

Meeting	SPA Resources Committee
Date	18 December 2020
Location	Video Conference
Title of Paper	Workforce Equality, Diversity & Human Rights
Presented By	Jude Helliker, Director of People and Development and Nicky Page, Head of ER and Reward
Recommendation to Members	For Discussion
Appendix Attached	<ul style="list-style-type: none"> • Appendix A – Governance and Compliance SLWG Plan • Appendix B – Training, Guidance and Communications SLWG Plan • Appendix C – Workforce Profile Summary Report • Appendix D – Police Officer Rank Profile Summary • Appendix E – Police Staff Grade Profile Summary • Appendix F – Police Officer Promotion Profile Summary • Appendix G – Police Officer External Recruitment Profile Summary • Appendix H - Special Constable Recruitment Profile Summary • Appendix I - Newly Appointed Profile Summary • Appendix J - Leavers Profile Summary • Appendix K - E&D monitoring Key Priorities Summary

PURPOSE

The purpose of this report is to update SPA Resources Committee on:

- the development of an Equality, Diversity and Inclusion (Employment) Framework;
- the work to refresh the Equality Outcomes (2017) and develop the mainstreaming and Equality Outcomes progress report for April 2021;
- high-level activity and progress to support mainstreaming;
- high-level activity and updates on progress towards the current Police Scotland Equality Outcomes relevant to employment (6&7);
- workforce monitoring including the findings from the 1 April 2019 - 31 March 2020 monitoring and continuous improvement work.

Members are invited to discuss the content of this report.

1. BACKGROUND

- 1.1 An initial assurance update in relation to mainstreaming E&D in employment, including progress in relation to the employment Equality Outcomes (6&7) and workplace employment monitoring data and trends, was provided to the SPA Resources Committee in June 2020.
- 1.2 This report provides pertinent, high-level updates since the discussion at the Resources Committee in June 2020. There has also been broad interest in equality, diversity and inclusion from other SPA Committees and Police Scotland welcome this mainstreamed approach and have provided relevant updates to this group.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 Equality, Diversity and Inclusion (Employment) Framework

- 2.1.1 An Equality, Diversity and Inclusion (Employment) Framework has been drafted based on an engagement session with key stakeholders including representatives from People and Development (P&D), diversity staff associations and the Scottish Police Authority (SPA).
- 2.1.2 The framework aligns to the People Strategy, mainstreaming agenda and Police Scotland Equality Outcomes and takes account of the evidence being reviewed to refresh the Equality Outcomes for April 2021.
- 2.1.3 The framework is currently progressing through Police Scotland internal governance and will be updated based on any feedback prior to being presented to the relevant SPA Committee.

2.2 Equality Outcomes Refresh (April 2021)

- 2.2.1 Work is currently ongoing to refresh the Police Scotland Equality Outcomes by April 2021 in line with legislative requirements.
- 2.2.2 This work is focusing on the following key principles:
- alignment to Police Scotland strategy, planning and performance mechanisms (ensuring improved and clearer actions and measures);
 - collaboration with the SPA to develop joint Equality Outcomes for policing (SPA and Police Scotland) similar to the joint approach taken to the strategic outcomes;

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- ongoing engagement with key internal and external stakeholders;
- Executive ownership with sign off being progressed through the Strategic Leadership Board and onto the SPA Board.

2.2.3 A high-level plan and timeline has been developed as follows:

- Positional review and planning (July – Sept 2020)
- Initial engagement and evidence gathering (Oct – Dec 2020)
- Drafting progress report and Equality Outcomes (Dec 2020 – Jan 2021)
- Ongoing engagement, governance and sign off (Jan - March 2021)
- Final design and publication (April 2021)
- Equality Outcomes delivery, monitoring and reporting (May 2021 onwards)

2.3 Mainstreaming E&D in Employment

2.3.1 Strategy, Planning and Performance

Since the last assurance report, performance updates have been collated against the Annual Policing Plan and DCC/DCO Delivery Plans which include the following actions:

- Use high quality Equality and Human Rights Impact Assessments (EqHRIA) to ensure that policy and practices in policing proactively consider the potential impact on equality and human rights; and
- Promote equality and diversity, both externally and internally, striving to exceed the requirements of the Scottish Public Sector Equality Duty.

This evidences a step forward in mainstreaming into planning and performance reporting. These updates are being used to inform the development of the mainstreaming and Equality Outcomes progress report for April 2021.

2.3.2 Equality and Human Rights Impact Assessment (EqHRIA) Improvement Group Progress

Since the update provided in June 2020, two short-life working groups (SLWG) have been created:

- EqHRIA Governance and Compliance SLWG, and
- EqHRIA Training, Guidance and Communications SLWG.

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The two groups have each created a Terms of Reference and delivery plan based on the EqHRIA risk and Internal Assurance Review findings from February 2020. The SLWGs are currently meeting on a monthly basis.

The EqHRIA Governance and Compliance SLWG have undertaken initial benchmarking of EqHRIA procedures and published EqHRIA results, and have dip sampled the EqHRIA updates within briefing papers presented to the SPA. The group have also begun the development of a Sharepoint site to improve the ability to co-ordinate EqHRIAs undertaken across Police Scotland and share learning. The high-level plan for the EqHRIA Governance and Compliance group is attached in Appendix A.

The EqHRIA Training, Guidance and Communications SLWG held an initial EqHRIA workshop (12 November 2020) with key stakeholders to discuss the barriers to the effective use of EqHRIA and how to progress the actions to improve. The group considered the key messages and main principles for EqHRIA and what training and guidance tools should be developed. The EqHRIA training course has also been restarted following the pause due to Covid-19. Three EqHRIA courses have been delivered since September and these courses have been supported by Equality and Diversity staff to assist the review of the training course and the training of additional trainers. The high-level plan for the EqHRIA Training, Guidance and Communications group is attached in Appendix B.

