

ACPOS EQUALITY AND DIVERSITY STRATEGY

Religion & Faith 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)
1. Maintain knowledge of key issues.	Through inputs to the group and attendance at awareness and conference events	<p>List of inputs and attendance of members at awareness and conference events.</p> <hr/> <p>Update 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.</p>	All group members	Ongoing	<p>SPPF Sound Governance and Efficiency</p> <p>ACPOS Diversity Strategy – Service and Engagement</p>
2. Develop a communication network with key	Identify groups and stakeholders who may wish to collaborate with	Groups identified and have attended meetings or have collaborated with group	All group members to advise Chair to possible collaborative opportunities	Ongoing	ACPOS Diversity Strategy – Service and Engagement

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groups and stakeholders	the group	(members) on specific items of work <hr/> Update As above			SPPF Sound Governance and Efficiency
3. 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	List of contacts by members to be maintained. <hr/> Update As above. Communications plan will be drawn up once stakeholders have been mapped.	All group members	Ongoing	ACPOS Diversity Strategy – Service and Engagement SPPF Sound Governance and Efficiency
4. 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.	Members on other such working groups as identified. List to be maintained. <hr/> Update As above	All group members	Ongoing	ACPOS Diversity Strategy – Service and Engagement SPPF Service Response and Sound Governance and Efficiency.
5. Liaise with education to consider initiatives	Provide information on internet and personal safety to reduce the	Numbers of presentations made. <hr/>	All group members	Ongoing	ACPOS Diversity Strategy – Service and Engagement

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<p>which address religious, faith and belief communities and young people's concerns</p> <p>6. Encourage reporting of hate crimes and incidents at a local and national level.</p>	<p>threat of exploitation or radicalization (Contest/Prevent)</p> <p>Publicise through ACPOS themed calendar information on what constitutes a hate crime or incident. Encourage development of 3rd party reporting by Forces.</p>	<p>Update Representative form the group met with SIFC youth council to work on a funding bid for a national youth interfaith conference 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.</p> <ol style="list-style-type: none"> 1. Hate crime/incident theme published on ACPOS calendar 2. Forces have in place 3rd party reporting mechanisms <hr/> <p>Update Discussion with SIFC around setting up a competition for young</p>	<p>1. Chair</p> <p>2. All group members</p>	<p>Nov 2009</p> <p>Ongoing</p>	<p>SPPF Public Reassurance and Community Safety and Sound Governance and Efficiency</p> <p>ACPOS Diversity Strategy – Service, Engagement and Hate Crime</p> <p>SPPF Public Reassurance and Community Safety and Sound Governance and Efficiency</p>

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7. Establish and formalize links and lines of communication with other ACPOS groups to ensure that religion and faith matters are considered and mainstreamed into national policing strategies including ACPOS Diversity Strategy and ACPOS Hate Crime Manual	<ol style="list-style-type: none"> 1. Cross membership of ACPOS Reference groups 2. Organise and facilitate a cross strand (religion/faith and lgbt) workshop to promote understanding and good relations between these communities 	<p>people from diverse communities to submit entries for calendar which contains information on hate crime.</p> <p>Reference to religion and faith to be contained within ACPOS Diversity Strategy and Hate Crime Manual</p> <p>Workshop takes place and learning is reported to wider ACPOS Equality and Diversity Business Area</p>	<p>Members from Religion and Faith involved within ACPOS working groups</p> <p>Northern Constabulary and volunteer Force to organize with support from all group members</p>	<p>ACPOS Diversity Strategy April 2009</p> <p>ACPOS Hate Crime Strategy End 2009</p> <p>Other ongoing</p> <p>Nov 2009</p>	<p>ACPOS Diversity Strategy – Service, Engagement and Hate Crime</p> <p>SPPF Public Reassurance and Community Safety and Sound Governance and Efficiency</p>
8. 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.	<p>List of forces that include religion, faith and belief issues within training and content of training</p> <hr/> <p>Update</p>	All group members		ACPOS Diversity Strategy – Service, Engagement and People

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9. Seek to ensure a national corporacy in relation to delivering Contest Prevent	All Forces to outline their strategy and leadership of Prevent	<p>Consider development of ACPOS religion and faith calendar as per above action highlighting issues of religion and positive difference</p> <p>Ask all representatives to brief the group on their Forces strategy in order best practice may be shared.</p> <hr/> <p>Update 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.</p>	All Forces representatives	Ongoing	<p>SPPF Sound Governance and Efficiency</p> <p>ACPOS Diversity Strategy – Service, Engagement and Hate Crime</p> <p>SPPF Public Reassurance and Community Safety</p>
10. Monitor religion, faith and belief hate crimes and/or incidents to give a national view for any trends identified	All Forces to deliver a quarterly update on religion, faith and belief hate crime and/or incidents identifying any related trends	<p>An annual return will be delivered to the main business area. This will be achieved by the secretariat ensuring all Forces update the reference group on quarterly basis.</p> <hr/> <p>Update The group are considering adopting the ACPOS Race</p>	All Forces representatives	Ongoing	<p>ACPOS Diversity Strategy – Service, Engagement and Hate Crime</p> <p>SPPF Public Reassurance and Community Safety</p>

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		and Asylum Group reporting template for crime motivated by religious discrimination however members have expressed concern in that MI systems may not allow this data to be readily retrieved.			