

ACPOS EQUALITY AND DIVERSITY STRATEGY

TRAINING 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)
ACPOS Equality and Diversity Training Plan 2009-2012	<p>Publish ACPOS Equality & Diversity Strategy 2009-2012.</p> <p>ACPOS Equality and Diversity Training Plan to support the ACPOS Equality & Diversity Strategy.</p> <p>Project management team approach. Team to comprise of representatives from all forces and the Scottish Police Services Authority (SPSA). First meeting 20th April 2009.</p> <p>ACPOS Equality and Diversity Training needs will be included within the ACPOS National Training Implementation Plan.</p> <p>Scope of ACPOS Equality</p>	<p>There will be an ACPOS Equality and Diversity Training Plan 2009-2012 in place with robust processes to ensure clarity in relation to National and Force Equality & Diversity training.</p> <p>Equality & Diversity training needs that require a Training Needs Analysis will be identified.</p> <p>Evaluation processes will be built into all training that stems from the ACPOS Equality and Diversity Training Plan.</p>	<p>Project Sponsor Mr Ian Latimer</p> <p>Project Manager Mr Bruce Milne</p>	August 2009	<p>SPPF- All High level Primarily Sound Governance and Efficiency, although improvements in training prioritisation and delivery will ultimately impact on all objectives.</p> <p>Equalities legislation, statutory duties to evidence promotion of equality.</p> <p>Need to ensure best value.</p> <p>Links to the Equalities</p>

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	<p>&Diversity Training Plan to include</p> <p>1)Review Positive Action Training Offered in Force and on a National basis</p> <p>2) Review of Diversity Train the Trainers Course</p> <p>3) Review of Probationer Training Division(PTD) Equality & Diversity</p> <p>4) Review of Diversity Train the Trainers Practitioners Group.</p> <p>5) Identify training needs for National Equality Impact Assessment (EIA) Training</p>				<p>Measurement Framework, to agree priorities, set targets and evaluate progress towards equality</p> <p>Scottish government National Performance Framework</p>
<p><u>Update June 2010</u></p> <p>An initial report was produced by the Project Group in December 2009, which was circulated for internal consultation.</p> <p>It was agreed that further work was required to ensure that the training plan incorporated the needs of the Service. ACPOS Personnel and Training Business Area and ACPOS Equality and Diversity Business Area have worked together and a number of Focus Groups have been held to consider the learning, training and development needs of the Scottish Police Service.</p> <p>The following needs have been identified:</p>					

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<p>1) Entry Level training available to all staff when they join the Scottish Police Service: While Police Officers will continue to receive their initial training at the Scottish Police College, Police Staff will continue to receive their initial Equality and Diversity training at Force. This training will consider key topics including values, beliefs, discrimination, prejudice, legal framework and organisational responsibilities.</p> <p>2) Role Specific Training: It is accepted that Equality and Diversity training requires to be tailored to the specific role of the individual member of staff and Police Officer. Strathclyde Police are currently completing some work in this area which the service hopes to benefit from.</p> <p>3) Management Training: It is accepted that Equality and Diversity training needs to continue to be included in First line management training and beyond. SPC are currently reviewing their Leadership and Management Training and will be reviewing the Equality and Diversity elements of this training to ensure it is updated and reflects current issues for policing management.</p> <p>4) Positive Action Training is presently being reviewed.</p> <p>5) Train the Trainers Equality and Diversity Training is being reviewed and an evaluation is currently being undertaken on previous training courses. This evaluation will inform future training needs.</p> <p>6) Probationer Training in the College has been reviewed and updated. Equality and Diversity Training has been delivered during the first three days of Probationer Training at the Scottish Police College. Following the Probationer Training Review it was agreed that rather than "front load" the Equality and Diversity Training at the beginning of the course the Equality and Diversity component would be threaded throughout Probationer Training to ensure links with operational policing are constantly reinforced and opportunities provided to ensure behaviours were appropriate and operationally relevant. The initial two days of Probationer Training will continue to focus on Equality and Diversity issues and there is a commitment to retain the input delivered from Community Advisers.</p> <p>7) EIA Training: It has been agreed that this training will be progressed on a national level for those staff requiring it. EIA training will also be incorporated into management and strategic level training. Finance has been identified to progress.</p>					

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<p>Work with Partners to produce and deliver Equality & Diversity training and development on a national and force basis.</p>	<p>Criminal Justice Sector Equality & Diversity training materials development group in place.</p> <p>Ongoing commitment to continue to use community advisers in delivering training in the Scottish Police College and Force.</p>	<p>Production of Criminal Justice Sector Equality & Diversity materials for use within all criminal justice agencies.</p> <p>Community advisers will be involved in delivering training in Forces and Scottish Police College.</p>	<p>Skills for Justice coordination agency.</p> <p>The Criminal Justice Sector Equality & Diversity training group will produce the materials for consideration by steering group.</p> <p>Force and Scottish Police College arrangements in place, to be reviewed by them.</p>		<p>SPPF Primarily Sound Governance and Efficiency. A unitary process will assist in cost savings and direct extra resources to the front line. It will also ensure consistent processes across Scotland.</p> <p>Need to ensure best value.</p> <p>Equalities legislation, statutory duties to evidence promotion of equality.</p> <p>Links to the Equalities Measurement Framework, to agree priorities, set targets and evaluate progress towards equality.</p>

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					<p align="center">Scottish government National Performance Framework.</p>
<p><u>Update June 2010</u></p> <p>The Justice Sector "Valuing and Managing Diversity" Course was piloted on the 1st and 2nd June 2010. A number of organisations from the Justice Sector attended this pilot training. Evaluations of the event were completed and returned to Skills for Justice who compiled a composite evaluation report which was presented to the Skills for Justice Country Group Meeting on the 1st July 2010.</p> <p>It was accepted at this meeting that progress had been made and further work needed to be completed to ensure the course was fit for purpose.</p>					