2.3.3 Leadership, Training and Development

HMICS Inspection activity commenced in late 2019 and continued until March 2020. The inspection focused on leadership training, continuous professional development, talent management and the appraisal and promotion process. The final report was published on 15 September 2020 and contained 17 recommendations, for Police Scotland improvement.

It is noted that recommendations 9 and 10 specifically relate to equality, diversity and inclusion:

- **Recommendation 9** - Police Scotland should initiate an Equality and Human Rights Impact Assessment (EQHRIA) at the earliest possible stage in the development of all training and development products, so that the implications for equality and human rights are considered and addressed from the start.

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- **Recommendation 10** - Police Scotland should ensure that diversity training is provided and mainstreamed into leadership courses at all levels as a matter of urgency.

In response to the findings and recommendations, key stakeholders within Leadership, Training and Development (LTD) engaged with Governance, Audit and Assurance (GAA) and had an Audit Management Officer appointed to assist.

An action plan has been created to address the specifics of the HMICS recommendations, with actions, action owners and specified timelines identified, which have been tasked at a strategic level through P&D Senior Management meetings, chaired by the Director of P&D.

The actions relevant to recommendations 9 and 10 are:

- **Recommendation 9 actions** - design an EqHRIA tool with E&D for inclusion in new product development, develop comms to reinforce the message regarding EqHRIA process and apply governance process for any new product development to ensure compliance.
- **Recommendation 10 actions** - review the diversity content across all LTD leadership courses, identify gaps in provision and develop a plan to ensure the provision of diversity training for all senior members.

The vast majority of recommendations are being progressed by LTD, who have a clear governance structure in place. LTD Senior Management Team meet on a weekly basis to discuss the plan and closely monitor progress made.

It is acknowledged that a number of the recommendations are complex, will take time to implement and will require significant and wider consideration by Police Scotland. However, initial discussions have been positive with a collective commitment to drive forward improvements, recognising that planning and potential realignment or uplift of resources will be required.

HMICS acknowledged at the outset of the inspection, that significant development work was already underway in the Training and Leadership Development area, with many new or revised elements undergoing re-design, procurement, testing and implementation. Much of the work underway also features as key deliverables from our People Strategy as detailed in our P&D Annual Delivery Plan.

2.3.4 Dame Elish Angiolini Independent Review into Policing - complaints handling, investigations and misconduct issues

An independent review of the current law and practice in relation to complaints handling, investigations and misconduct issues was led by the Rt Hon Dame Elish Angiolini DBE QC and commenced in September 2018. The final report was published on 11 November 2020.

The Chief Constable has committed to working in partnership to address the recommendations of this report. As part of this, an early meeting has been held with the Chief Constable, Deputy Chief Constable, Director of People and Development and the Diversity Staff Associations to discuss the report. Further engagement is planned and the response will ensure a partnership approach to the action that is planned and delivered.

This report's findings and recommendations will also form part of the evidence set that is being used to develop the Equality Outcomes for policing as outlined in section 2.2. Furthermore, consideration is being given to appropriate action to ensure that local senior management teams are aware of the findings and what they mean for their business area so that appropriate actions can be built into the mainstreamed business planning from 2021 onwards as outlined in section 2.3.1.

2.4 Equality Outcomes (6&7) Progress Reporting

There is a significant amount of work ongoing to support progress towards the Police Scotland Employment Equality Outcomes (6&7). Some relevant updates have been provided for your information.

2.4.1 Section 23 Agreement

Section 23 of the Equality Act 2006 empowers the Equality and Human Rights Commission (EHRC) to enter into an agreement with an organisation on the basis that the EHRC will not use its other enforcement powers, provided that the organisation undertakes not to commit an unlawful act and to take (or stop taking) specific actions.

In response to the findings of an Employment Tribunal Police Scotland entered into such an agreement with the EHRC. The agreement continued for 16 months and during that time Police Scotland implemented the steps set out in a joint action plan, and reported back to the EHRC on its progress. Police Scotland has received a Closure letter from the (EHRC) stating that they are happy with the work that has been ongoing to address the flexible working action plan.

A further update will go to the next Equality and Diversity Inclusion Employment (EDIE) meeting on 3 February 2021 to outline the learning.

2.4.2 STUC “Break the Race Ceiling” – A Campaign by the STUC Black Workers’ Committee

The STUC Black Workers Committee contacted Police Scotland in June 2020 informing us of their new “Break the Race Ceiling” campaign. Their campaign aims to “explore and work with the whole of the Scottish public sector in relation to the recruitment, retention, and progression practices with regards to the Black and Minority Ethnic workforce”.

Following discussions the STUC Black Workers Committee and G Division it was agreed that a “BME Workforce Pilot” SLWG be established.

Engagement is at the early stages. A number of sub groups are in the process of being established with TORs to progress this work:

- Community Understanding and Engagement Group
- Recruitment Engagement Group
- Retain

2.4.3 Black History Month

October marked Black History Month (BHM), the annual celebration of the history, achievements and contributions of black people in the UK. The dedicated month was envisioned as a way to counter the perceived invisibility of black people and to challenge the negative stereotypes that were often the only manner black people were pictured in popular culture.

Police Scotland and SEMPER Scotland worked together to celebrate BHM. As well as sharing testimonies from their members, on what BHM means to them and the influences which led them on the path to policing we also supported webinars hosted by SEMPER Scotland.

The service also highlighted ongoing recruitment work with Global Radio who approached Police Scotland to explore opportunities for under-represented groups to sign up to a career in policing to attract more BME officers.

