



<b>Meeting</b>	<b>People Committee</b>
<b>Date</b>	<b>30 May 2024</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>Policing Together Bi-annual Update</b>
<b>Presented By</b>	<b>Tom McMahon, Director of Strategy &amp; Analysis</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Appendix A – PT Performance Report Q3&amp;Q4 2023/24</b>

**PURPOSE**

The purpose of this paper is to introduce the Policing Together (PT) 6 Monthly Performance Report. The report covers quarters 3 and 4 of 2023/24.

The content of this paper aligns to Police Scotland’s Strategic Outcomes 2, 4 and 5.

## **1 MAIN REPORT**

### **1.1 BACKGROUND**

- 1.1.1 The Policing Together (PT) 6 Monthly Performance Report is an output from the PT Performance and Impact Group (PT P&I) and is submitted to the PT Strategic Oversight Board (SOB) on a 6 monthly basis incorporating 2 quarterly cycles.
- 1.1.2 The PT P&I Group considered Police Scotland's reporting against the PT Strategy and embedded progress reporting into already established methods. The PT 6 Monthly Performance Report, Appendix A, has therefore evolved to include reporting against the PT Strategy and its Implementation Plan. The report will continue to develop going forward based on feedback and evolutions in the data space. It will aim to enable concise, visual, impact focused reporting supported by key measures.

### **1.2 POLICING TOGETHER PERFORMANCE REPORT – CONTENT**

- 1.2.1 The PT 6 Monthly Performance Report at Appendix A, comprises of updates in relation to mainstreaming and delivery against PT and the Joint Equality Outcomes for Policing. It describes progress between October 2023 and March 2024.
- 1.2.2 The report is part of a suite of performance reports based on the Performance Framework which includes measures of progress linked to the Equality Outcomes. This six-monthly reporting supplements the updates included in quarterly performance reporting and provides additional detail and focus from an equality, diversity and inclusion perspective.
- 1.2.3 The mainstreaming section of the report provides key strategic updates which are aligned to Policing Together. Key reporting against the Joint Equality Outcomes for Policing are included within the report to ensure ability to comply with legislative reporting requirements. The report provides high-level progress updates, examples of national and local activities and their impacts and some key next steps that will be updated on through future reporting. The report is structured to cover Police Scotland commitment, actions, achievements/impact and next steps. This method of reporting is consistent with Police Scotland's approach to the legislatively required Joint Equality Outcomes for Policing Mainstreaming report.
- 1.2.4 Police Scotland's corporate action management system, 4Action, is used to track and report high level progress against the Policing

Together Implementation Plan. Visual representation of progress is included within the report with additional narratives provided by exception.

### **1.3 GAP ANALYSIS**

1.3.1 As Police Scotland move towards the final 6 months of delivery of the 2021-2025 Equality Outcomes gap analysis requires to be carried out by the lead business areas; People and Development E&D, PPCW Diversity Unit and the Public Protection Unit to understand which 'we will' commitments have been delivered and which still requires attention. This process of gap analysis and identification of priorities will also assist with the development of the SPA and Police Scotland's Equality Outcomes for 2025-29.

### **1.4 PUBLIC PROGRESS REPORTING AND REFRESH OF JOINT EQUALITY OUTCOMES**

1.4.1 There is a legislative requirement (The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012) to publish equality outcomes at least every 4 years and to report progress made to achieve these outcomes at least every 2 years. In addition, a report must also be published on progress made to mainstream the equality duty into our functions. As a result, an E&D Mainstreaming and Equality Outcomes Progress Report and refreshed Equality Outcomes must be published by 30 April 2025. An associated E&D Employment Monitoring Report also requires to be published alongside the mainstreaming report.

1.4.2 The legislation requires that when setting equality outcomes, reasonable steps are taken to involve people who share a relevant protected characteristic and those who represent their interests. It also requires that relevant evidence relating to persons who share a protected characteristic is considered. In addition, if the equality outcomes set do not cover every relevant protected characteristic then the evidence and reasons for this must be published.

1.4.3 The Joint Equality Outcomes for Policing 2021 and the last E&D Mainstreaming and Equality Outcomes Progress report (2023) were developed jointly with the SPA.

1.4.4 The rough timeline for the development of the 2025 Equality Outcomes is suggested below. This draws from timescales and experiences of producing the 2021 Outcome.

- Positional Review/Planning (June – Sept 2024)
  - Initial Engagement/Evidence Gathering (Sept – Dec 2024)
  - Drafting/Development (Dec 2024 – Jan 2025)
  - Ongoing Engagement/Governance/Sign off (Jan - March 2025)
  - Final Design and Publication (April 2025)
- 1.4.5 The development of the previous mainstreaming reports and equality outcomes were owned by PPCW and progressed in conjunction with stakeholders from P&D, Public Protection, APU, and SPA. Mainstreaming updates were also collated from other areas such as strategy and innovation, estates, procurement etc.
- 1.4.6 Discussion took place at the PT P&I Group and thereafter PT Tactical Group around ownership going forward for the production of the performance reports. A decision was made that the Analysis and Performance Unit should lead on the co-ordination and development of the PT 6 Monthly Performance Report and the Joint Mainstreaming and Equality Outcomes Progress Report. The reports, although led by APU, will continue to be co-ordinated by way of a sub-group and developed jointly by APU, P&D E&D, PPCW Diversity Unit, PPU and PT. It is recommended that this decision is endorsed at the PT Strategic Oversight Group.
- 1.4.7 At the PT Tactical Group on 26 April members discussed and agreed the need for a Short Life Working Group to be established to develop the new SPA and Police Scotland Joint Equality Outcomes for Policing 2025-29. It is recommended that this Group be jointly chaired by Nicky Page and Chief Superintendent Policing Together.

## **1.5 CONCLUSION**

- 1.5.1 This report and Appendix A is provided to the PT SOB for approval for onward transmission to the SLB. Appendix A provides the Bi-Annual Policing Together Update.
- 1.5.2 The information in section 6.4 is provided to aid discussion and enable decisions around ownership of the Policing Together Performance report and Equality Outcomes Mainstreaming and Progress Report, as well as ownership of the development of new Equality Outcomes for 2025-29.

## 2 FINANCIAL IMPLICATIONS

2.1 There are no current financial implications.

## 3 PERSONNEL IMPLICATIONS

3.1 There are no direct resource implications, however, consultation will be required internally and externally as Equality Outcomes for 2025-2029 are developed.

## 4 LEGAL IMPLICATIONS

4.1 There are no direct legal implications.

## 5 REPUTATIONAL IMPLICATIONS

5.1 The confidence of our officers/staff, partners and the public is likely to be positively impacted by this work being successfully delivered.

## 6 SOCIAL IMPLICATIONS

6.1 The social implications are recognised in the Community Impact and Environmental Implications sections.

## 7 COMMUNITY IMPACT

7.1 There is known public interest in relation to elements of Equality, Diversity and Inclusion, therefore there could be public interest in this work.

## 8 EQUALITIES IMPLICATIONS

8.1 Embedding EDI activities into planning and performance supports mainstreaming and will have a positive impact on equality.

## 9 ENVIRONMENT IMPLICATIONS

9.1 Communications and Engagement will be required internally and externally as Equality Outcomes for 2025-2029 are developed.

### RECOMMENDATIONS

Members are invited to discuss the contents of this paper.



# **Police Scotland Policing Together Performance Report**

## **Quarters 3 & 4 (October to March 2024)**

**DATA YTD (October-March) unless otherwise noted.**

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## Introduction

Our Equality, Diversity and Inclusion Performance Report describes progress between October 2023 and March 2024 towards meeting the commitments in our [Policing Together Strategy](#) and [Joint Equality Outcomes for Policing 2021](#). The report evidences our service wide mainstreaming approach to equality, diversity, and inclusion supported by additional specialist activities as required. It follows on from the recent updates published in our [Joint Mainstreaming and Equality Outcomes Progress Report](#).

Our Policing Together Strategy and equality outcomes are aligned to the Strategic Outcomes as detailed in the 2023/24 Annual Police Plan, these being:

- **Public Safety and Wellbeing** - threats to public safety and wellbeing are resolved by a proactive and responsive police service
- **Needs of Local Communities** - the needs of local communities are addressed through effective service delivery
- **Confidence in Policing** – the public, communities and partners are engaged, involved and have confidence in policing
- **Positive Working Environment** - our people are supported through a positive working environment, enabling them to serve the public
- **Sustainable and Adaptable Service** - Police Scotland is sustainable, adaptable and prepared for future challenges

This report is part of our suite of performance reports based on our current Performance Framework which includes measures of progress linked to Policing Together and our equality outcomes. This six-monthly reporting supplements the updates included in our quarterly performance reporting and provides additional detail and focus from an equality, diversity and inclusion perspective. It provides high-level progress updates, examples of national and local activities and their impacts and some next steps that will be updated on through future reporting.

The processes to plan, deliver and report on the impact of our activities are being continuously developed to ensure effective reporting that measures our progress and drives our next steps.

An overview of our EDI performance reporting journey including current and future aspirations is included in the summary below:

# EDI PERFORMANCE REPORTING JOURNEY



Police Scotland Equality Outcomes (2017 – 2021) are in place.

Equality Outcomes 6 monthly progress reports are collated. These reports are lengthy, high-volume, activity based and repetitive. They include updates from all divisions and departments against each equality outcome for every reporting period.

EDI performance measures are in place but require development and improvement.

Multiple different EDI progress papers are passed through various governance meetings.

New Joint Equality Outcomes for Policing are launched (2021-2025) based on a full evidence review and significant consultation.

New data and insights measures are established against the equality outcomes as a basis for further improvement.

Relevant EDI measures are embedded into the Performance Framework.

A new 6 monthly EDI Performance Report is developed. The report focuses on key strategic updates supported by examples of local progress.

The single 6 monthly EDI performance report is well established and progresses through all relevant governance meetings.

The EDI Performance Report is becoming more impact focused and informs the biennial mainstreaming report.

Policing Together Strategy has been launched and reporting is being embedded into the single EDI performance report.

Data gaps have been identified, and a plan is in being developed to improve EDI data and measures e.g. development of EDI Performance Dashboards.

The 6 monthly Policing Together performance report is used to effectively track impact and informs the legislatively required biennial reporting.

Reporting is concise, impact focused, includes key EDI performance measures and insights and informs our planning and next steps.

Many data gaps have been addressed and data measures, processes and presentation are being continuously improved.

The Joint Equality Outcomes for Policing are refreshed and alignment to Policing Together has been strengthened leading to a simplified strategic landscape.

## Mainstreaming of Equality, Diversity and Inclusion

This section provides strategic updates that highlight how equality, diversity and inclusion are being mainstreamed throughout Police Scotland. It covers key pieces of work that cut across the various strategic outcomes relevant to equality, diversity and inclusion. Additional mainstreamed activities are also embedded through the delivery of the Policing Together strategy and Joint Equality Outcomes for Policing and are reported in the relevant sections of this report and cross referenced where relevant.

### Merging of Partnerships, Preventions and Community Wellbeing with Policing Together

In January 2024 Police Scotland joined two portfolios, Preventions, Partnerships and Community Wellbeing (PPCW) and Policing Together. Bringing these two portfolios together provides opportunities to make further progress in our approach to inclusion, preventions and partnerships. The portfolios provide essential support to colleagues in divisions and departments across our organisation, and to our partners, to deliver on the Chief Constable's priorities. The new merged portfolio will allow us to work more closely together to further build an effective, values based and inclusive police service at a time when public finances are under acute pressure and while meeting increasingly complex needs.

### SPA Policing Together Oversight Group

In December 2023 the Scottish Police Authority established the SPA PT Oversight Group. This Group currently sits bi-monthly in order to deeply scrutinise Police Scotland's activities under PT. The Group is chaired by Tom Halpin. The membership consists of SPA Board members, DCC Professionalism Alan Speirs, ACC Policing Together, Strategic Equalities Advisor Dr Victor Olisa and key senior representatives as required across Police Scotland. As well as scrutinising the progress of Policing Together and Police Scotland's work around the development of a cultural dashboard and performance measurement, the group has had a focus on grievance, flexible and part time working, EqHRIA and policy review.

