

ACPOS EQUALITY AND DIVERSITY STRATEGY

EQUALITY AND DIVERSITY PRACTITIONERS 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>Production of ACPOS National Employment Equality and Diversity Monitoring Report.</p>	<p>Establish working group to design template and process.</p>	<p>Production of ACPOS National Employment Monitoring Report Update May 2010 Revised ACPOS National Employment Equality and Diversity Monitoring Report produced and circulated to all forces and SPSA. Returns for the year 1st April 2009 to 31st March 2010 due to be returned by forces to Brenda Armstrong on the 25th May 2010. Meeting arranged with Forces for June 2010 to coordinate and produce ACPOS National Employment Equality and Monitoring statistics and report.</p>	<p>Responsibility for ensuring work of ACPOS Equality and Diversity Practitioners is completed is the responsibility of chair Brenda Armstrong.</p>	<p>ACPOS National Employment Equality and Monitoring Report for the period 1st April 2009 to 31st March 2010 will be produced in June 2010. National Equality and Diversity statistics will be available on a quarterly basis thereafter. An annual report will be produced every June.</p>	<p>Links to ACPOS E&D and ACPOS P&T strategies, SPPF</p> <p>Meetings have been held with ACPOS SPPF and HMICs to ensure alignment and recording of National Employment Equality and Diversity Monitoring statistics</p>
<p>Comprehensive audit of Equality Impact Assessment (EIA) integrity throughout the wider Scottish Policing Community</p>	<p>Develop an audit tool to carry out a comprehensive audit of the integrity of EIA's throughout the wider Scottish Policing Community including SPSA.</p>	<p>Final Report agreed by Mr Latimer and circulated to forces</p>		<p>Final draft of the report, conclusions and recommendations has been written and will be shared with Mr</p>	<p>Links to ACPOS E&D and ACPOS P&T strategies. Efficiency and effectiveness</p>

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				Latimer in May 2010 for initial consideration.	
Produce ACPOS National Grievance Guidance and Training	Establish short term working group	ACPOS National Grievance Guidance, EIA and Training finalised circulated to all forces and SPSA		Completed	Links to ACPOS E&D and ACPOS P&T strategies.
Review and update Flexible Working Principles Guide	Establish short term working group	ACPOS National Grievance Guidance, EIA finalised circulated to all forces and SPSA		Draft ACPOS Flexible Working Principles has been produced and has been circulated for external consultation. The finalised document will be presented to ACPOS P&T meeting in August	ACPOS P&T Strategy. ACPOS P&T business Area priorities. SPPF
Review and update ACPOS Disability Discrimination Act Guidance	Establish short term working group	ACPOS Disability Discrimination Act Guidance and EIA finalised and circulated to all forces and SPSA		Draft ACPOS Disability Discrimination Act Guidance has been produced and has been circulated within the working group for further comment prior to internal and external consultation. It is planned that the final draft will	Links to ACPOS E&D and ACPOS P&T strategies SPPF

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				be circulated to ACPOS P&T meeting in December 2010.	
<p align="center">Produce ACPOS National Dyslexia Principles</p>	<p>Establish short term working group</p>	<p>ACPOS National Dyslexia Guidance and EIA finalised and circulated to all forces and SPSA</p>		<p>Draft ACPOS National Dyslexia and Associated Conditions Principles have been produced and are currently being circulated within the working group for consideration, prior to internal and external consultation. The final document will also include sources of information for reference and information. The group are also producing an ODL to support the ACPOS Principles. It is planned that the final draft will be circulated to ACPOS P&T meeting in December 2010.</p>	<p>Links to ACPOS E&D and ACPOS P&T strategies Efficiency and effectiveness.</p>