2.4.4 Pregnancy and Maternity Toolkit

A new Pregnancy and Maternity Toolkit was launched in November 2020 following the work undertaken by the Scottish Women's Development Forum (SWDF) in 2015 and reviewed again in 2018. The SWDF provided a number of recommendations to help improve the experiences of officers and staff in this protected characteristic group. Further work has been undertaken with People and Development to produce the toolkit that provides all people managers with the information and tools required to fully support pregnant women and those on maternity leave or returning from maternity leave in their team. Information includes legislation, risk assessments and Keeping In Touch (KIT) days.

2.4.5 Staff Induction and Equality and Diversity Course

A revised Staff Induction and Equality and Diversity course has been developed due to the restrictions imposed by COVID-19, and the subsequent cancellation of face-to-face training.

The course has been developed as an enhanced online training package hosted on the external Moodle platform and includes virtual classroom lectures, videos and PDF downloads. There will also be a Q and A forum available.

It offers an opportunity to rapidly address the amount of staff awaiting training, whilst allowing greater access to the course for those outside the immediate geographical area of regional training centres or for whom personal circumstances make commitment to traditional training methods problematic.

The new course consists of lectures which are pre-recorded by trainers and members of the Equality and Diversity P&D team and broken into manageable sections to allow staff to learn at a pace that suits them. Supporting documentation is available as downloadable PDFs.

2.5 E&D Workforce Monitoring

2.5.1 Data/trends: 1 April 2019 – 31 March 2020

The 2019/2020 equality and diversity data profiles have been provided for the:

- Workforce Profile (Appendix C),
- Police Officer Rank Profile (Appendix D),

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- Police Staff Grade Profile (Appendix E),
- Police Officer Promotion Profile (Appendix F),
- Police Officer External Recruitment Profile (Appendix G),
- Special Constable Recruitment profile (Appendix H),
- Newly Appointed Profile (Appendix I), and
- Leavers Profile (Appendix J).

The Police Staff Grade Profile is a new dashboard that is now available due to the implementation of SPRM which has enabled more comprehensive equality and diversity monitoring to be carried out for police staff.

Due to the delays caused by COVID-19 and the significant amount of manual processing currently required to create the monitoring reports, the decision was taken not to allocate resources towards standardising the look of the reports for this year. Section 2.5.3 below outlines continuous improvement work to address this going forward and any feedback is always appreciated.

2.5.2 Key Findings, Progress and Next Steps

The E&D monitoring key priorities summary report that was initially drafted in February 2020 has been reviewed based on the 2019/2020 data. There were no significant changes to the priorities identified which are attached in Appendix K.

It is notable that the data has been delayed due to COVID-19 and the issues previously highlighted in relation to systems limitations and resources. In addition, there has been a rise in Freedom of information (FOI) requests and other data enquiries.

We are currently developing communications and associated actions to ensure that the workforce monitoring results are used to inform decision making and priorities. Key updates on this activity include:

- An intranet area is being set up to publish key Equality and Diversity Workforce monitoring and a communications plan is being developed to ensure key stakeholders across Police Scotland can access and use the data.
- Divisional Equality and Diversity profiles for police officers and police staff have been developed and circulated to Divisional Commanders with the aim of positively influencing actions within People Plans and other associated activities to work towards mainstreaming equality and measurement of progress. Engagement is ongoing with Divisional Commanders and their Senior Management Teams.

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- E&D monitoring is also being used as part of the evidence to inform the refresh of the Equality Outcomes for April 2021. Partnership working is also ongoing with the Strategy and Innovation and Analysis and Performance teams to ensure that key evidence is used to inform the development of next years' annual delivery plans where relevant.
- There is also wider work ongoing in relation to the staff survey and Exit interview improvements that will be critical in providing additional context and depth of knowledge that will inform future priorities. The Exit interview and survey process is currently being reviewed. This review aims to develop:
 - A report with detailed recommendations and proposals that will allow SPA/ Police Scotland to move forward following consultation with key stakeholders including Diversity Staff Associations.
 - A set of processes that are fit for purpose and can be followed to achieve a reiterative improvement and learning opportunity that has local and organisational application;
 - The ability to use the exit process to clearly understand what the organisation does well, and what needs to be improved (again at a local and organisational level);
 - An Exit engagement process that SPA /Police Scotland can be proud of, that identifies the key reasons for attribution, that highlights where to focus improvements and that provides a worthwhile process for those who engage in it.

2.5.3 Continuous Improvement of Workforce Monitoring Processes

In addition to taking action on the findings of workforce monitoring processes, a significant amount of work is being progressed to invest in our data capabilities and address barriers that are currently faced due to systems limitations.

This includes:

- **PowerBI** - Two members of the E&D team have undertaken initial PowerBI training and are working to develop the use of PowerBI to increase the automation of key data profiles. This aims to improve evidenced based decision making by reducing the time taken to process and analyse data and allowing data to be analysed more efficiently at a divisional level.
- **E&D Data Not Recorded/Unknown** - Work is ongoing to address this issue, working with stakeholders from the Recruitment, Equality & Diversity, Shared Services and SCOPE teams. The Equality and Diversity Monitoring SOP is in the process of being updated to reflect the changes being proposed and will be

circulated for consultation. The refresh of the SOP will give Police Scotland the opportunity to reinforce the importance of monitoring and how the data is used.