### Culture Dashboard

Police Scotland's ambition in respect of its Policing Together 6 Monthly Progress Report is to provide increased outcome focused reporting which is supported by key data and insights. In furtherance of this aim, work is underway to develop a Culture Dashboard which will incorporate, where data is available, the indicators for Policing Together and our work on Sex Equality and Tackling Misogyny. This work is at an early stage with Planning Performance Officers and Strategic Analysts engaging with business areas to define the indicators for inclusion in the

dashboard. Data availability and accessibility is also being reviewed and an initial baseline of data will be prepared and reported through the relevant governance groups. The Culture Dashboard will be developed using Power Bi and will require collaboration with internal departments and a period of testing.

### **Anti-discriminatory Police Service / Institutional Discrimination**

At the Scottish Police Authority (SPA) Board meeting on Thursday, 25<sup>th</sup> May, 2023 the former Chief Constable publicly addressed the matter of institutional discrimination.

Between August and September 2023 Police Scotland officers and staff were provided with an opportunity to voice their questions, thoughts, and views on institutional discrimination within policing via an internal survey. 1336 colleagues responded to the survey. The engagement highlighted several key areas of focus to continue to build on complex perceptions and experiences of this issue within the service.

Police Scotland has embarked on work to review a number of its policies as part of the work to meet the commitment that Police Scotland would become an anti-racist organisation. The purpose is to review the policies to examine whether their content or style were written in a way that could lead to discrimination or disadvantage, either directly or indirectly. Initial policies were identified and agreed due to the impact they can have on internal wellbeing and integration or external service delivery. The policies are; Flexible Working, Posting and Transfers, Uniform and Appearance Standards, Transitioning at Work and Disability in Employment.

On Monday 19 February a workshop took place with colleagues from; Diversity Staff Associations, Learning, Training and Development, People and Development, Policing Together and Community Wellbeing, Equality, Diversity and Inclusion Advisors and the Scottish Police Authority. Those in attendance worked together to review the policies by means of small groups, presentations and wider discussions. A report will be produced with detail of learning from the day and will progress through governance.

### **Human Rights Framework**

Police Scotland procured a human rights lawyer and policy advisor Jane Gordon to carry out a baseline assessment of Police Scotland's approach to embedding human rights across the organisation. This was in furtherance of our ambition to build a Human Rights Framework for the organisation. The report received was the first of a four-stage process to embed Human Rights throughout the organisation. The next stages will comprise of the design and implementation of a Human Rights Framework, building organisational capacity and maintaining progress in compliance with the Framework.

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Jane Gordon set out a series of recommendations to support the development of a Human Rights Framework under 9 areas;

1. The Relationship between human rights, professional standards and Police Scotland's Code of Ethics
2. Police Scotland organisational approach to human rights
3. Police Scotland organisational knowledge and application of human rights
4. Integration of human rights in Police Scotland Training and Development
5. Integration of human rights in Police Scotland Strategies and Policies
6. Integration of human rights at operational level
7. Human rights of Police Scotland people
8. Accountability: Police Scotland response to external scrutiny and oversight
9. Future proofing Police Scotland's human rights framework

A structured plan on the 4Action system is nearing completion to manage the delivery of the recommendations within the Baseline Assessment. It is anticipated that it will go live near the end of Q1 2024/25. Material updates to date are being collated and it is anticipated that a number of recommendations will be met by ongoing development work within business areas and cross over between the Human Rights recommendation and other ongoing work streams.

### **Policing Together Independent Review Group**

The Policing Together Independent Review Group presented its interim report to the SPA Board on 25 May 2023. The final report is currently progressing through factual accuracy checking and is due to be presented to the SPA PT Oversight Group in June 2024. 7 themes have been identified and will form the basis of the IRG's reporting framework;

- Governance and Oversight
- Dealing with Complaints and Grievances
- Role of Middle/People Management
- Policies and Practice
- Training and Development
- Recruitment, Retention, and Promotion

- Vetting

The themes have enabled the group to gather data and evidence required to assess the level of assurance it can offer Police Scotland across the key outcomes. The IRG's report intends to offer a level of assurance on the delivery of the strategy using a RAG rating across three categories; Intention and Commitment, Strategic Framework and Implementation and Delivery. In addition a judgement on prospects for progress will be provided across ratings of promising, uncertain and poor. The IRG intend to also offer Police Scotland a consideration of what good might look like in 5 years' time and the steps Police Scotland may wish to take to achieve this.

### **Sex Equality and Tackling Misogyny**

Police Scotland's work on Sex Equality and Tackling Misogyny (SE&TM) is also being delivered under the Policing Together Programme. An Implementation Plan has been written by Strategy, Insights and Engagement and includes 4 evidence-led work streams focused on the enablers of sexism and misogyny.

Activities within these work streams have been prioritised based on colleague insights and data for tackling sexism and misogyny. These work streams are being taken forward by the 'cross-service' Steering Group members, led by ACC Bond. The four themes within the action plan are:

- Culture and Leadership
- Communication and Engagement
- Working Practices and Estates
- Governance and Reporting

The plan is aligned to the wider strategic landscape and the findings of the HMICS culture inspection have also been incorporated into this plan. DCC Jane Connors has replaced retired DCC Malcolm Graham as the strategic lead and ACC Emma Bond is delivery lead.

## Policing Together Strategy – Outcomes and Commitments

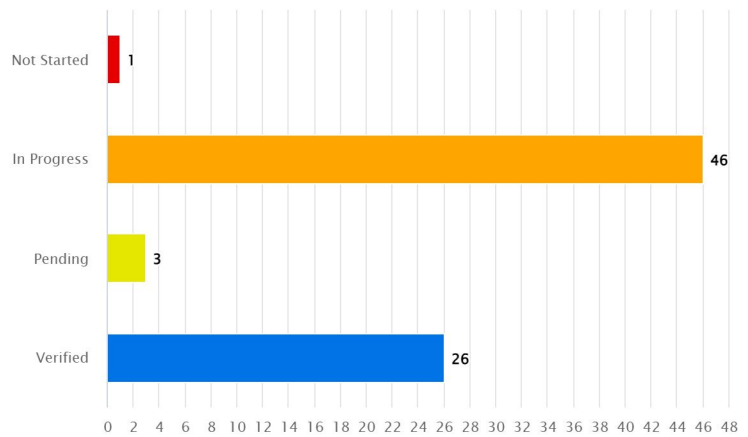
Our [Policing Together Strategy](#) was approved in September 2022. It sets out a clear strategic direction for the equality, diversity, and inclusion ambition of Police Scotland. The Joint Equality Outcomes for Policing have also been embedded within the Strategic Outcomes set out within the strategy to ensure alignment. The strategic outcomes and commitments in the strategy are outlined below.

Our vision	Police Scotland is welcoming, inclusive and representative of the communities we serve. Our people demonstrate our values, know that they belong and can fully be themselves.		
Outcome 1	Outcome 2	Outcome 3	Outcome 4
<p>We are an anti-racist organisation and have zero tolerance for any discrimination, bullying or harassment. We act at all times in accordance with our values.</p>	<p>Equality, Diversity, Inclusion and Human Rights are embraced and central to everything we do.</p>	<p>We are committed to creating an inclusive culture which is supportive and welcoming, where colleagues feel they belong and can be at their best.</p>	<p>Our colleagues represent and reflect the communities we serve and keep safe.</p>
Our commitments			
<p>Communicate on an ongoing basis to colleagues, partners and communities our anti-racist stance and expectations.</p> <p>Sign the Scottish Government's Race Commitment and contribute towards collective efforts across the Scottish public sector to tackle racial inequality in employment.</p> <p>Regularly review our policies to ensure they do not contain unconscious bias.</p> <p>Provide training and support on people policies, procedures and toolkits to support understanding of every day discrimination and application of equality and inclusion within the workplace.</p> <p>Provide officers and staff with a dedicated mechanism to report issues and concerns relating to discrimination, equality, diversity and inclusion.</p> <p>Strengthen our recruitment, vetting, performance and disciplinary procedures to ensure due process and fairness throughout.</p>	<p>Explore options to strengthen the current structure of Equality, Diversity and Inclusion dedicated resource within People and Development with view to enhancing our services to meet demand.</p> <p>Establish a permanent independent review group to provide support and advice to ensure progress is being made.</p> <p>Develop a rights based approach to policing framework to build on existing practices to coordinate and support activity across the service.</p> <p>Provide updated anti-discrimination, equality, diversity and inclusion training to all officers and staff at regular intervals, including enhanced training for supervisory and senior roles.</p> <p>Build on and expand existing recruitment practices across all areas of the service with a focus on providing positive experiences of individuals joining the service</p> <p>Ensure the Policing Together platform continues to be developed as an accessible equality, diversity and inclusion information portal, providing access to high quality resources and guidance designed to support and grow knowledge and help mainstream activities.</p>	<p>Further embed a shared understanding across the organisation of the behaviours set out within our Competency Values Framework.</p> <p>Support a working environment where individuals feel comfortable and safe to be their genuine selves without fear of abuse from peers and leadership.</p> <p>Ensure that colleagues feel safe to report issues and can be confident in the management and organisational response.</p> <p>Introduce an independent advocate to support colleagues raising concerns around discrimination.</p> <p>Establish a Colleague Panel in the service to engage colleagues in an ongoing dialogue on our most important challenges to support the organisation's journey towards meaningful and inclusive engagement.</p> <p>Provide enhanced leadership training to provide our people with the confidence, skills and knowledge to address issues arising and challenge discrimination.</p>	<p>Work to ensure that our workforce is as demographically representative of the communities of Scotland as possible.</p> <p>Provide support throughout the life-cycle of careers and improve retention of colleagues with protected characteristics.</p> <p>Provide accessible toolkits for colleagues that capture intersectional considerations and wider circumstances.</p> <p>Provide professional development opportunities for colleagues on career breaks, maternity/paternity leave, adoption and fostering leave.</p>

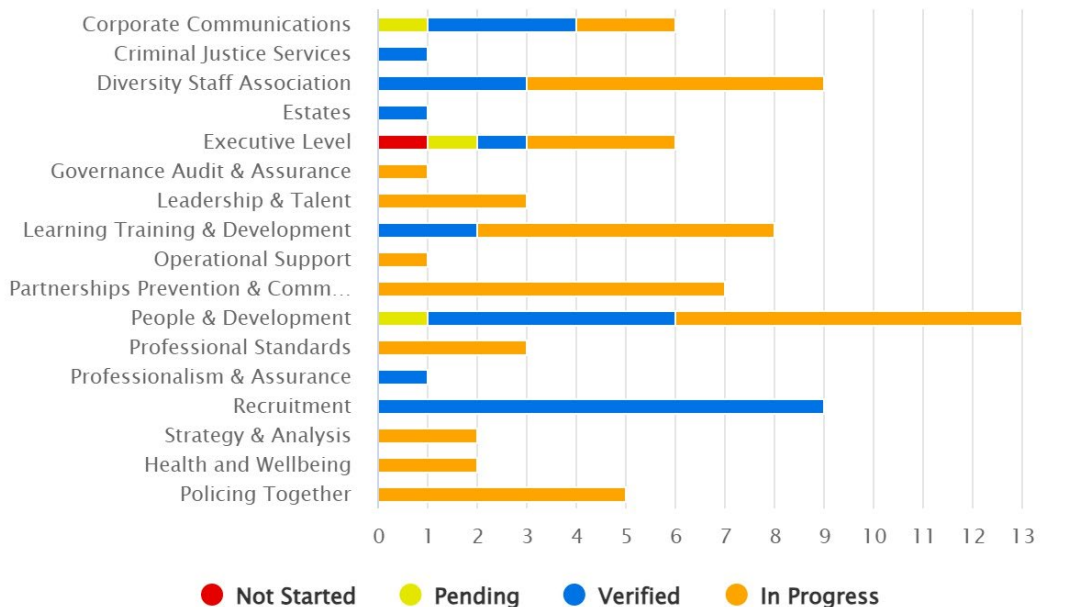
## Policing Together Implementation Plan Tracker & Updates

Police Scotland continues to deliver on the Policing Together (PT) Strategy. The PT Implementation Group sits quarterly and provides oversight and scrutiny of progress through peer review. The visuals below provide an overview of action progress categorised by status and owning department. 4 key pillars of Policing Together have been identified: Leadership, Training, Preventions and Communications. This section of the report provides updates across the pillars.

