



ASSOCIATION OF CHIEF POLICE OFFICERS IN SCOTLAND

Association of Chief Police Officers in Scotland
Equality & Diversity Strategy

**Our plan for making sure
the Police in Scotland
work in a good and fair
way that is right for
everyone 2009 to 2012**

EASY READ



What is in this document?

	Page
About this document	2
The work we will do	3
Our service	3
Working well with people	5
People who work for us	7
Hate crime	8
Other things we will do	10
How to get in touch with us	11

About this document

Who we are



- We are called **ACPOS**. We are a group of people in charge of the Police in Scotland.



- We make plans about the work the Police in Scotland will do.
- We also work with lots of other groups to help us do our job well. And we give people advice about things to do with the Police.

What this document is about



- We want the Police in Scotland to work in a good and fair way that is right for **everyone**.

- We want all groups of people in Scotland to feel safe.



- This document talks about the work we will do in the next 3 years to help make this happen.

The work we will do

1. Our Service



We will make sure that our rules and the ways we work are fair and good for everyone.



- ✓ We will make sure we do a good job of being in charge of the Police and make good decisions. This will help the rest of the Police in Scotland do a good job too.



- ✓ We will make sure the Police work well with different groups of people in local areas. This will help people trust the Police. And it will help the Police know what they need to do.



- ✓ We will check all our new rules and ways of doing things first to make sure they will not cause problems for any group of people. We will make sure all of the Police in Scotland do this as well.

More about our service



- ✓ We will keep checking how well we are doing to make sure the Police in Scotland work in a good and fair way that is right for everyone. Other people in Scotland can also look at information about how well we are doing.



- ✓ We will make sure we all follow the rules we made about behaving in a good and fair way in everything we do.

2. Working well with people



We need to work well together with our staff and lots of other people in Scotland.

We need to listen to what they say.

They can help us do a good job. They can help us understand what people in Scotland need. And what we can do better.



- ✓ We will work more with people in local areas who we may not have worked with much before. For example, people from certain backgrounds and cultures and disabled people.

We will talk to them to find out what we need to do to help them feel safe. And to make sure they can use our services easily.



- ✓ We will make sure we tell people what we can and cannot do about things they have asked us for.

More about working well with people



- ✓ The Police get good advice from people called community or lay advisors.

The Police can ask these people for advice about how best to deal with certain crimes.

We will make sure the Police work with more people like this who can give them good advice.



- ✓ We will work to make sure all groups of people can use our services easily.

For example, we will make sure our buildings are easy for disabled people to use. And we will give people information in lots of different ways that are easy for them.



- ✓ We will get more people working together in local areas to stop certain crimes happening. For example, crimes where people want to hurt other groups of people because of their religion or the background they come from.

3. People who work for us



We will carry on making sure that lots of different people can work for the Police in Scotland. And that they have all the right skills and training.

This will help the Police do a really good job for everyone in Scotland.



- ✓ We will do more to make sure all groups of people have a chance to work with us and to have a good job with us.

- ✓ We will make sure all our staff have the right training to know how to treat everyone in a good and fair way.



- ✓ We will make sure the rest of the Police in Scotland know how important we think this training is.



- ✓ We have given staff lots of information to help them know about things like
 - what the law says about treating disabled people in a good and fair way
 - flexible working. This is where staff can work certain hours or days to suit their lives outside of work.

4. Hate Crime



A hate crime is where someone commits a crime against another person because of something about that person.

For example, someone may hurt another person just because that person is disabled or from a different background or culture.

This is wrong. We will do what we can to stop hate crime happening.



- ✓ We will carry on working with other groups to stop hate crime happening. And to give support to people whom hate crime has happened to.



- ✓ We will make sure all Police staff know what hate crime is so that they can support people who are victims of hate crime in the right way.



- ✓ We will make more ways for people to report hate crime if they would rather not come to a police station. For example, we will look at ways they can report hate crime on a computer.



- ✓ We will make sure staff get together the right information about hate crimes that happen to people. This will help us know more about the crimes and how we can stop them.



- ✓ We will do more to make sure people who are victims of hate crime get the support they need in their local area. And that Police in local areas are doing everything they can to solve hate crimes.

Other things we will do



- ✓ We will make sure lots of people know about this document and the work we will do.

- ✓ We will look at this document again in 3 years' time to see how well we are getting on and what we need to do next. We will ask lots of other people what they think about this too.



- ✓ Some groups of people are helping us do the work in this document. Each of these groups will make a plan about the work they will do. Their plans will be checked every year to make sure they are working well.

How to get in touch with us

You can get in touch with us to

- tell us what you think of this document
- ask questions about this document.

Write to us at



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