- **Police Officer Promotion Processes** - Equality and Diversity employment monitoring is now firmly embedded into all police officer promotion process carried out within Police Scotland. The analysis is carried out by the Equality and Diversity Team and a report is submitted to the Head of Recruitment and Promotion, highlighting trends, making observations and providing recommendations as appropriate.
- **Police Staff Promotion Profile** - Implementation of SPRM has enabled this data gap to be addressed for the first time since the creation of Police Scotland. Data from SCoPE is currently being analysed for police staff who have been promoted to a higher grade during the reporting period 1 April 2019 – 31 March 2020. The summary of findings will be presented for the next update.
- **Vetting** – Work has commenced to address the data monitoring gap in relation to vetting undertaken at the recruitment stage. A SLWG has been established with the following stakeholders, Vetting Manager, Equality & Diversity and Recruitment. Discussions have identified what can be currently achieved and the processes that require to be implemented for future monitoring to identify trends where vetting has been refused. Findings will be reported back as the work develops.
- **Equal Pay** – The Gender Pay Gap will be reported using the six calculations outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to enhance benchmarking with forces in England and Wales and other organisations. This is in addition to the calculations that Police Scotland are required to produce under Scottish legislation. In addition, calculations will also be carried out in respect of race, disability and sexual orientation. This is not a requirement under Scottish legislation but demonstrates Police Scotland's commitment to report beyond the legislative requirements and progress towards an inclusive workforce. This information will be included in the Mainstreaming Progress Report to be published in April 2021.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications in this report.

3.2 Costs of delivering this work are within current budget provision.

4. PERSONNEL IMPLICATIONS

4.1 There are no current personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

5.1 This update and the work contained within supports compliance with work related aspects of [The Equality Act 2010](#) and [The Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#).

6. REPUTATIONAL IMPLICATIONS

6.1 A failure to effectively deliver equality, diversity and inclusion in employment and provide appropriate assurance in relation to compliance with the Equality Act 2010 could impact on SPA's and the public's confidence in Police Scotland.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 This paper and the work contained within support equality, diversity, inclusion in employment and compliance with The Equality Act 2010.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are invited to discuss the content of this report.

EqHRIA Governance and Compliance SLWG Plan (v0.1)

	Governance	Completion (Legal)	Publication (Legal)
Recommendation	Police Scotland should review strategic ownership of EqHRIA processes to ensure there is sufficient accountability and governance throughout the organisation.	Quality assurance processes should be introduced to ensure all policies/practices have evidence available of the EqHRIA process being considered.	Due to legislative requirements, a quality assurance process should be introduced to ensure all EqHRIA results are published internally and externally, in line with the EqHRIA SOP.
Objective	Improve accountability and governance of EqHRIA across Police Scotland.	Ensure legal compliance in relation to EqHRIA completion through effective quality assurance.	Ensure legal compliance with publication requirements through effective quality assurance.
National Actions	<ul style="list-style-type: none"> Map accountability for EqHRIA against current Police Scotland structure using RACI model <ul style="list-style-type: none"> Responsible Accountable Consulted Informed Create governance framework for EqHRIA. Dip sample E&D section on Single Reporting Template. 	<ul style="list-style-type: none"> Add assurance reporting and dip sampling of EqHRIA completion to EqHRIA Improvement Group ToR. Establish assurance processes and schedule. Identify good practice examples of EqHRIAs and summaries. 	<ul style="list-style-type: none"> Agree approach to publication gaps. Establish web pages for publication of EqHRIAs Identify & upskill those who require to publish. Add assurance reporting & dip sampling of EqHRIA publication to EqHRIA Improvement Group ToR. Establish assurance processes & schedule.
Local actions	<ul style="list-style-type: none"> Build EqHRIA governance into local decision making, planning and priorities. Utilise the Equality considerations section on the Single Reporting Template effectively. Provide assurance to EqHRIA Improvement group as requested. 	<ul style="list-style-type: none"> Identify current EqHRIA completion gaps. Develop EqHRIAs (with support as required). 	<ul style="list-style-type: none"> Identify current publication gaps. Develop summaries for EqHRIAs requiring publication. Publish EqHRIA summaries as appropriate.
Outcome	Effective governance and accountability in relation to EqHRIA.	All policies and practices have proportionate EqHRIAs in place.	All policies and practices have EqHRIA results published internally and externally.

Delivery Plan		Complete	Ongoing	Delayed	Owner & Status
Undertake EqHRIAs & Communications Plan.	Review current governance arrangements				Jan 2021
	Map accountability				
	Identify good practice examples and gaps				
	Review governance for policy – what currently works.				
	Identify Executive Lead				CW
	Undertake dip sampling				NC/GC
	Undertake environmental scanning				
	Undertake benchmarking				NC/GC
	Design governance and compliance approach				March 2021
	Outline ownership for assurance/oversight				
	Establish success criteria/performance framework				
	Create governance framework				
	Develop system for coordinating/tracking				JC
	Establish assurance processes and schedule				
	Undertake consultation and engagement				
	Implement governance framework				July 2021
	Consider stakeholder communications				
	Update key staff/roles				
	Update relevant management boards				
	Establish short-life practitioner group				
Review				2022	
Review feedback on governance processes					
Initiate follow up EqHRIA review					

EqHRIA Training, Guidance & Communications SLWG Plan (v0.1)