PT Implementation Plan – Action Status



PT Action Status by Department



There are 76 Actions contained within the PT Implementation Plan. 26 Actions are verified as ‘Complete’, 3 are ‘Pending’ completion, 46 are ‘In Progress’ and 1 is ‘Not Started’. The Action which is recorded as ‘Not Started’ pertains to considering the long, medium and short resource implication of improving inclusion within the service. Police Scotland has commenced a change



project for our operating structures under Operation Evolve. As this work stream develops, there will be a greater understanding of the new operating model that will allow this Action to be accurately progressed.

## **Four Pillars Updates**

The 4 pillars which underpin the work of the Policing Together programme are; Leadership, Training, Prevention and Communications. Standing updates on activity falling under the 4 pillars are reported to the PT Tactical Group on a quarterly basis ensuring oversight, alignment of activity, collaboration and sustained momentum.

The paragraphs below offer high level insight into the progress to date and direction of travel across the 4 Pillars. There is significant alignment to the Equality Outcomes, particularly the updates provided for EO6 - Leadership and further updates in respect of Leadership and Training can be obtained from this section of the report.

**Leadership:** Your Leadership Matters (YLM) is a programme designed to enhance leadership behaviours, providing the skills and tools necessary to build teams which deliver effective policing for all communities. Following the senior and mid-level leaders' programmes, the first level leader (FLL) programme for approximately 5000 Sergeants, Inspectors and police staff equivalent launched in August 2023. The first rotation concluded end of March 2024. Evaluation elicited much positive feedback with 70% rating it good or better 83% saying they understood how to role model the behaviours, 73% saying they could apply what they had learned and 79% rating speakers as effective and engaging. Less positive feedback was received on willingness to advocate the programme to others, overall programme duration, and length of events. This feedback continues to inform enhancements to the programme.

The People Management Development Programme (PMDP) is designed to ensure leaders have the knowledge required to support their teams and create a positive workplace. The course expands knowledge on key topics such as health and wellbeing, attendance management, duty modification, capability and workplace issues and grievances. The course has been updated to include the 'Deconstructing Institutional Discrimination' Empower Hour and a section on the standards of professional behaviour designed in collaboration with the Professional Standards Department.

**Training:** A new mandatory EDI e-learning module 'Upholding our Values' launched March 2024. The module focuses on ethical policing, values and institutional discrimination. The EDI 'Creating Inclusive Climate' learning programme provides 15 hours of facilitated group learning and coaching to support senior leadership teams (SLTs) to deliver on the Policing Together commitments. Major Crime, Intelligence Support, C and J Divisions commenced cohort 3 in

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February 2024 and will complete by June 2024. In addition, LTD are delivering 4 facilitated Empower Hour session every month to support colleagues develop a deeper level of knowledge on a range of inclusion topics including bias and institutional discrimination. This is in addition to empower hours which develop self-awareness and encourage behavioural change.

**Preventions:** A key element of the Policing Together initiative continues to be the Professional Standards Department (PSD) led Preventions & Professionalism programme. The initial campaign has now concluded and focus is on evaluation and next steps to maintain momentum and to continue to reinforce positive behaviours. Impetus is being maintained by delivering a rolling programme of the quarterly publication of Gross Misconduct Outcomes, The Standards newsletter and a focus on a particular theme or standard of interest. Click rates continue to be encouraging and PSD engagement with SMTs across the country further reinforces the importance of using these products to generate discussion at briefings across all levels.

Item	Views
Gross Misconduct Outcome Publication 1	19,646
Gross Misconduct Outcome Publication 2	14,637
Gross Misconduct Outcome Publication 3	13,487
Gross Misconduct Outcome Publication 4	2,929 (December and January to date)
<b>Gross Misconduct Outcome Publications TOTAL</b>	<b>50,699</b>

	News Article Views
The Standard issue 1	17491
The Standard issue 2	7918
The Standard issue 3	12442
The Standard issue 4	7726 (January to date)
<b>The Standard TOTAL</b>	<b>45577</b>

**Communications:** Following a review, Police Scotland’s Cultural Calendar has been renamed the ‘Inclusion Calendar.’ An Inclusion Calendar Working Group meets 5-weekly with governance via the PT Tactical Group. The Terms of Reference for the Group will be reviewed on a continual basis. The latest ToR provides 10 occasions that would benefit from collaborative proactive pre-planned activity, alongside complementing delivery plans of relevant diversity staff association/s. The non-exhaustive list of 45 occasions, provides specific times that Diversity Staff Associations may choose to mark and/or hold customised events which may be supported by Police Scotland, depending on opportunity, demand and subject matter. Police Scotland may also mark bespoke events independently. Over recent months Inclusion Calendar content has delivered learning, support and engagement around Black History Month, Disability History Month, International Day of Elimination of Violence Against Women, LGBTI History Month, Race Equality Week, International Women’s Day / Month, International day for elimination of discrimination, Transgender Day of Visibility and Ramadan. To date, the PT Inclusion Calendar updates on the

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Intranet has had 14,103 views with 12,310 unique views. Average time spent is 1 min 30 seconds. This shows that almost 2000 people came back to the site. This will be a regular measurement which will assist in tailoring the Inclusion Calendar site making it more appealing and interactive to all staff and officers. The varying occasions will also allow to showcase or highlight organisational support for officers and staff.

Corporate Communications have mainstreamed the anti-discrimination message into the communications planning process. The anti-racist / anti-discriminatory commitment messaging routinely features in the values campaign and inclusion calendar messaging.

Corporate Communications continues to play a key role supporting activity across the 3 other pillars of Policing Together and EDI activity across the Implementation Plan and organisation.

### **Divisional/Departmental Delivery Tool**

Following on from the first Policing Together Divisional Workshop in June 2023 a second workshop took place on 8th February. The session included a People and Development update on local delivery along with the launch of a baseline tool to support divisions and departments to build EDI Actions into their People Plans. This tool provides suggested baseline activities structured around the 'four pillars'. It was developed based on actions from the PT Implementation Plan, activities from the employment Equality Outcomes, feedback from EDI HR Advisors, People Partners, Local Management Teams and Policing Together.

During the workshop break-out sessions took place to discuss good practice, learning and next steps. Two spotlight sessions were provided on Creating a Positive Workplace/Mediation services and Continuous Professional Development Tools. All divisions and departments were asked to use the baseline tool to build Policing Together/EDI actions into their People Plans with clear timescales and measures by 31 March 2024.

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## Joint Equality Outcomes for Policing - Objectives

Our [Joint Equality Outcomes for Policing](#) were published in April 2021 based on engagement with internal and external stakeholders and consideration of a wide range of evidence.

<p><b>EQUALITY OUTCOME 1. REPORTING HATE INCIDENTS – CONFIDENCE AND SUPPORT</b> Victims, witnesses and partner agencies feel confident to report hate incidents and receive a consistent level of response and support</p>		
We have engagement approaches in place within local communities and partner agencies to improve trust and confidence in reporting hate crime to us.	We have a consistent approach in supporting victims, witnesses and partner agencies that creates confidence in our response to hate crime.	We have officers and staff who are equipped with increased knowledge of vulnerable groups.
<p><b>EQUALITY OUTCOME 2. ACCESSIBILITY OF SERVICE AND COMMUNICATION</b> People from and across protected groups access services, communication and information provided by Police Scotland and SPA in ways or methods that best suit their needs</p>		
We understand the accessibility barriers and have approaches in place to proactively address them.	We have a range of methods and approaches available to access Police Scotland and SPA.	
<p><b>EQUALITY OUTCOME 3. MEANINGFUL ENGAGEMENT</b> People from and across protected groups are meaningfully engaged, with their insights, expertise and lived experiences being used to prioritise prevention and improve our joint services.</p>		
We provide opportunities for people from protected groups to engage with us and participate in local and national decision making.	We deliver our services in line with recommendations from people from protected groups and those who represent their interests.	
<p><b>EQUALITY OUTCOME 4. VIOLENCE AGAINST WOMEN AND GIRLS – CONFIDENCE AND SUPPORT</b> Women and girls at risk of becoming victims of violence, and those facing violence, are safer and confident that the police are responsive to their needs.</p>		
We reduce the harm caused by domestic abuse and sexual crime by supporting victims and targeting perpetrators.	Our response remains current and is reflective of victims' needs.	
<p><b>EQUALITY OUTCOME 5. WORKFORCE INSIGHTS</b> We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.</p>		
We have improved systems and processes in relation to EDI monitoring.	We have a suite of accessible monitoring reports with clear EDI insights.	Leaders understand and use insights to inform planning and decision making.
<p><b>EQUALITY OUTCOME 6. LEADERSHIP</b> Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights.</p>		
Leaders will be provided with effective and practical tools to support their peoples' diverse needs.	Leaders will be skilled in identifying barriers to equality and inclusion, will be confident to address these and progress opportunities to promote inclusion.	
<p><b>EQUALITY OUTCOME 7. RETENTION</b> Resignation rates of under-represented groups are proportionate to our current workforce profile.</p>		
We understand why individuals from under-represented groups choose to end their employment with police Scotland/SPA.	We have a range of inclusive programmes to address barriers and promote the benefits of working for Police Scotland/SPA.	
<p><b>EQUALITY OUTCOME 8. RECRUITMENT AND PROGRESSION</b> We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers affecting under-represented groups.</p>		
We understand internal and societal barriers to attracting individuals from under-represented to join Police Scotland/ SPA.	We have inclusive attraction strategies in place and a recruitment system that supports inclusive recruitment practices.	

## Equality Outcomes Progress Updates

Updates on the progress made towards each of our Joint Equality Outcomes in Q3 & Q4 are outlined below. These updates are not exhaustive and aim to provide examples of activities, impacts, and measures.

### Equality Outcome 1

#### 1. REPORTING HATE INCIDENTS - CONFIDENCE AND SUPPORT

Victims, witnesses and partner agencies feel confident to report hate incidents and receive a consistent level of response and support.

##### Objectives:

We have engagement approaches in place within local communities and partner agencies to improve trust and confidence in reporting hate crime to us

We have a consistent approach in supporting victims, witnesses and partner agencies that creates confidence in our response to hate crime

We have officers and staff who are equipped with increased knowledge of vulnerable groups

##### We said we would:

- Review our processes for managing and supporting those identified as at risk of harm through both crime and non-crime related incidents
- Review and develop ethical information sharing agreements
- Monitor Community Tensions
- Enhance Third Party Reporting Opportunities by delivering training and support for organisations
- Deliver Hate Crime Advisor training to officers
- Work directly with and learn from the experience of people who have experienced hate crime/ incidents
- Lead and participate in national and local campaigns

##### How we will measure progress:

Confidence levels from those who represent/ support victims of Hate Crime

Evaluation of campaigns we deliver or participate in

Learning gathered through use of Hate Crime Advisers and Community feedback

Number of Hate Crimes, detections and incidents

Use of Third Party Reporting Centres

We said we would: Monitor community tensions.

