

ACPOS EQUALITY AND DIVERSITY STRATEGY

LGBT Reference Group Action Plan 2009 – 2011 – Last quarter update 2009

| 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) |
|---|---|--|--|--|---|
| Enhance the level of focus by Community Safety Partnerships on LGB&T matters to improve service delivery. | Host Conference at SPC, focussing on Community Safety Partnerships; workshops would be included, where views and ideas could be exchanged and discussed | Conference takes place. Conference has taken place; 140 attendees, well-received. Feedback being collated for report to BA. | RG members/Community Safety partners/Scottish Government/COPFS | On 17 th December, 2009 | Strategy Commitments – Engagement, Service, Hate Crime |
| Increase the knowledge and awareness of officers working, or about to begin working, as LAGLO's in Scottish Forces | Host a training day for existing and intended LAGLOs in all Scottish Forces | Training takes place. Possible dates being progressed. Training now taking place within individual Forces, however, suggests that this Action may no longer be required – to be discussed at next RG meeting on 4th February. | RG members/existing LAGLO's | By 31 st October, 2009 | Strategy Commitments- Engagement, Service, People, Hate Crime |

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| <p>Improve Police understanding of issues faced by LGB&T people from minority ethnic communities and explore possible routes for enhancing how these issues can be communicated to the Police</p> | <p>Host a seminar, exploring how LGB and T people from minority ethnic communities interact with their communities and the Police</p> | <p>Seminar takes place</p> <p>Ongoing progress; possible dates/venues/contributors to be discussed at next RG meeting on 4th February</p> | <p>RG members/Partner Agencies/LGBT people from minority ethnic communities</p> | <p>28th February, 2010</p> | <p>Strategy Commitments – Engagement, Service, Hate Crime, People</p> |
| <p>Support LGB&T staff and officers in the workplace</p> | <p>Offer and provide support and support networks to LGB&T personnel</p> | <p>Consider annually the level and nature of support provided.</p> <p>Ongoing</p> | <p>R G members and LAGLOs</p> | <p>Year end review</p> | <p>Strategy Commitments – People</p> |
| <p>Support the development and implementation of good practice in service delivery to the LGB&T communities</p> | <p>Using learning from above events, feedback from colleagues and the wider LGB&T community, identify and disseminate good practice.</p> | <p>Consider, annually, the adjustments made to or introduction of new, approaches to service delivery.</p> <p>Ongoing</p> | <p>R G members and LAGLOs</p> | <p>Year end review</p> | <p>Strategy Commitments – Engagement, Service, Hate Crime, People</p> |

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|--|--|--|----------------------------------|--|---|
| <p>Enhance policing policy and procedures in relation to LGB&T matters in terms both of employment and service provision.</p> | <p>Suggest policy / procedural developments and comment on emerging policies and procedures.</p> | <p>Consider, annually, the adjustments made to or introduction of new, policies and procedures.</p> <p>Ongoing. New PSE Guidelines available for consideration/ratification by BA at 27th January meeting.</p> | <p>R G members and LAGLOs</p> | <p>Year end review</p> | <p>Strategy Commitments – Engagement, Service, Hate Crime, People</p> |