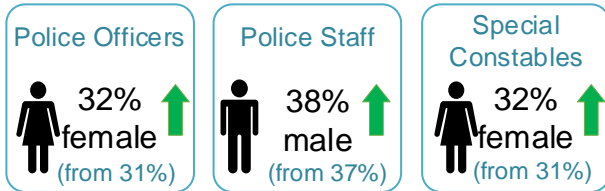
	Training	Guidance	Communication
Recommendation	The delivery and accessibility of EqHRIA training should be reviewed including the potential for inclusion in management and leadership training.	All policies, SOPs, guidance documents and forms making reference to the EqHRIA process should be reviewed to ensure instructions are fit for purpose, up to date and accurate.	Police Scotland should ensure there is clarity about when an EqHRIA must be considered and that this is communicated effectively to all staff.
Objective	Improve EqHRIA training and development tools & increase uptake.	Improve EqHRIA guidance set and information.	Improve understanding of EqHRIA requirements & compliance.
National Actions	<ul style="list-style-type: none"> Review current training and delivery. Identify key roles for EqHRIA training Consider if training should be mandatory for key roles. Develop modular training approach for inclusion in appropriate courses Consider other tools to support EqHRIA upskilling. 	<ul style="list-style-type: none"> Review simplified SOPs style and identify any learning. Review EqHRIA SOP, guidance, quick guides and forms. <ul style="list-style-type: none"> consultation benchmarking review pilot Review associated SOPs and other documentation referencing EqHRIA. 	<ul style="list-style-type: none"> Develop an EqHRIA communications plan for EqHRIA Improvement work: <ul style="list-style-type: none"> target audiences key messages comms tools evaluation Review and develop intranet content in relation to EqHRIA.
Local actions	<ul style="list-style-type: none"> Ensure officer and staff undertake EqHRIA training appropriate for their role. Feedback on training and available development tools to support continuous improvement. 	<ul style="list-style-type: none"> Reference EqHRIA guidance set as required. Seek further information or support as required. Feedback on guidance to support continuous improvement. 	<ul style="list-style-type: none"> Circulate and highlight EqHRIA comms as appropriate. Seek further information or clarity as required. Feedback on communications to support continuous improvement.
Outcome	Officers and staff are skilled appropriately in relation to EqHRIA.	A clear, accurate, fit for purpose and accessible EqHRIA guidance set.	Key officers and staff at all levels informed of EqHRIA requirements.

Delivery Plan		Complete – Ongoing – Delayed	Owner & Status
Undertake EqHRIAs & Communications Plan.	Review training & document set		Nov 2020
	Review training course evaluation	Complete	GC/NC/GM
	Review current guidance and forms	Ongoing	
	Stakeholder list & initial engagement	Ongoing	NC
	Benchmarking	Ongoing	NC/GM
	Environmental Scanning		
	Review associated SOPs/ guidance	Ongoing	CW
	Review Intranet		
	Design role specific training and guidance materials		Dec 2020
	Training needs analysis to identify key role & training needs		
	Training/Guidance Design Workshop	Ongoing	GC/NC/GM
	Draft Training & Guidance materials: <ul style="list-style-type: none"> Guidance Document/Form(s) Quick guides/Fact sheets Training Course Materials Peer Mentoring/ Social Learning Tools Webinars/Videos Examples/Case Studies/Scenarios 		
	Consultation		
	Complete Programme Synopsis/QA for training		
	Policy Support documentation for guidance set		
	Launch Training & Guidance		Jan 2021
	Stakeholder Communications		
	Train the Trainers / Briefings for key groups		
	Add training to prospectus		
	Update Intranet with new materials		
General Communication/Marketing			
Review		April 2021	
Review course evaluation/user feedback			

POLICE SCOTLAND EQUALITY & DIVERSITY WORKFORCE PROFILES - 2020 SUMMARY REPORT (v1.0)

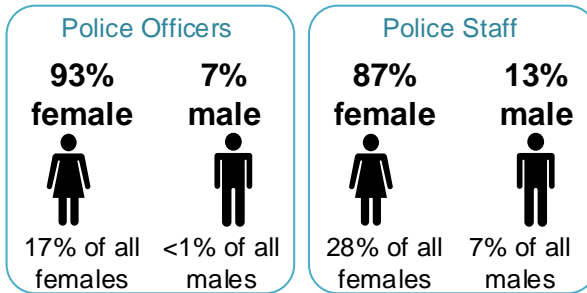
The data provided is at 31/03/2020 and is compared to data at 31/03/2019 to identify any change. Police staff figures do not include SPA staff.

SEX



Overall increase for male and female police staff.

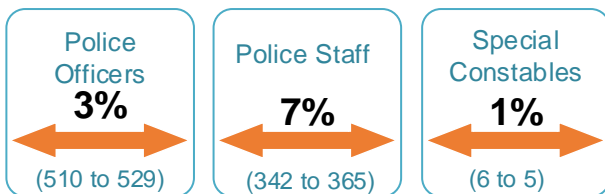
PART TIME WORKERS



AGE (most common age group)

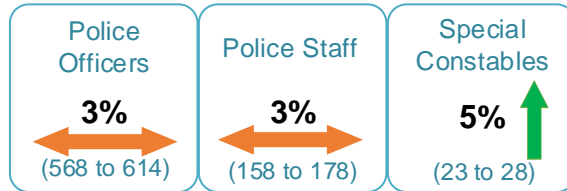


RECORDED DISABILITY



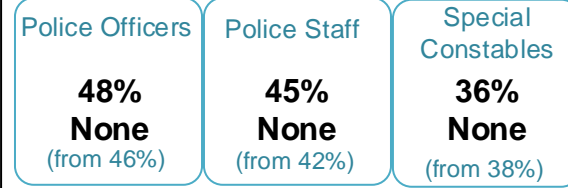
The most common age group for those with a Recorded Disability is the 45-54 age group.

SEXUAL ORIENTATION



- For police officers and special constables a higher proportion of females identify as LGB when compared to males.
- For police staff the proportion of males and females identifying as LGB is equal.
- Those who identify as LGB are a younger demographic compared to those who identify as Heterosexual

RELIGION OR BELIEF (most common)



- None reflects the trend in the 2011 Census for Scotland. Albeit, the proportions are much higher in the Police Scotland profile.
- The proportions of those identifying as 'Church of Scotland' continues to decrease, whilst the proportions of those identifying as 'Roman Catholic' & 'All other Religions' remains consistent
- Muslim is the most common religion for all staff groups who identify as 'All Other Religions'.

