

ACPOS EQUALITY AND DIVERSITY STRATEGY

RELIGION & BELIEF 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)
Maintain knowledge of key issues.	Through inputs to the group and attendance at awareness and conference events	The group will take forward a comprehensive stakeholder mapping exercise to inform future work. The map will allow the group to identify local and national delivery partners and the extent to which they should be involved in future work.	ACPOS Religion and Faith reference group DCC MacLeod	08/05/2010 (actioned)	
Develop a communication network with key groups and stakeholders	Identify groups and stakeholders who may wish to collaborate with the group	Stakeholder mapping exercise complete and electronic resource distributed.	ACPOS Religion and Faith reference group DCC MacLeod	08/05/2010 (actioned)	

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Promote and market the work of the group amongst religious, faith and belief communities	Members to promote work of the group at national and local level	As above. Communications plan will be drawn up once stakeholders have been mapped and agreed	ACPOS Religion and Faith reference group DCC MacLeod	04/08/2010	
Identify key groups and national areas of work which would benefit from partnership working with this group and work in partnership with such groups as identified. This would include work on advisory manuals and legislation.	Members to become members of other such working groups as identified.	As above	ACPOS Religion and Faith reference group DCC MacLeod	08/05/2010 (actioned)	
Liaise with education to consider initiatives which address religious,	Provide information on internet and personal safety to reduce the threat of exploitation or	Representative from the group met with SIFC youth council to work on a funding bid for a national youth interfaith conference	ACPOS Religion and Faith reference group DCC MacLeod	02/12/2010	

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faith and belief communities and young people's concerns	radicalization (Contest/Prevent)	which we are proposing to host before the summer 2010. Workshops could potentially examine issues around community cohesion, violence in the name of religion and sectarianism and sport. Proposed that this happen during interfaith week in November 2010. Short life working group set up to take this forward.			
Encourage reporting of hate crimes and incidents at a local and national level.	Publicise through ACPOS themed calendar information on what constitutes a hate crime or incident. Encourage development of 3 rd party reporting by Forces.	Discussion with SIFC around setting up a competition for young people from diverse communities to submit entries for calendar which contains information on hate crime.	ACPOS Religion and Faith reference group DCC MacLeod	This action may be subsumed by the conference	
Establish and formalize links and lines of communication with other ACPOS groups to ensure that religion and	Cross membership of ACPOS Reference groups	Point two now incorporated into youth conference	ACPOS Religion and Faith reference group DCC MacLeod	02/12/2010	

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faith matters are considered and mainstreamed into national policing strategies including ACPOS Diversity Strategy and ACPOS Hate Crime Manual	Organise and facilitate a cross strand (religion/faith and lgbt) workshop to promote understanding and good relations between these communities				
Raise awareness of religion, faith and belief issues amongst Police officers and staff	Include religion, faith and belief issues within local training for individual forces.	Ensure SPC is represented on the ref group and link with national diversity training strategy group.	ACPOS Religion and Faith reference group DCC MacLeod	05/05/2010 Actioned	
Seek to ensure a national corporacy in relation to delivering Contest Prevent	All Forces to outline their strategy and leadership of Prevent	The group are considering inviting SPVEU colleagues to sit at our quarterly meetings to ensure cross cutting work is identified and opportunities are capitalised on.	ACPOS Religion and Faith reference group DCC MacLeod	Action dropped in light of formation of national prevent group	
Monitor religion, faith and belief hate crimes and/or incidents	All Forces to deliver a quarterly update on religion, faith and belief hate crime and/or	The group are considering adopting the ACPOS Race and Asylum Group reporting template for	ACPOS Religion and Faith reference group DCC MacLeod	Ongoing	

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<p>to give a national view for any trends identified</p>	<p>incidents identifying any related trends</p>	<p>crime motivated by religious discrimination however members have expressed concern in that MI systems may not allow this data to be readily retrieved. The DCC has asked that we consider a pilot reporting programme. Forces are not able to report this data in the format needed.</p>			