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ACPOS EQUALITY AND DIVERSITY STRATEGY

LGBT REFERENCE GROUP ACTION PLAN 2009 - 2010

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	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 day takes place	RG members/existing LAGLO's	By 31 st October, 2009	Strategy Commitments- Engagement, Service, People, Hate Crime

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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	Host a seminar, exploring how LGB and T people from minority ethnic communities interact with their communities and the Police	Seminar takes place	RG members/Partner Agencies/LGBT people from minority ethnic communities	28 th February, 2010	Strategy Commitments – Engagement, Service, Hate Crime, People
Support LGB&T staff and officers in the workplace	Offer and provide support and support networks to LGB&T personnel	Consider annually the level and nature of support provided.	R G members and LAGLOs	Year end review	Strategy Commitments – People
Support the development and implementation of good practice in service delivery to the LGB&T communities	Using learning from above events, feedback from colleagues and the wider LGB&T community, identify and disseminate good practice.	Consider, annually, the adjustments made to or introduction of new, approaches to service delivery.	R G members and LAGLOs	Year end review	Strategy Commitments – Engagement, Service, Hate Crime, People
Enhance policing policy and procedures in relation to LGB&T matters in terms both of employment and service provision.	Suggest policy / procedural developments and comment on emerging policies and procedures.	Consider, annually, the adjustments made to or introduction of new, policies and procedures.	R G members and LAGLOs	Year end review	Strategy Commitments – Engagement, Service, Hate Crime, People

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