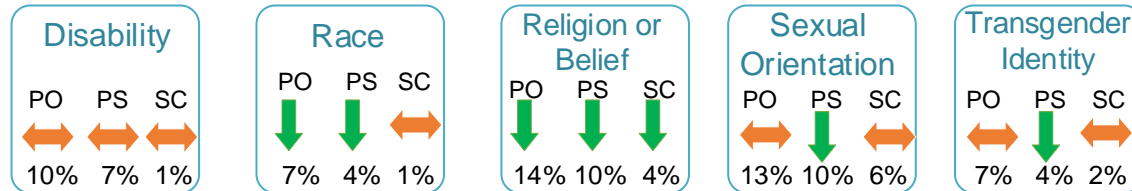
RAG Descriptors

- RED** – regressed
- AMBER** – no change
- GREEN** – progress made

TRANSGENDER IDENTITY

All Staff <1% identify their transgender identity as Yes

CHOOSE NOT TO DISCLOSE



The number that 'Choose not to Disclose' continues to reduce for all protected characteristics, across all staff groups.

NOT RECORDED

Increase in the proportion of data not recorded for special constables from 18% to 21% for Disability, Race, Religion or Belief and Sexual Orientation.

RACE

Black Minority Ethnic Profile



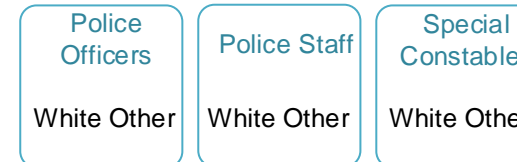
BME - most common ethnic origin category



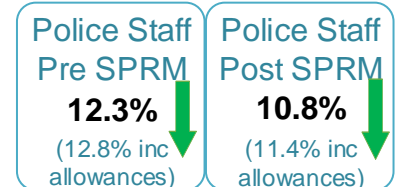
White Minority Ethnic Profile



WME - most common ethnic origin category



GENDER PAY GAP



Police Officers 3.9% (5.7% inc allowances)
Updated Gender Pay Gap figure to be published by April 2021.

POLICE SCOTLAND EQUALITY & DIVERSITY RANK PROFILES - 2020 SUMMARY REPORT (v1.0)

The data provided is at 31/03/2020 and is compared to data at 31/03/2019 to identify any change.
21% of police officer posts are held by those in a promoted rank (Sgt and above and 79% are held by those in the rank of Constable.

SEX

Rank	Female %	Male %
Chief Constable	0%	100%
Deputy Chief Constable	33%	67%
Assistant Chief Constable	10%	90%
Chief Superintendent	29%	71%
Superintendent	26%	74%
Chief Inspector	25%	75%
Inspector	25%	75%
Sergeant	27%	73%
Constable	34%	66%
Police Scotland Profile	32%	68%

AGE

Most common age group

Sgt & above

50% are in the 45-54 age group

Constable

39% are in the 25-34 age group

SEXUAL ORIENTATION

Sgt & above

3% identify as LGB

Constable

4% identify as LGB (from 3%)

LGB

Sgt & above **17%**
Constable **83%**

Heterosexual

Sgt & above **22%**
Constable **78%**

RACE

Race Profile	Sgt and above	Constables
White Scottish	82%	77%
All Other White British	7%	9%
White Minority	1%	2%
BME	1%	1%
Choose not to Disclose	8%	7%
Not Recorded	<1%	4%

The proportions of those identifying as BME and White Minority in the table above remains the same when compared to 31/03/19.

BME

17% who identify as BME are in the rank of **Sgt & above**

83% who identify as BME are a **constable**

WHITE MINORITY ETHNIC

14% who identify as WME are in the rank of **Sgt & above**

86% who identify as WME are a **constable**

WHITE SCOTTISH

22% who identify as White Scottish are in the rank of **Sgt & above**

78% of those who identify as White Scottish are a **constable**

OTHER WHITE BRITISH

18% of those who identify as Other White British are in the rank of **Sgt & above**

82% of those who identify as Other White British are a **constable**

PROMOTED POST

Sgt & above



27% Female

Sgt & above



73% Male

Female **17%** are in the rank of Sgt & above

Female **83%** are Constables

Male **23%** are in the rank of Sgt & above

Male **77%** are constables

The above figure for females has increased since 31/03/2019, where 25% of those in promoted ranks were female.

RELIGION OR BELIEF

Religion or Belief	Sgt and above	Constables
None	38%	50%
Church of Scotland	29%	17%
Roman Catholic	12%	11%
Other Christian	3%	2%
All Other Religions	<1%	1%
Other	1%	1%
Choose not to Disclose	16%	13%
Not Recorded	<1%	4%

There has been an increase in the proportion of those identifying as None and decrease in those identifying as Church of Scotland for both Sgt and above and the rank of Constable since 31/03/2019.

RECORDED DISABILITY

Sgt & above **2%** have a recorded disability

Constable **3%** have a recorded disability

17% who have a recorded disability are in the rank of Sgt & above

83% who have a recorded disability are a constable

22% of those who have identified as No are in the ranks of Sgt and above and 78% are in the rank of constable.

POLICE SCOTLAND EQUALITY & DIVERSITY POLICE STAFF GRADE PROFILE - 2020 SUMMARY REPORT (v1.0)

The data provided is at 31/03/2020. Following SPMA this is the first time we have been able to report this information. Police Staff figures do not include SPA staff. 94% of police staff posts are Grade 7 and below and 6% are Grade 8 and above.

