what police staff need to know in relation to all aspects of responding to and policing mental health. From there, develop a training resource which fully supports staff deliver a quality service in respect of mental health.</p>              | <p>ACPOS endorsement of a new mental health training program for delivery at the Scottish Police College, and a new mental health ODL for use at force level.</p> | <p>Training Working Group (Insp Gavin Smith, Jan Holburn, Ms Hayley Kelly and Sgt Audrey Gibb)</p> | <p>Dec 2009</p>                        | <p>This action links to all high level objectives within the SPPF (see ACPOS Business Planning template below for further information)</p> |
| <p><b>Develop a national training resource for suicide awareness within the Scottish Police Service.</b></p>       | <p>Identify what police staff need to know in relation to suicide awareness, and from there develop a suicide awareness training strategy, in line with that developed for mental health (see Outcome 1). Importantly, link with the national Choose Life</p> | <p>ACPOS endorsement of a basic suicide awareness element in the new mental health training program to be</p>   | <p>Training Working Group</p>  | <p>Dec 2009</p>                        | <p>As above</p>  |

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|---|---|---|--|--|---|
|   | Strategy which is an existing resource on which to develop this work.   | delivered at the Scottish Police College, and also in the new mental health ODL for use at force level.   |  |  |   |
| <p><b>Develop a national Suicide Prevention Strategy for the Scottish Police Service thus fully contributing to the national suicide prevention strategy in Scotland.</b></p> <p><b>Ensure effective policies and procedures exists across forces to ensure good practice in relation to Place of Safety.</b></p> | <p>Utilising the findings of the reports 'Edinburgh's Experience of a rise in Young Suicides' and Police Officer Awareness and Understanding of Suicide, develop a national policing strategy for suicide prevention. The national Choose Life Strategy will be an integral part of this development work.</p> <p>Consolidate information relating to existing Place of Safety policies and procedures. From this baseline improve governance of policy by identifying good practice and potential areas for improvement.</p> <p>Work positively with the Mental Welfare Commission and local NHS Boards to tackle the challenges faced by police staff when using Place of Safety.</p> | <p>ACPOS endorsement of a national Suicide Prevention Policing Strategy.</p> <p>Indicators and measures relating to use of Place of Safety are currently being considered by the Mental Health Ref Group, which will support work in the Scottish Police Service to achieve improved consistency of</p> | <p>Suicide Prevention Working Group (Insp Gavin Smith, Sgt Audrey Gibb, Ms Hayley Kelly)</p> <p>Insp Tom Ogilvie</p> | <p>March 2010</p> <p>March 2010</p>    | <p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p> <p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p> |

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| <p><b>Ensure effective policies and procedures are in place across all forces to support good practice in relation to mental health.</b></p> <p><b>Monitor the impact of the Adult Support &amp; Protection (S) Act 2007 on how forces respond to adult protection in the context of</b></p> | <p>Consolidate information on policies and processes already in place relating to mental health. From this baseline, improve governance of policy by identifying good practice and potential areas for improvement.</p> <p>This work can be positively linked to the 4 key aims contained within the National Programme For Improving Mental Health and Wellbeing. They are :</p> <ul style="list-style-type: none"> <li>• Raising awareness</li> <li>• Eliminating stigma</li> <li>• Preventing suicide</li> <li>• Promoting and supporting recovery</li> </ul> <p>(<a href="http://www.wellscotland.info/mental-health/key-aims.html">http://www.wellscotland.info/mental-health/key-aims.html</a>)</p> <p>Monitor the ACPOS response to the Adult Support &amp; Protection (S) Act 2007 in terms of establishing a national Adult Protection Strategy for the Scottish Police Service. From there monitor the impact on this development in the context of mental health.</p> | <p>practice in the use of Place of Safety.</p> <p>All forces will have up to date policies in relation to a range of mental health policing responsibilities which are relevant to local procedures, fit for purpose and dynamic in order that they can support the Scottish Police Service respond to the demands of a changing mental health profile in Scotland.</p> <p>This action is at an early stage and will require some attention and focus prior to being able to measure progress.</p> | <p>Det Sgt Dave Sutherland</p> <p>Insp Irene Coyle</p> | <p>March 2010</p> <p>March 2010</p>    | <p>This action links to all SPPF high priorities (see ACPOS Business Planning template below for further information)</p> <p>This action links to all SPPF high priorities (see ACPOS Business Planning template</p> |

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| <b>mental health.</b>                            |                                    |   |                                  |  | below for further information)               |