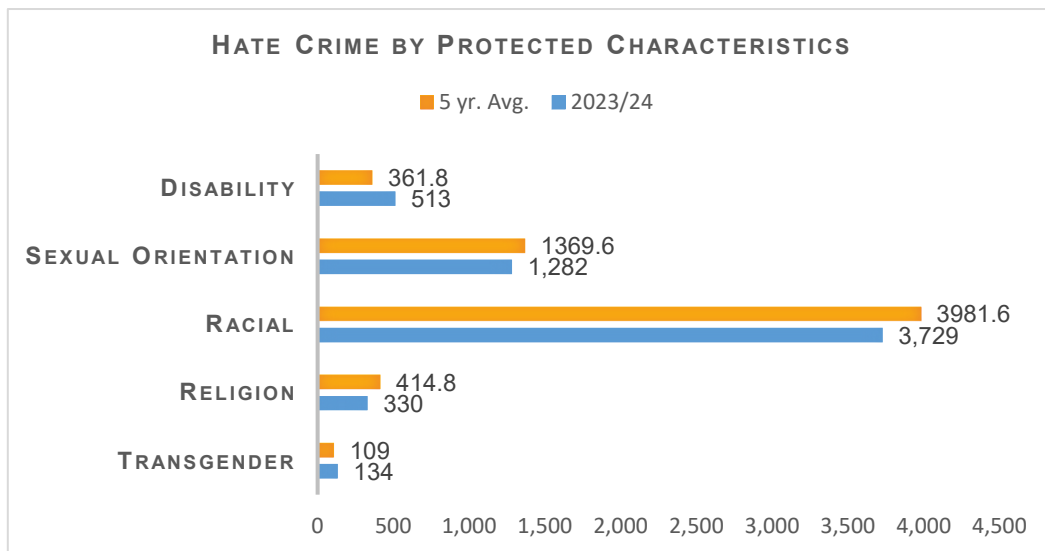
We have:

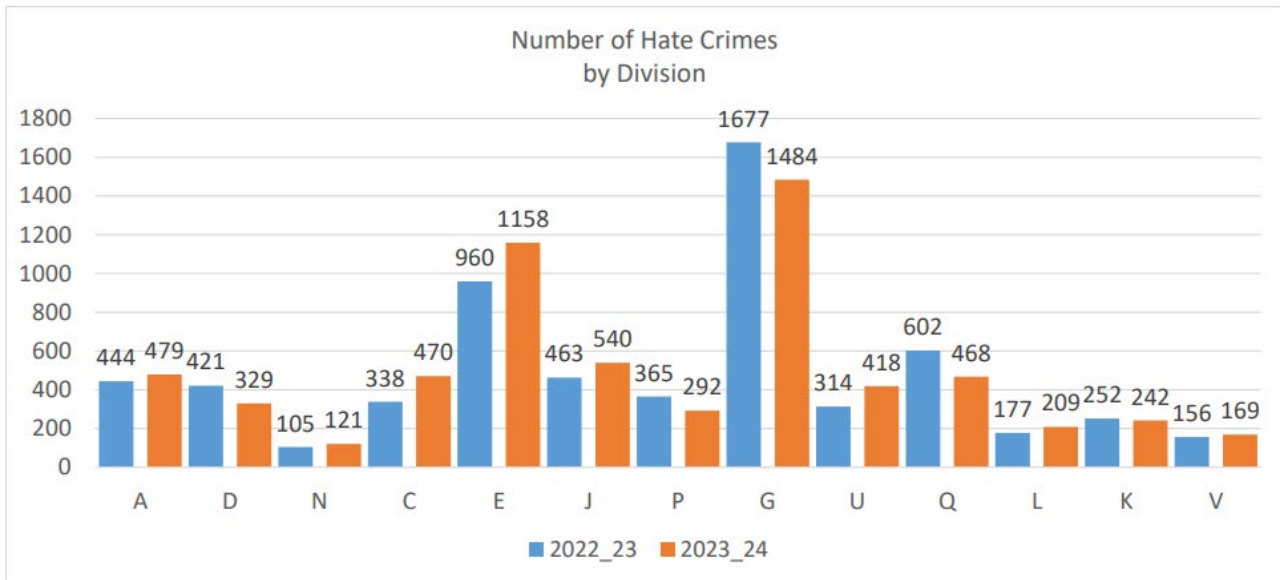
Hate Crime

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Hate Incidents	7,217	7,281	↑ 0.9%	
Hate Crimes	6,274	6,379	↑ 1.7%	
Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Hate Incidents	6,885.4	7,281	↑ 5.7%	
Hate Crimes	6,544.2	6,379	↓ -2.5%	
Recorded Detection Rate Comparison	PYTD	YTD	% Point Change	Five-Year Sparkline
Hate Crimes	64.4%	57.4%	↓ -7.0%	

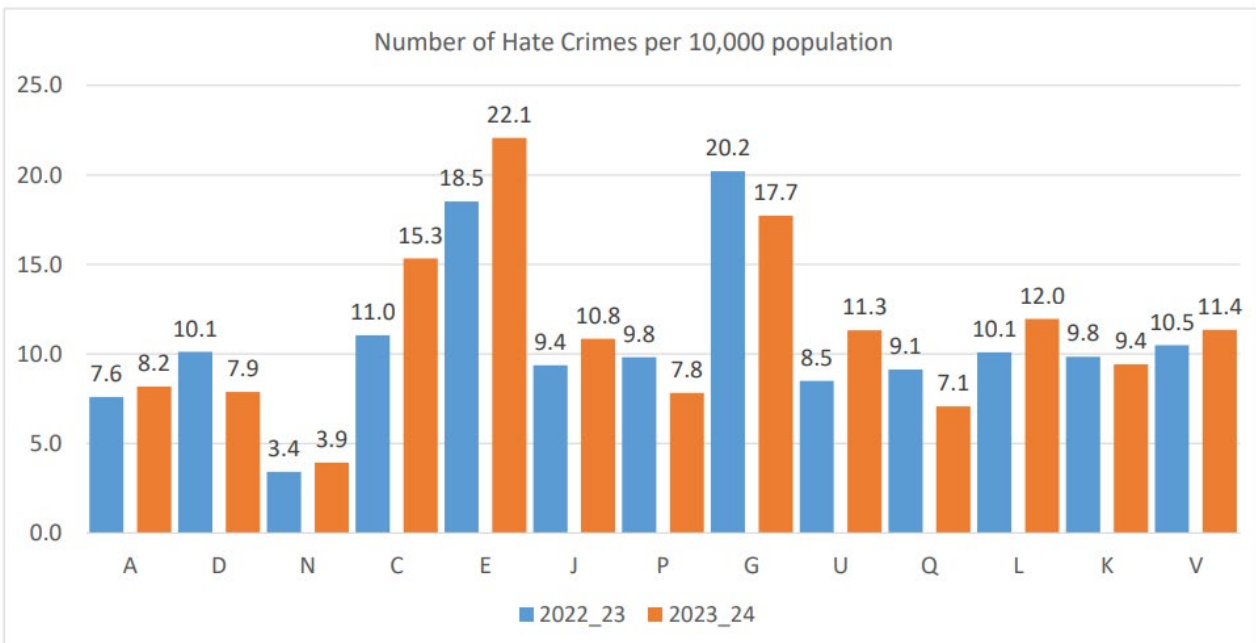
Hate crimes have increased marginally compared to the previous year but remain below the five-year mean. There were 1,409 hate crimes in Q4 compared to 1,646 in Q3 (237 less, -14.4%).

Disability and Transgender aggravated crimes remain above the five year mean whereas, sexual orientation, race and religious aggravated hate crimes have decreased.





When considering the data at a divisional level the most significant numerical differences are in E Division (Edinburgh) and G Division (Glasgow). Although Glasgow has the highest volume of crimes these decreased by 11.5% (193 fewer) whereas crimes in Edinburgh have increased by 20.6% (198 more). This also means that Edinburgh has the highest rate of hate crimes per 10k population now.





## OFFICIAL

When considering the aggravator; Race and Religion are increasing in Edinburgh but decreasing in Glasgow. It is important to note that in Edinburgh a high volume of crimes in December in relation to Operation SANDBED (Safety and Security of MSPs) was recorded. These crimes contributed to 403 hate crimes being recorded in Edinburgh Division in Quarter 3 compared to a five-year mean of 263.2

**We said we would:** Enhance Third Party Reporting opportunities by delivering training and support to organisations.

**We have:**

Police Scotland continue to encourage people to report hate crime and for them to feel that the report will be dealt with appropriately. As such, as part of the commitments for the Hate Strategy for Scotland and for recommendations within the HMICS Inspection, Police Scotland have been progressing with a review of Third-Party Reporting (TPR). We have established a short-life working group to drive this area of business and a commitment from the Scottish Government Hate Crime Unit have committed to supporting this work going forward.

**We achieved:**

The first meeting of the TPR SLWG took place on 11th September. Members are made up from the Strategic partnership group and work is underway to review the training and processes for TPR. Surveys have been sent to all centres with 65 responding so far

**We will:**

- Continue the review of Third-Party Reporting and progress with the development of training

**We will:**

- Continue to build relationships with seldom heard communities and work with partners to fully understand their concerns and develop improvements following their recommendations.

**We said we would:** Have officers and staff who are equipped with increased knowledge of vulnerable groups.

## OFFICIAL

**We have:** Developed mapping of engagement with African communities nationally to drive engagement. Through national level partners we have built relationships with groups helping people settle in Scotland from Africa. Also with the assistance of these communities begun to recruit African community advisors to our advisor cadre, supported by a new role profile to give clearer expectations.

### **Policing in a diverse society**

Police Scotland are committed to learning from lived experience and understand that we cannot teach officers and staff an entire culture or values or cultural norms for every group in Scotland. As such, Police Scotland are working to deliver our 'Policing in a Diverse Society' resource, which focuses on officers and staff tailoring their approach to meet the needs of individuals and communities. 'Policing in a Diverse Society' is a 3-tiered approach which includes an overall toolkit, a knowledge hub and training module. This work stream is reporting to the Policing Together Communities Group and the Policing Together Tactical Group and internal and external consultation will be commencing soon.

PPCW have been consulting with the EDI Training team and are assisting with reviewing of new EDI materials and empower hours to ensure consistency. This is in addition to new training for recruits at the Scottish Police College, delivered by EDI as part of all initial training to focus on equalities matters.

### **We will:**

- Continue to work with the EDI training team to deliver relevant and impactful training

**We said we would:** Review our processes for managing and supporting those identified as at risk of harm through both crime and non-crime related incidents.

### **We have:**

#### **Changes to iVPD**

Amended our policy and practice in relation to recording hate incidents on the interim Vulnerable Persons Database, focussing on the vulnerability of the individual as a result of being the victim of hate and subsequent wellbeing and support opportunities.

### **We achieved:**

Agreement across business areas to remove the recording of hate crime charge information on iVPD whilst recording such information within the new national crime solution. This change will promote a consistent approach to the capture of any concerns or vulnerabilities associated with

victims of hate on iVPD and allow Concern Hubs to assess the risk in terms of on-going vulnerability and share where appropriate with partners and agencies better equipped to support the individual.

**We will:**

iVPD will be upgraded to remove the recording of hate crime charge information. Guidance will be issued to officers and staff in advance, highlighting the need to raise a Concern Report on iVPD for all non-crime hate incidents (until an alternative technical solution is available) and to raise a Concern Report only where specific concerns and vulnerability are identified for the victim of a hate crime.

## Equality Outcome 2

**2. ACCESSIBILITY OF SERVICES AND COMMUNICATION**  
People from and across protected groups access services, communication and information provided by Police Scotland and SPA in ways or methods that best suit their needs.

**Objectives:**

We understand the accessibility barriers and have approaches in place to proactively address them

We have a range of methods and approaches available to access Police Scotland and SPA

**We said we would:**

- Review currently published documentation on our website to improve accessibility
- Make better use of technological tools to improve the range of communication and information formats
- Translate key documentation, messaging and summary points into a format to meet accessibility needs
- Use British Sign Language and subtitling for public messaging
- Develop collaborative and linked messaging with partner agencies into easily accessible formats

**How we will measure progress:**

Updates on progress in improving accessibility mediums

Unified Communications and Contact Platform progress

Overview of standards for publication of documents and communication

User Satisfaction Survey

Your Police and other targeted surveys

**We said we would:** Introduce approaches to proactively address accessibility barriers.

**We have:**

### British Sign Language (BSL) Interpreting Services

The BSL Short-life Working Group (SLWG) are in the process of drafting a national action plan. The group have met with interpreter providers to identify ways of improving provision of interpreting services. Police Scotland are working with providers on planning an ‘interpreter training day’ to encourage more interpreters to take on police work. The group have also hosted a number one-day BSL introductory courses which it is open to anyone whom purpose is to improve service delivery and be a more inclusive employer. To date evaluations and feedback have been very positive and a full evaluation will be completed when the courses conclude in mid-July.