SEX

Grade	Female %	Male %
SPA DIR	17%	83%
Grade 13	31%	69%
Grade 12	37%	63%
Grade 11	40%	60%
Grade 10	56%	44%
Grade 9	46%	54%
Grade 8	38%	62%
Grade 7	41%	59%
Grade 6	53%	47%
Grade 5	50%	50%
Grade 4	63%	37%
Grade 3	69%	31%
Grade 2	69%	31%
Grade 1	88%	12%
SPA Bands A and C	100%	0%
Total	62%	38%

Female



96%

Grade 7 & below

Female



4%

Grade 8 & above

Male



91%

Grade 7 & below

Male



9%

Grade 8 & above

RELIGION OR BELIEF

Religion or Belief	Grade 7 and Below	Grade 8 and Above
None	45%	43%
Church of Scotland	26%	25%
Roman Catholic	13%	13%
Other Christian	2%	5%
All Other Religions	1%	1%
Other	<1%	0%
Choose not to Disclose	10%	11%
Not Recorded	2%	2%

RACE

Race	Grade 7 and Below	Grade 8 and Above
White Scottish	84%	78%
All Other White British	7%	11%
White Minority	1%	2%
BME	2%	2%
Choose not to Disclose	4%	5%
Not Recorded	2%	2%

BME

93% who identify as BME are **Grade 7 & below**

7% who identify as BME are **Grade 8 & above**

WHITE MINORITY ETHNIC

91% who identify as WME are **Grade 7 & below**

9% who identify as WME are **Grade 8 & above**

WHITE SCOTTISH

95% who identify as White Scottish are **Grade 7 & below**

5% who identify as White Scottish are **Grade 8 & above**

OTHER WHITE BRITISH

91% who identify as Other White British are **Grade 7 & below**

9% who identify as Other White British are **Grade 8 & above**

AGE

Most common age group

Grade 7 & Below
31% are in the **45-54** age group

Grade 8 & Above
40% are in the **45-54** age group

0% of those in the 16-24 age group are **Grade 8 or above**. This figure increases to **2%** for the 25-34 age group.

SEXUAL ORIENTATION

LGB

Grade 7 & Below
3% Identify as LGB

Grade 8 & Above
3% Identify as LGB

94% who identify as LGB are **Grade 7 & below**

6% who identify as LGB are **Grade 8 & above**

DISABILITY

Grade 7 & Below
7% have a recorded disability

Grade 8 & Above
3% have a recorded disability

98% who have a recorded disability are **Grade 7 & below**

2% who have a recorded disability are **Grade 8 & above**

94% of those who have **No Disability** are **Grade 7 and below** and **6%** are **Grade 8 and above**.

HETEROSEXUAL

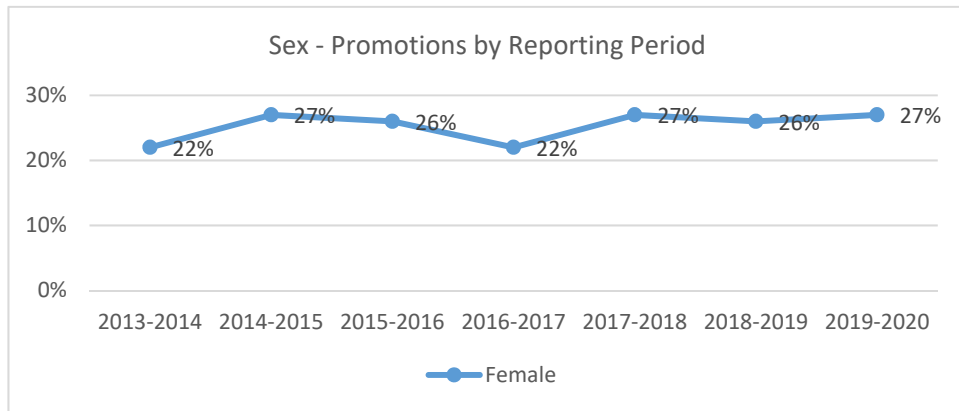
94% who identify as Heterosexual are **Grade 7 & below**

6% who identify as Heterosexual are **Grade 8 & above**

POLICE OFFICER PROMOTIONS – EQUALITY & DIVERSITY PROFILE 01/04/2019-31/03/2020

SEX

The graph identifies the proportion of female police officers promoted each reporting period for the ranks of Sgt and Above and for Supt & Above.



- 28% of those promoted on a temporary basis were female compared to 26% of those promoted on a substantive basis who were female.

Average length of service on promotion to Sergeant for both male and female officers is 13 years' service (no difference for those promoted on a substantive or temporary basis). This was also the case for the previous reporting period between 01/04/2018 to 31/03/2019.

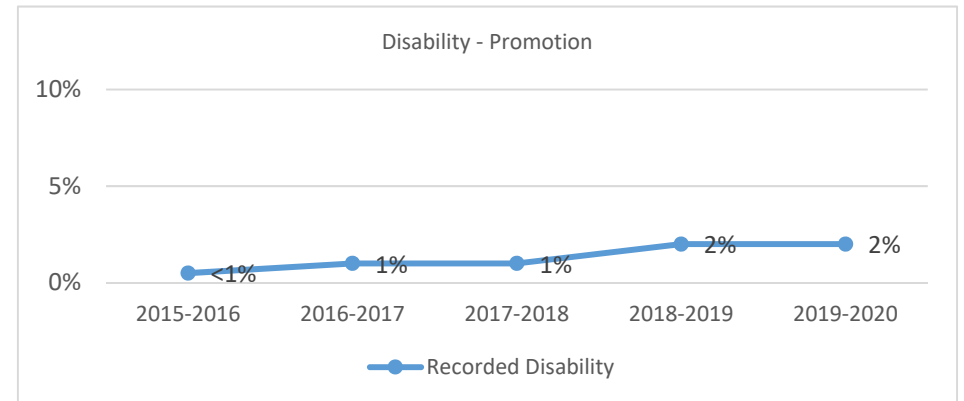
DISABILITY

Regardless of whether the promotion was on a temporary or substantive basis, the proportion of those with a recorded disability on SCOPE was 2%.