**We said we would:** Translate key documentation, messaging, and summary points into a format to meet accessibility needs

**We have:**

**Translated key information into BSL (British Sign Language)**

As a requirement of The Equality Act 2010 (Section 20) that information is provided in accessible formats to suit the needs of disabled people, Domestic Abuse Coordination Unit (DACU) continue to work alongside Heriot Watt University (HWU) and Partnerships Prevention Community Wellbeing (PPCW) in two projects Justisigns2 and Silent Harm to progress, source approval/funding for translation of Domestic Abuse Questions (DAQ) and of Domestic Abuse landing pages using BSL interpreters. DACU, PPCW and HWU collaborated alongside partners to create a new, more accessible version of the DAQ.

**We achieved:**

On 26 February 2024 a workshop was held at which time the DAQ was translated into BSL which was recorded thereafter. On 12 March 2024, an event took place as documented below. DACU have liaised with Corporate Communications to ensure the information/invite to the event was made available on the Police Scotland intranet.

**We will:**

On Tuesday 12 March 2024 HWU and Police Scotland Equality and Domestic Abuse Coordination Units jointly hosted a Community Information event about Deaf Women's safety. This was a hybrid event taking place at Deaf Action, Edinburgh and on Zoom. The aim of the event was to share information about what was achieved through the Justisigns2 project, and to show the different resources that have been developed to support deaf people and interpreters in BSL, through collaboration by Heriot-Watt University and Police Scotland.

The event was presented in BSL and English and BSL/English interpreters were present at the event to make it accessible to everyone. The event was open to anyone with an interest in this topic – deaf people of any gender, hearing sign language interpreters, professionals who work with deaf people in various support services, police officers.

Equality Outcome 3

**3. MEANINGFUL ENGAGEMENT**

People from and across protected groups are meaningfully engaged, with their insights, expertise and lived experiences being used to prioritise prevention and improve our joint services

**Objectives:**

We provide opportunities for people from protected groups to engage with us and participate in local and national decision making

We deliver our services in line with recommendations from people from protected groups and those who represent their interests

**We said we would:**

- Support and encourage all areas of policing to connect with their diverse communities through relationship building opportunities
- Provide training/awareness opportunities for our officers and staff
- Review our protected group engagement opportunities
- Promote local groups and individuals to contribute at national forums
- Use Community Impact Assessments and Equality & Human Rights Impact Assessments
- Involve and work with members of the community who have lived experience to help foster understanding and awareness
- Include Community Considerations as standard on all Police Scotland meeting agendas / daily activities

**How we will measure progress:**

The diagram consists of six blue ovals arranged in two rows of three. The top row contains: 'E&D Forum alongside Local Policing and Specialist Divisions promoting engagement opportunities', 'Public Engagement Framework', and 'Corporate Parenting Plan – engagement with care experienced children, young people and adults'. The bottom row contains: '“Not at Home” - Reducing policing interaction with missing children from residential or foster accommodation', 'User Satisfaction Survey', and 'Your Police and other targeted surveys'.

**We said we would:** Provide training/awareness opportunities for our officers and staff.

**We have:**

The National Human Trafficking Unit have delivered training to Human trafficking champions across all divisions. This included the Human Trafficking (HT) Champions role along with new issues, procedures, and trends. Inputs were also provided by Victim Navigators and NHTU Intelligence.

We carried out training through our Human Trafficking Investigators (HTI) course. This is a designated course with speakers from relevant police departments and partner agencies.

**We achieved:**

The HT Champion training allowed the opportunity for the champions to ask questions and address and issues they are facing and to introduce new champions to the role.

The HTI course provided the detective officers in attendance information on how to recognise a PVoT, how to safeguard them and how to investigate a HT offence.

**We will:**

Continue to train HT Champions. We will inform them of changes to policies, instructions and guidance and offer advice when required.

We will run two HTI courses a year and provide the training within.

**We said we would:** Involve and work with members of the community who have lived experience to help foster understanding and awareness.

**We have:**

NHTU officers visited Survivors of Human Trafficking in Scotland (SOHTIS) at their office in Glasgow. We were met by a variety of members from their team including management and case workers. The purposes of the visit was to see how we could best work together. Information was shared between both parties and plans we developed for future joint working.

**We achieved:**

Resulting from the meeting with SOHTIS Information was shared between both parties and plans we developed for future joint working.

**We will:**

Continue to work with partners and other forces to recognise PVoTs and safeguard them and deal with potential exploiters appropriately.

**We said we would:** Work with our partners, carrying out engagement in communities tackling Human Trafficking.

**We have:**

National Human Trafficking Unit (NHTU) officers attended at Glasgow Central Station to assist with County Lines Operation. Partner agencies who were also there included BTP, Crimestoppers, Railway Children and Network Rail.

## OFFICIAL

NHTU officers attended at Glasgow Airport on four different occasions to tackle flights arriving from Bucharest and Budapest. The aim, to proactively target any intelligence gaps of ongoing operations, identify Potential Victims of Human Trafficking, offer support, identify potential exploiters, and strengthen the relationship with our Border Force colleagues.

### **We achieved:**

Staff at the station and members of the public were approached and provided information on children being exploited on the rail lines and what to do if they come across it.

At the airport over 800 passengers were pre-screened through police systems and our National Referral Mechanism (NRM) database prior to the flights landing, affording a more targeted and intelligence led approach to this task. Around 20 passengers were stopped at the border and spoken to either individually or in conjuncture with Border Force staff. As a result, a number of nominals were detained for further enquiry by Border Force staff and previously unknown PVoTs were identified and safeguarded.

A significant number of intelligence logs were added to Police systems as a result of this exercise and the collaboration between Police Scotland and the Home Office was strengthened.

### **We will:**

Continue to work alongside and assist our partners when the opportunity arises.



## Equality Outcome 4

### 4. VIOLENCE AGAINST WOMEN AND GIRLS - CONFIDENCE AND SUPPORT

Women and girls at risk of becoming victims of violence, and those facing violence, are safer and confident that the police are responsive to their needs.

#### Objectives:

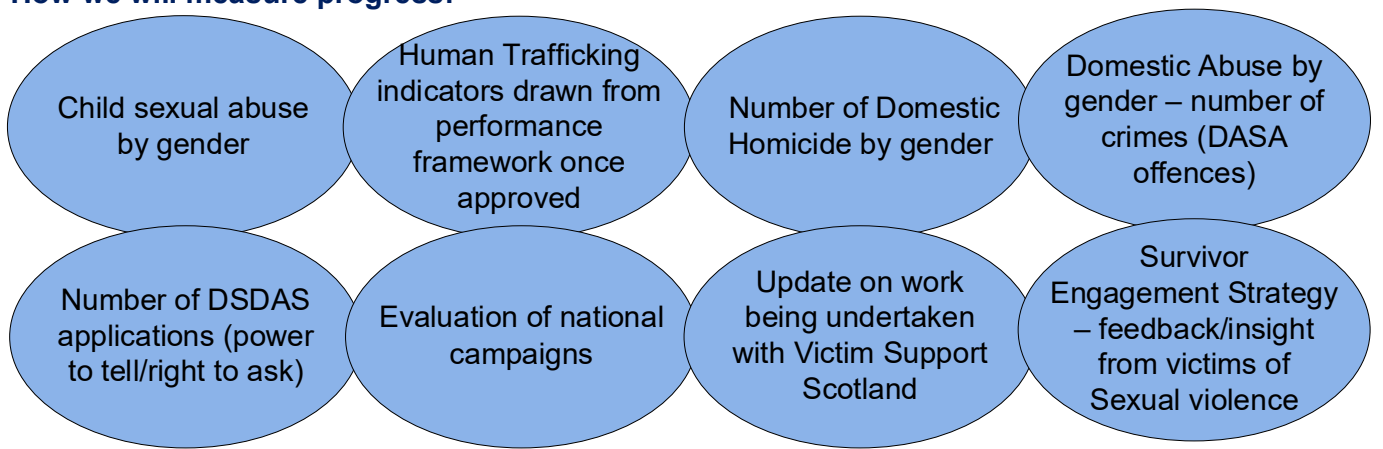
We reduce the harm caused by domestic abuse and sexual crime by supporting victims and targeting perpetrators

Our response remains current and is reflective of victims' needs

#### We said we would:

- Raise awareness and understanding of intersectionality where all individuals including women and girls may also be at risk from crime, through other protected characteristics through appropriate external media campaigns and internal communications
- Inform and improve the local and national response to domestic abuse and sexual crime through training, guidance and organisational learning
- Increase access to support services for all victims and witnesses, by increasing internal awareness of services available and through continued working with partners
- Engage meaningfully with partners to build on our relationships with communities and reduce barriers to reporting abuse, through the use of existing multi-agency groups
- Work with local communities and partner agencies to better share information, learning and best practice through establishing appropriate governance and scrutiny arrangements

#### How we will measure progress:



**OFFICIAL**

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Group 2 Sexual Crime	14,551	14,517	↓ -0.2%	
Group 2 Sexual Crime - Recent	11,324	10,971	↓ -3.1%	n/a
Group 2 Sexual Crime - Non Recent	3,227	3,546	↑ 9.9%	n/a
Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Group 2 Sexual Crime	14,038.2	14,517	↑ 3.4%	
Group 2 Sexual Crime - Recent	10,596.4	10,971	↑ 3.5%	
Group 2 Sexual Crime - Non Recent	3,441.8	3,546	↑ 3.0%	
Recorded Detection Rate/Proportion Comparison	PYTD	YTD	% Point Change	Five-Year Sparkline
Group 2 Sexual Crime Detection Rate	53.6%	57.1%	↑ 3.5%	
Group 2 Sexual Crime - Proportion Recent	77.8%	75.6%	↓ -2.2%	
Group 2 Sexual Crime - Proportion Non Recent	22.2%	24.4%	↑ 2.2%	

Note: Detection rate comparison used for Group 2 Sexual Crime. Proportion comparison used for Group 2 Sexual Crime - Recent and Group 2 Sexual Crime - Non-Recent.

During 2023/24 overall sexual crime decreased when compared to last year (down 0.2%, 34 crimes) However an increase was noted against the five-year mean (up 3.4%, 479 crimes). Overall, the decrease is driven mainly by reductions in sexual assaults of females over 13 years and males aged between 13-15 years (down 234 crimes). However, there are a number of crimes with notable increases in Group 2; sexual exposure, sexual assault by penetration – F (16+), communicating indecently, cause to be present/look at a sex image M&F (13-15) and sexual assault – M (16+). It should also be noted that all those crimes are the highest recorded in the last six years.

The detection rate of overall sexual crime is 57.1%, an increase of 3.5 percentage points against last year and up 1.4 percentage points against the five-year mean.

Non recent sexual crime continues to increase with the proportion of non-recent sexual crime recorded increasing from 22.2% last year to 24.4% during the reporting period this year.

**We said we would:** Raise awareness and understanding of intersectionality where all individuals including women and girls may also be at risk from crime, through other protected characteristics through appropriate external media campaign and internal communications.

**We have:**

## OFFICIAL

Police Scotland Multi Agency Prevent Online Child Sexual Abuse & Exploitation (OCSAE) group continues to meet quarterly where there is focus on innovation, public safety awareness, as well as recognition of streamlining media activity and campaigns. A key aspect is ensuring Violence Against Women and Girls (VAWG) and Tackling Online Child Sexual Abuse (TOCSA) strategies\outcomes are interrelated into the directive of this group as OCSAE victim profile remains predominately female.

### **We achieved:**

As such emerging trends and threats realised from OCSAE can help make informed assessments and decisions regarding VAWG strategies. Beginning in September 2023 the group supported the latest campaign targeting sexual predators who groom and abuse children online was launched. The campaign ran for four weeks and was designed to prevent online child sexual abuse by communicating to offending and potential perpetrators and encouraging contact with Stop It Now! Scotland.

Stop It Now! developed a short video aimed at perpetrators which was promoted on paid digital channels (Instagram, Facebook, Twitter, Snapchat, TikTok and You Tube) to engage with the campaign audience (18+ males living in Scotland). Part of the campaign strategy included providing information for anyone affected by CSA and the Police Scotland webpage will provide information, guidance and signposting to relevant support services. This was supported through messaging on Police Scotland social media channels. Stop It Now! reported an increase of circa 2,000 visits to the campaign landing site over Q3 and Q4 of 2023/24.

**We will:** Continue to build upon current success of the Multi Agency Prevent OCSAE and off shoot work streams.

**We said we would:** Work with local communities and partner agencies to better share information, learning and best practice through establishing appropriate governance and scrutiny.

### **We have:**

Supported the upcoming Child Sexual Exploitation (CSE) awareness day on 18<sup>th</sup> March 2024 by highlighting two STOP-CE campaigns on our Child protection intranet page to support officers nationally. Links to both the "STOP-CE" and the "Say Something If You See Something" campaigns, helping to drive national response to CSE.

Updated Female Genital Mutilation (FGM) training to reflect current statistics and legislation with up-to-date training videos and case studies provided to PSOS by partner agencies. This training is also tailored to a bespoke version and delivered to our Port Authority partners from across Scotland.

## OFFICIAL

The Child Protection Policy team have delivered further training to partners to encourage the use of our Partner Intelligence Portal (PIP) to report CSE concerns directly to Police. The training is delivered to those working directly with young persons and is designed to help spot signs of CSE and have the confidence to report and share the information with Police easily and confidentially.

### **We achieved:**

This increases awareness of the risks and supported affected communities by means of internal training improvements, partnership training facilitation and public engagement campaigns.

### **We will:**

Continue to seek opportunities to improve Police processes, collaborate with partners and engage with communities to better share information, learning and best practice through establishing appropriate governance and scrutiny.

**We said we would:** Provide inputs on Human Trafficking and victims of sexual exploitation.

**We have:** NHTU officers have provided inputs in several detective training courses, these include the National Ports Procedure Course, National Joint Investigative Interview Course and the SOLO/RI Course. NHTU have also provided Human Trafficking inputs to the Church of Scotland.

**We achieved:** We provided information on ways to safeguard and support victims along with identifying indications or trafficking.

**We will:** We will continue to provide inputs on these courses to reach more and more officers.

**We said we would:** Engage with partner agencies and other police forces to share the message and information regarding Human Trafficking and Exploitation.

### **We have:**

NHTU hosted United States Consulate General Edinburgh Patrick Hogan and State Department Officer Caris Boegl who Monitor and Combat Trafficking in Persons in Washington attended at SCC to visit with NHTU and gain info on processes, investigations, and trends. This strengthened our relationship with the United States and shared knowledge and experiences.

NHTU assisted with Operation Tornado this was led by officers from the Home Office, Immigration Team, based at Glasgow under the lead of Gary Kinloch. The operation was intelligence led and focused on the following areas: Massage / spa parlour, car washes and visa infringement.

### **We achieved:**

## OFFICIAL

The meeting with United States Consulate General and State Department Officer strengthened our relationship with the US and shared knowledge and experiences.

Operation Tornado resulted safeguarding a number of PVoTs and arresting a number of potential exploiters.

### **We will:**

Continue to work with partners and other forces to recognise PVoTs and safeguard them and deal with potential exploiters appropriately.

### **We have:**

As part of Police Scotland's Violence Against Women and Girls (VAWG) Strategy National Sexual Offences Policy (NSOP) & National Rape Review team (NRRT) have been engaging directly with "lived experience" victims who have waived their right to anonymity and been involved in media work following high-profile rape convictions as well as addressing the Scottish Government and Lord Advocate directly.

### **We Achieved:**

Through this, NSOP & NRRT have listened to feedback, seeking to understand and improve upon some of the adverse aspects of the criminal justice process from a victim perspective.

### **We will:**

Taking this learning forward, cascading to relevant internal stakeholders and seeking to make improvements to the overall victim journey.

### **We will:**

A Rape and Sexual Crime Continuous Professional Development (CPD) event took place on Thursday 14<sup>th</sup> March 2024 aimed at SIO/Deputy SIO level where 160 delegates attended the Scottish Police College. As well as the latest guidance from COPFS on Consent/Free-agreement and the impact of recent appeal court decisions (such as Lord Advocate's Ref 1 of 2023), the day included SIO case studies with significant learning and external speakers ranging from clinical psychology/trauma to, forensic medical examination/SARC/non-fatal strangulation. Also included were third sector charities 'Emily Test' and 'Thriving Survivors' addressing VAWG issues from differing perspectives whether in education establishments or in relation to offender behaviour and opportunities to better address this.

## OFFICIAL

As a separate part of the CPD event, Lived Experience victims reviewed and assisted with direct feedback on the latest “That Guy” media campaign and meeting with Public Protection Development Programme (PPDP) team to further enhance understanding and take learning forward.

### **We have:**

NSOP & NRRT are near completion with the ongoing process of updating and broadening Police Scotland’s Information Sharing Agreement (ISA) with Rape Crisis Scotland to include 17x local Rape Crisis centres. This is due for sign-off and soon and when it goes live will encourage much closer links between divisional PPU’s and local RC centres, allowing direct referral and communication, addressing previous delays and other barriers with the previous system.

### **We have:**

Other work ongoing includes the recent rollout of automatically populated Victim Strategy documents to the new national Case system to ensure relevant, critical victim information is passed to COPFS at the earliest opportunity and compliance rates with submission are improved. This work has been undertaken by NSOP & NRRT in conjunction with CJSD and came in to being on 7<sup>th</sup> March 2024, with a Force Memorandum and guidance awaiting publication.

**We have:** NSOP & NRRT continue to work closely with NHS and Scottish Government SARC Network colleagues, participating in ongoing dialogue around redraft of forthcoming NHS NES standards, aimed at improving clinical pathways for victims of rape and sexual offences, ensuring best practice is shared and where criminal justice & policing interface with healthcare, the needs of the patient/victim are prioritised.

Regular dialogue continues between NSOP & NRRT with COPFS National High Court Sexual Offences Unit aimed at early case discussion, direct SIO engagement and addressing both individual case-by-case issues and more broad ranging issues such as appeal decisions or other significant court business.

Other projects ongoing by NSOP & NRRT include the continued progression of the “Test of Change” (TOC) project involving the use of Nurse Practitioners in forensic medical examinations and the continued delivery of national SOLO coordination and SOLO refresher training across divisions and departments.

**We said we would:** Raise awareness and understanding of intersectionality where all individuals including women and girls may also be at risk from crime, through other protected characteristics through appropriate external media campaigns and internal communications.

**We have achieved:**

In support of the 16 Days of Activism against Gender-Based Violence, key messaging and social media posts were shared, and local events were organised with partner agencies. Nationally, as part of 16 Days of Activism, DACU collaborated with Dogs Trust to host events to raise awareness amongst police officers about 'Freedom Project', a specialist dog fostering service supporting pet owners fleeing domestic abuse. This year events took place at both the Dogs Trust rehoming centres in Scotland (East & West). Planning is underway for an event to be held in the North early 2024.

The festive domestic abuse campaign launched on the 11 December 2023, again it encouraged young people, particularly young men, to reflect on their behaviours in relationships and make positive change. 'Is That Me?' called on men to reflect, act and stop domestic abuse before it starts. #IsThatMe was created for the December 2022/23 campaign and following successful engagement last year, the aim being that by repeating the same campaign with some new social media content, this would assist to educate young people about healthy relationships and unacceptable behaviours.

**We will:**

DACU continue to raise awareness with campaigns in support of VAWG and have recently collaborated with Action Against Stalking (AAS) to create a podcast which will feature on Spotify. This will discuss Police Scotland's response to Stalking, what victims should expect when reporting and our multi-agency approach to Stalking. It is hoped this podcast will be approved and launched on National Stalking Awareness Week which is 24 – 28 April 2024.

**We said we would:**

Work with local communities and partner agencies to better share information, learning and best practice through establishing appropriate governance and scrutiny arrangements.

**We have:**

Following attendance and inputs at a Scottish Commission for People with Learning Disabilities (SCLD) Conference in March 2022, DACU continues to work alongside Scottish Commission for People with Learning Difficulties (SCLD) and Academic Research (AR). A previous meeting explored future areas of cooperation between SCLD and Police Scotland, discussing potential avenues for collaboration and support. DACU continue to work alongside AR and now SCLD and now Policing Together (PT) to progress with some of the key findings from women with learning disabilities in relation to accessing Police Scotland services regards domestic abuse.

**We Will:**

Following engagement with SCLD, DACU, AR and PT have been invited to The *Scottish Government Gender-Based Violence and Learning Disability* steering group later in the spring, to present and discuss their plans on achieving this and the group has expressed interest in supporting. DACU aim to achieve engagement with both SCLD and Police Scotland graphic design team to create accessible posters / leaflets and create accessible website content / engagement events (similar to those of the Justisigns2 / Silent Harm) projects to enhance understanding of policing role / responsibilities / develop understanding of domestic abuse / foster trust and confidence, inputs for probationary officers at Scottish Police College, to raise awareness of learning disability and relate to domestic abuse context, develop internal materials to support officers engaging with people with learning disabilities who are experiencing domestic abuse. DACU have sought approval from senior management to progress this work stream.

**We said we would:** Engage meaningfully with partners to build on our relationships with communities and reduce barriers to reporting abuse, through the use of existing multi-agency groups.

**We have:**

Disclosure Scheme for Domestic Abuse Scotland (DSDAS) continues to see an increase in applications.

Below are tables for period **01/04/2023 to 04/03/2024** and **01/04/2022 to 04/03/2023** for DSDAS applications (broken down into PTT & RTA and by area).

- There has been a **21% increase** overall in DSDAS applications for the same period in 2022/2023.
- Power to Tell applications shows a **25% increase** in DSDAS applications for same period last year.
- Right to Ask shows a **14% increase** in DSDAS applications for same period last year.

Figures correct as of 0800hrs on 04/03/2024.


**Number of DSDAS applications between 01/04/2023 to 04/03/2024**



**OFFICIAL**

<b>Division</b>	<b>Power To Tell</b>	<b>Right To Ask</b>	<b>Total</b>
A - NORTH EAST	267	109	<b>376</b>
C - FORTH VALLEY	258	111	<b>369</b>
D - TAYSIDE	305	85	<b>390</b>
E - EDINBURGH CITY	296	103	<b>399</b>
G - GREATER GLASGOW	449	255	<b>704</b>
J - THE LOTHIANS & SCOTTISH BORDERS	472	142	<b>614</b>
K - RENFREWSHIRE & INVERCLYDE	253	73	<b>326</b>
L - ARGYLL & WEST DUNBARTONSHIRE	113	57	<b>170</b>
N - HIGHLAND & ISLANDS	124	64	<b>188</b>
P - FIFE	266	120	<b>386</b>
Q - LANARKSHIRE	441	198	<b>639</b>
U - AYRSHIRE	188	136	<b>324</b>
V - DUMFRIES & GALLOWAY	146	51	<b>197</b>
<b>Total</b>	<b>3578</b>	<b>1504</b>	<b>5082</b>

## Equality Outcome 5



### 5. WORKFORCE INSIGHTS

We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.

**Objectives:**

We have improved systems and processes in relation to EDI monitoring	We have a suite of accessible monitoring reports with clear EDI insights	Leaders understand and use insights to inform planning and decision making
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**We said we would:**

- Outline clear diversity monitoring and reporting requirements and priorities
- Improve data systems and capabilities including addressing systems access issues and developing the use of analytics software.
- Use ongoing communications to build confidence in our monitoring and share insights from diversity monitoring.
- Consider sexual orientation monitoring options and how to record non-binary identities.

**How we will measure progress:**

E&D monitoring reports published in a timely manner

Number of EqHRIAs completed/published

E&D updates in primary/management board papers

Insights from EDI activities & plans

**We said we would:** Outline clear diversity monitoring and reporting requirements and priorities.

**We have:**

- Established an EDI subgroup of our People and Development (P&D) Data Owner Group. The group will facilitate collaborative working to continuously improve EDI workforce monitoring and reporting.
- Refreshed our Performance Framework for 2024 ensuring that employment EDI measures continue to be included where appropriate.

**We said we would:** Improve data systems and capabilities including addressing systems access issues and developing the use of analytics software.

**We have:**

- Developed and tested an E&D Workforce Monitoring template on Powerbi.
- Developed a delivery plan to continuously improve the E&D Workforce Monitoring on Powerbi. This is part way through delivery and focuses on preparation and improvements for the next monitoring period based on learning from the 2023 monitoring. So far,

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improvements have been made to the Powerbi template to allow quicker and more automated processing of the EDI data. Further work will be done in Quarter 1 to improve the analysis and presentation of the data. Key measures, trends and insights from the monitoring data will be included in the next report.

**We said we would:** Use ongoing communications to build confidence in our monitoring and share insights from diversity monitoring.

### **We have:**


- An area has been set up on the intranet to share E&D monitoring reports. The site will be launched once the 2023 monitoring report is finalised and will include the reports from 2020, 2022 and 2023.
- Ongoing Policing Together communications continue to highlight the commitment to EDI and aim to build trust and confidence among colleagues to provide their E&D monitoring information.

**We said we would:** Consider sexual orientation monitoring options and how to record non-binary identities.

### **We have:**

- Following initial benchmarking and stakeholder identification, engagement will soon be undertaken with the LGBTi association and other stakeholders to develop options in relation to potential monitoring questions and categories in relation to gender identity. Proposals and recommendations will be developed for full consideration. The sexual orientation question and categories in the 2022 census remain the same as our current monitoring question.

## Equality Outcome 6



### 6. LEADERSHIP

Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights.

**Objectives:**

Leaders will be provided with effective and practical tools to support their peoples' diverse needs	Leaders will be skilled in identifying barriers to equality and inclusion, will be confident to address these and progress opportunities to promote inclusion
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**We said we would:**

- Improve and develop leadership training

**How we will measure progress:**

Number of EDI training days delivered

Insights on managers knowledge and confidence in relation to EDI

Insights on simplified and accessible materials relating to EDI

Insights from EDI activities & plans

**We said we would:** Improve and develop leadership training in relation to equality, diversity and inclusion.

### EDI e-learning module - We have:

- Launched our second EDI e-learning module in March 2024 called 'upholding our Values'. This module focusses on ethical policing, our values and institutional discrimination. The module was developed with guidance from a wide range of stakeholders from across the organisation, including unions and diversity staff associations.

### EDI 'Creating Inclusive Climate' learning programme - We have:

- Commenced cohort 3 of the EDI 'Creating Inclusive Climate' learning programme in February 2024. The programme provides 15 hours of facilitated group learning and coaching to support senior leadership teams (SLTs) to deliver on the Policing Together commitments. The programme is designed to support the leadership teams taking part to reflect, review and refresh on current knowledge and practices and implement changes required to create and maintain positive working environments. Cohort 3 includes leadership teams from Major Crime, Intelligence Support, C and J Divisions and will be

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complete by June 2024. This cohort also includes a Train the Trainer programme to enable the CPD Team to provide internal delivery of the EDI 'Creating Inclusive Climate' programme going forward.

### Empower Hours - We have:

- Delivered four facilitated sessions (Empower Hours) every month to support colleagues develop a deeper level of knowledge on a range of inclusion topics including bias and institutional discrimination.
- Delivered 15 facilitated sessions (Empower Hours) every month to support colleagues develop deeper self-awareness and encourage positive behaviour change.
- Utilised the level one Kirkpatrick evaluation for the CPD Empower Hour products.

### We achieved:

- The EDI focussed Empower Hours: 'Inclusion starts with I', 'Unconscious Bias', 'How to be an Ally' and 'Deconstructing Institutional Discrimination' have achieved independent CPD certification from a professional provider called The CPD Certification Service.
- Any developmental feedback is considered as part of the ongoing maintenance of the products. At the end of these sessions' colleagues are asked what one thing they will do differently. The feedback from colleagues is positive and the sessions score an average of 9/10.
- Examples of feedback from colleagues for Empower Hours is below:
  - 'I felt the trainer was extremely knowledgeable in the subject & was the presentation style was perfect. There was plenty of opportunity built into the session to allow for audience participation & the trainer provided time to think about questions etc. The videos used throughout the session were thought provoking & excellent examples of challenging unconscious bias. I very much enjoyed the course & am looking forward to my next Empower Hour session.'
  - 'It was extremely informative and well run and gave us food for thought.'
  - 'I thought the input was very informative. The trainer was a very good engaging speaker - it was clear to me as an attendee that he's passionate and really believes in the subject matter that he was presenting. I enjoyed the input and definitely learned a thing (or two!) both about myself as an individual and what I can do to manage my unconscious bias.'
  - 'Personally believe that regular consistent training of staff always leads to a more motivated and effective work force not excluding the obvious benefits of an inclusive organisation.'

**Thematic Review – We have:**

- Commenced a thematic review of all LTD products starting with Probationer Training. The review will look at all lesson plans used in probationer training and plot where the existing product touches on EDI and Human Rights. All lesson plans will be updated to include EDI information where relevant. This thematic integration will allow us to have EDI and human rights threaded through the entire probationer programme.

**Tutor Constables – We have:**

- Revised and refreshed the Tutor Constable Moodle package to include Probationer Experiences & Unconscious Bias, Positive Action Team input, Hate Crime input and SEMPER input describing the experiences of black and white minority ethnic officers. The final input is to be recorded following which this will be launched.
- Delivered 3 Tutor Constable upskill sessions in November 2023. The all day sessions have taken place over MS Teams and have delivered a number of inputs to provide upskilling to Tutor Constables in the following areas: Trauma Resilience, Public Protection, Sudden Death, Alternatives to Prosecution, Neuro-Diversity, SEMPER, and Probationer Electronic Portfolio of Evidence. Feedback from these sessions will inform whether they should become part of initial Tutor Constable Training to supplement moodle e-learning.

**We Will:**

- Undertake a maintenance review of all content within the staff induction by April 2024. This will include new content for Policing Together and 2 EDI modules.
- Introduce a revised delivery model for Probationer training from May 2024. This will include a lesson on Scottish History and the Ethics of Policing, educating on the role Scotland played in slavery and significant events over the years and their impact on policing then and now. There will also be a lesson on Scottish Communities including current demographic information and any cultural barriers that exist and problems encountered.
- Develop a learning product which will train officers to understand the motivators for behaviour for both them and others coupled with a trauma informed approach. It will develop values-led tactical communication and de-escalation skills in a way that promotes equality and inclusion. The package will be included in initial probationer training and thereafter into Officer Safety Training requalification.
- Evaluate the outcomes and impact for a selection of CPD products by 31 March 2025 to understand the impact the combined learning experience has had for colleagues and for the organisation.

**We said we would:** Include equality, diversity and inclusion in leadership development programmes.

**Your Leadership Matter - We have:**

- Concluded the first rotation of the first level leaders (FLL) programme for Sergeants, Inspectors and police staff equivalent. The programme is designed to enhance leadership behaviours, providing the skills and tools necessary to build teams which deliver effective policing for all communities. The programme focuses on the core leadership behaviours of Lead and learn Inclusively, Have the courage to do the right thing, and Collaborate for growth. The second of the four planned rotations has also now commenced.

**We Achieved:**

- Evaluation from the first rotation elicited much positive feedback with 70% rating it good or better, 83% saying they understood how to role model the behaviours, 73% saying they could apply what they had learned and 79% rating speakers as effective and engaging. Less positive feedback was received on willingness to advocate the programme to others, overall programme duration, and length of events. This feedback continues to inform enhancements to the programme.

**We have:**

- Delivered a facilitated CPD session each week to explore Institutional Discrimination within the People Management Development Programme to leaders within the organisation.
- Ran CPD session for c400 mid-level personnel to explore the topic of inclusion in more detail, following their completion of the Your Leadership Matters programme. The sessions were delivered by the CPD team, using an externally certified learning product, between October and December 2023 with positive feedback received.

**We Achieved:**

- Examples of feedback from colleagues for leadership CPD sessions is below:
  - 'This session was really engaging and was delivered at the right pace. Probably the most effective way of demonstrating unconscious bias and privilege that I've experienced.'
  - 'Excellent and thought-provoking session which was extremely well facilitated and presented. Good range of related topics covered and useful additional learning aids.'
  - 'The facilitator was very good and made the session. Sharing examples and personal accounts made it more interesting.'
  - 'Really enjoyed this session more than any others. I thought the slides were thought provoking and the videos conveyed powerful messages and were very interesting. The session time was not too long either. The trainer was a great presenter too.'

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Some interesting true facts and figures were given along the way too which made it more informative and interesting too.'

### We have:

- Delivered a 2 day statement taking and report writing workshop, on 1<sup>st</sup> and 2<sup>nd</sup> November 2023, designed to support colleagues where English is not their first language. There were 8 attendees from across Scotland for both days, who received inputs on statement taking and report writing, undertook practical exercises on both subjects, received an input from SEMPER and participated in an engagement session with the LTD SMT. Assistance was provided on both days by CJ Case Management, Detective Training, PTD and Op Training. Feedback was positive and all participants stated that meeting other colleagues in a similar position had been beneficial to them and that the inputs received were welcomed.

**We said we would:** Use lived experiences, case studies, two-way dialogue with diversity stakeholders and reverse mentoring to inform leaders.

### We have:

- Developed learning activities linked to the Inclusion Calendar for 2024.

### We will:

- Consider the next stage of the anti-racist/discrimination learning approach. Following approval of a recommendations paper, the objective is to scope, design and deliver learning requirements for all colleagues using guidance from specialists with lived experience internal and external to the organisation.

**We said we would:** Improve and develop accessible equality, diversity and inclusion Standard Operating Procedures (SOPs), guidance, documents and tools.

### We have:

Used a rationale decision making model to set policy priorities and produced a schedule of works. There are five decision making factors included in the model. These are legal and regulatory assessment, strategic alignment, risk and audit, scheduled review and resources. The current priorities includes reviewing the grievance and transitioning policies but timelines will depend on capacity.

**We said we would:** Use ongoing communications to support continuous learning.

### We have:




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- Developed a corporate communications plan to support the launch of the new e-learning module – Upholding our Values. This links to all Policing Together activity and creates a joined-up picture for colleagues to aid their learning.
- Published EDI Environmental Scanning reports which highlight key cases of interest to support organisational learning. These reports are now available on our Policing Together intranet for all officers and staff to access.

### We have:

- Developed an Equality and Human Rights Impact Assessment (EqHRIA) Hub for the Intranet. The EqHRIA Hub will provide clear information, guidance and tools in relation to the EqHRIA Process in one place. The hub is currently being reviewed by the EqHRIA Improvement Group before being progressed for approval and launch.

## Equality Outcome 7



### 7. RETENTION

Resignation rates of under-represented groups are proportionate to our current workforce profile.

**Objectives:**

We understand why individuals from under-represented groups choose to end their employment with police Scotland/SPA.

We have a range of inclusive programmes to address barriers and promote the benefits of working for Police Scotland/SPA.

**We said we would:**

- Identify barriers to the retention of individuals from under-represented groups including reviewing exit interview feedback.
- Establish programmes to tackle the barriers to the retention of those from under-represented groups.
- Use ongoing communications to promote an inclusive culture and values.

**How we will measure progress:**

Proportion of leavers who resign that are from under-represented groups

Insights from Exit interviews & People Surveys

Insights from Diversity Staff Associations, Trade Unions and Staff Associations

Insights from EDI activities & plans

**We said we would:** Identify barriers to the retention of individuals from under-represented groups including reviewing exit interview feedback.

**We have:**

- Continued to run Talk Truth to Power sessions in conjunction with our Diversity Staff Associations. These sessions ensure we are continually listening to lived experiences of our colleagues and using the insights to update or refine our activity within the Policing Together Implementation Plan. Throughout 2023/24 we have held sessions with members of the Disability and Carers Association, the Christian Police Association and SEMPER Scotland. This has included discussion forums as part of Black History Month and Race Equality Week where those in attendance have had the opportunity to share experiences with the Chief Constable and ask question of a nominated panel. Sessions are being planned with the LGBTI Police Association and the Scottish Police Muslim Association.
- Contacted all probationers who decide to leave the organisation within their probation to offer an exit interview with a member of the recruitment team. Between April 2023 and March 2024, 73 probationers have left the organisation. Of the leavers, 23 (32%) were female and 50 (68%) were male. 60 (82%) had British or Scottish recorded as their Nationality on SCOPE,

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13 (18%) had 'Other' which includes Polish, Pakistani, Bangladeshi, Arab, Irish, Indian, Croat, Asian and Spanish. 19 leavers (26%) agreed to take part in an exit interview. From the 19 exit interviews, the following themes in terms of reasons were identified:

- Personal/Financial
- Work/Life Balance/Shift Work
- Lack of resources at Division
- Duties/Mental Health Calls/Paperwork

All of those spoken to stated they had a positive recruitment journey, and the majority enjoyed their time at SPC.

- Continued to produce an exit survey dashboard for all leavers on a monthly basis to allow trends and insights to be identified. A total of 230 leavers completed the exit survey in Quarter 3 and 4.
- In September 2023, the Scottish Police Disability and Carers Association (DACA) conducted a membership survey on reasonable adjustments, flexibility and accommodation, and the impact of individuals' disability and caring responsibilities on their work and career. The findings and recommendations were presented to the Policing Together Colleagues Group on 27 March 2024.

**We said we would:** Establish programmes to tackle the barriers to the retention of those from under-represented groups.

### **We have:**

- A local delivery workshop was held in February to share baseline activities that all Divisions and Departments should undertake to progress the objectives of the Policing Together Strategy and employment Joint Equality Outcomes for Policing (Equality Outcomes 5-8). The workshop was attended by Support Superintendents, People Partners and E&D representatives. The session shared the strategic landscape and baseline tool as well as examples of resources and work that's been undertaken and can be used locally to ensure an inclusive workplace.
- Ensured that all catering for events includes a standard percentage of catering to meet dietary requirements as well as asking colleagues to notify of any specific dietary needs in advance of events. This ensures there are sufficient options to meet all faith and dietary requirements. Further investigation and consideration of the provision of faith-based prayer facilities is also progressing.

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- Participated in an integrity screening exercise for policing in the UK and published the results. The exercise, led by the National Police Chiefs' Council (NPCC), and involved officers, staff and volunteers being checked against the Police National Database (PND). Police Scotland agreed to take part in the screening, and additionally cross checked the Police National Computer and the Scottish Intelligence Database, scrutinising information for its workforce, totalling 23,822 people. Within Police Scotland, the overwhelming majority of individuals, totalling 23,813, returned no concerns as a result of the screening. There were no instances uncovered in the historic data wash where officers or staff had been convicted of or investigated for any offences which Police Scotland had been unaware of previously. Nine matters were flagged through the screening process which necessitated further assessment of our officers and staff and the appropriate action has been taken in all cases.
- Delivered two HeforShe workshops in October and November 2023 for those who are interested in becoming a HeForShe Ambassador. The feedback, reflections and learning from the events have been used to plan another event in the summer. Work is also ongoing to increase the numbers of colleagues on the working group to build capacity to develop the tools and visibility further.
- Progressed work to establish a National Duty Modifications Panel. The panel will have visibility of all roles across the service to maximise the effective deployment of officers and staff with temporary or permanent duty modifications whilst increasing the capacity of operational front-line policing. The panel will provide an additional layer of support and will review modification requests where it has not been possible to find a suitable alternative post at a local level.
- Specialist Crime Division hosted an SCD Wellbeing Conference at the Scottish Police College, Tulliallan on the 1 and 2 February 2024. The conference was attended by around 200 police Officers, members of police staff, internal and external speakers. It aimed to raise awareness and knowledge of a diverse range of topics including personal lived experiences, strategies and coping mechanisms, available support and charities, breaking down perceived barriers and current resources dedicated to the wellbeing of all of those employed within Police Scotland. The Conference was positively received with 99% of attendees stating it would be beneficial to hold again in the future and 81% stating they would recommend the conference to a friend or colleague. The majority felt that the topics covered were of high quality, engaging and touched on a vast variety of support which is available. A particular highlight was the support dogs, the interactive "stalls" in attendance and the personal experiences from the guest speakers.
- C3 Division have created hate crime posters to bring awareness of support services and referral procedures. These are displayed across our estates and digitally on our Divisional noticeboard for officers and staff.

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- C3 division launched their 'C3 ONE' intranet site in October 2023 which represents the commitment to inclusion through the three core elements of Consult, Challenge and Change. The site includes a wealth of information, including articles, videos, and other resources that help demonstrate the importance of EDI and the role that C3 staff play in supporting this. The intranet page continues to be read by C3 Division staff and colleagues across Police Scotland and is used to advertise all upcoming events, providing staff with the most up to date information as to what is ongoing both internally within the Division and externally in terms of EDI. C3 have gathered data on the number of site visits on a weekly and monthly basis to measure demand, enabling them to shape their content going forward. Since their launch there have been 15,564 visits to the C3 ONE intranet site, numbers have continued to increase month on month.
- SWDF presented a Live Panel Discussion Event and series of thoughtful and engaging podcasts to mark International Women's (IWD) day on Friday 8th March. This included a special episode with Chief Constable, Jo Farrell. The date is recognised globally as a celebration of the social, economic, cultural, and political achievements of women. It also marks a call to action for accelerating women's equality.
- Lanarkshire Division is currently running the DEFINE Neurodiversity pilot to support officers and police staff with neurodiversity needs within the work force. The ethos of the DEFINE pilot is to 'Develop, Encourage, Foster Inclusivity for Neurodiversity in Everyone. The last few months has seen the division identify 12 DEFINE Ambassadors who have been supported and coached by the Police Scotland Disability Coordinator. DEFINE Ambassadors will be a point of contact for officers and staff signposting them to the most appropriate guidance and support available within Police Scotland /SPA and relevant external organisations. The Ambassadors will be visible and approachable offering a supportive environment to ensure our Neurodiverse colleagues can flourish and achieve their full potential not only within, but beyond the organisation. The pilot will be running for 6 months within Lanarkshire Division, it is hoped that at its conclusion it will be rolled out across the service.

**We said we would:** Use ongoing communications to promote an inclusive culture and values.

### **We have:**


- The Cultural Calendar has been reviewed by the working group in collaboration with the Diversity Staff Associations to produce the updated and renamed Inclusion Calendar. The key dates are no longer separated by the terms 'significant' and 'very significant'. An EqHRIA is currently being completed to aid decision making for including further events. Throughout this reporting period, events have been promoted in relation to a number of key dates including Black History Month, Hate Crime Awareness Week, Disability History

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Month, LGBT History Month, International Women's Day, and Neurodiversity Celebration Week.

- Published a new People Strategy 2024-2027. The new strategy aligns to the Policing Together strategy and Joint Equality Outcomes for Policing. The Strategic Objectives and commitments outlined within the People Strategy also have EDI embedded within them. A Strategic Workforce Plan covering 2024 – 2027 has also been published and includes relevant diversity considerations.

## Equality Outcome 8



### 8. RECRUITMENT AND PROGRESSION

We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers affecting under-represented groups.

**Objectives:**

We understand internal and societal barriers to attracting individuals from under-represented to join Police Scotland/SPA.

We have inclusive attraction strategies in place and a recruitment system that supports inclusive recruitment practices.

**We said we would:**

**How we will measure progress:**

Workforce representation of under-represented groups

Insights into use of positive action events and activities

Proportion of new recruits & promotions from under-represented groups

Insights from EDI activities & plans

**We said we would:** Identify the internal and societal barriers to under-represented groups joining Police Scotland/SPA.

**We have:**

- Utilised the findings of the recruitment Audit/MOT commissioned by the Director of People & Development which cited the Census data and mentioned the “lack of available candidates” from a diversity point of view. The 2011 Census found that Scotland’s population was 96% white and the percentage of Asian, African, Caribbean or Black, Mixed or other ethnic groups was 4%. Notably African, Caribbean or Black groups made up just over 1% of Scotland’s population. The census illustrated that the number of ethnic minorities is greatest in Scotland’s cities (Edinburgh 17.9%, Glasgow 17.3%, Aberdeen 17.1% and Dundee 10.6%). The PAT utilise this data to direct activity and communications in these locations.
- Created a survey for feedback from candidates which will be used by the SLT to amend process where required. In addition, an assessor feedback report has also been introduced to inform SLT of any issues arising in the process. These are both considered at monthly governance meetings.

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- A pilot process was introduced whereby all police officers who voluntarily resigned during their probationary period were offered an interview facilitated by the Recruitment and Selection Positive Action Team. After the first year the process was adopted by P&D SMT and learning is used to inform recruitment practices.
- Empowered a group of serving BME officers who are part of our Community Recruitment Advocate Network to feedback to recruitment on their lived experience within the organisation. This supports learning and change to ensure we are in keeping with our equality duty.

**We said we would:** Deliver a recruitment system and processes that supports inclusive recruitment practices.

### We have:

- Designed our selection tools and processes to be as inclusive as possible whilst retaining high standards to attract the highest calibre people to our organisation
- Launched a Recruitment & Selection (Authority Police Staff) procedure on 21 December 2023. The procedure has been based on research, design, and consultation. An Equality and Human Rights Impact Assessment was also carried out along side the development of the procedure.
- Updated our processes allow us to provide meaningful support for care-experienced individuals and create pathways that provide opportunities for employment with Police Scotland. Owing to our Corporate Parenting Duty, work to incorporate support for care experienced people into our recruitment process has enabled appropriate support and engagement with staff and candidates.
- Provided inputs at all probationer training courses, raising awareness of positive action and what the team aim to do.

**We said we would:** Use inclusive attraction strategies and positive action activities.

### We have:

- Continued to deliver positive action events and initiatives for BME or female applicants approximately every two weeks. During Quarter 3 and 4, the following recruitment events were delivered:
  - 12 online BME/WME events (212 attendees)
  - 1 live BME/WME event (13 attendees)
  - 12 online women's events (446 attendees)
  - 1 live LGBT+ event (10 attendees)



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In addition, significant engagement has been carried out in communities by attending relevant cultural events and working in partnership with charities and organisations who support minority ethnic individuals.

- Adopted an initiative where BME/WME candidates are offered the opportunity to speak directly with a serving officer who speaks the same language or has a similar cultural background to them following a successful pilot.
- Carried out reviews of all ongoing recruitment and pipeline data at governance to ensure we are in keeping with our equality duty.

**We said we would:** Carryout ongoing development of diversity monitoring and reporting.

### **We have:**

- Continued to undertake EDI monitoring of recruitment and promotion processes.

### **We achieved:**

- The following table shows the percentage of BME/WME officers compared to the total intake numbers. There was no intake in Q3 due to the recruitment pause.

<b>Period</b>	<b>Total number of recruits</b>	<b>BME - No. (&amp; %)</b>	<b>WME – No. (&amp; %)</b>
Q4	200	6 (3%)	7 (4%)