Average length of service of those promoted to Sergeant who have a **recorded disability** on SCOPE was **12 years'** compared to **13 years'** for those who identified as "No".

DISABILITY Cont'd

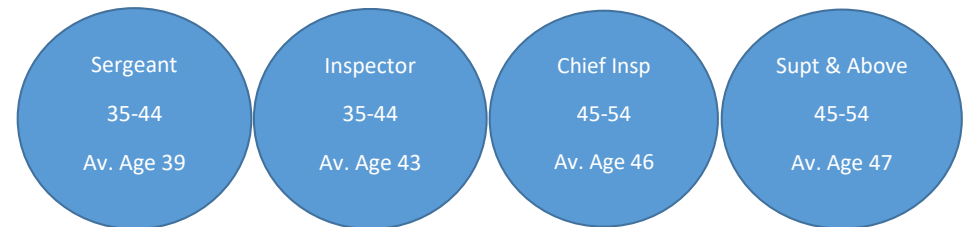
The graph identifies the proportion of police officers with a recorded disability on SCOPE for each reporting period.



AGE

The **35-44 age group** was the most common age group for those promoted regardless of whether this was on a temporary or substantive basis.

Most common age groups and average age for each promoted rank:

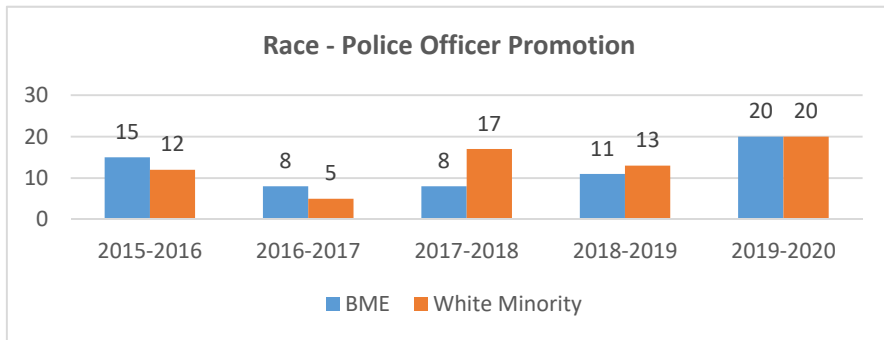


RACE

During 2019-2020, 1% of those promoted identified as BME, which reflects the Police Scotland profile and 1% identified as White Minority, which is not reflective of the Police Scotland profile of 2%.

Since 2015-2016, the proportion of those promoted who identified as BME or White Minority has remained static at 1%. With the exception during 2016-2017, <1% identified as White Minority and in 2017-2018 <1% identified as BME.

The following graph shows the increase in the number of those identifying as BME or White Minority during the identified reporting periods.



- Regardless of whether the promotion was on a temporary or substantive basis, the proportion of those who identified as BME or White Minority was 1%.
- **Average Length of Service** of those promoted to Sergeant and who identify as BME, Other White British and White Scottish is 13 years' compared to 14 years' for those who identified as White Minority.

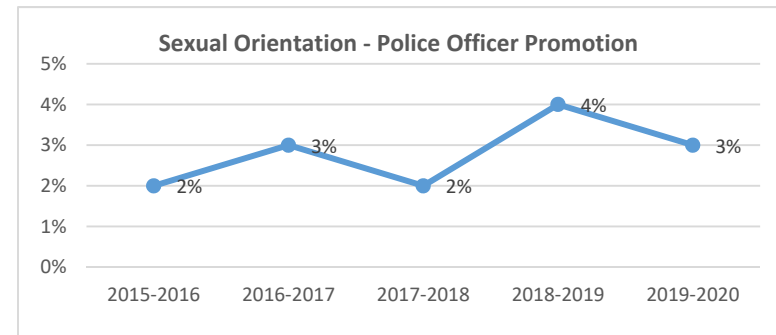
SEXUAL ORIENTATION

Regardless of whether the promotion was on a temporary or substantive basis, the proportion of those who identified as LGB was 2%.

Average Length of Service on promotion to Sergeant for those identifying as LGB was 11 years' compared to 13 years' for those identifying as Heterosexual.

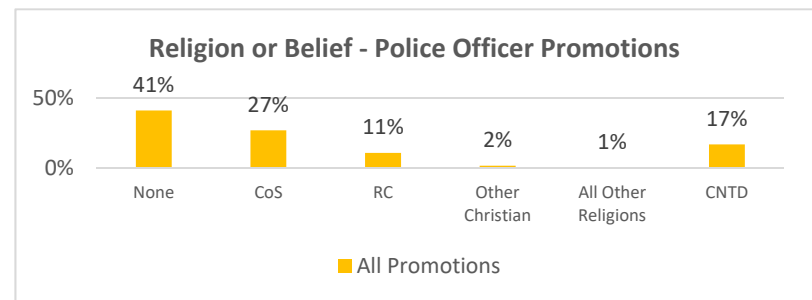
SEXUAL ORIENTATION cont'd

The graph identifies the proportion of police officers who identified as LGB during each reporting period.



RELIGION OR BELIEF

The graph shows the Religion or Belief profile for those who were promoted during 2019/2020.



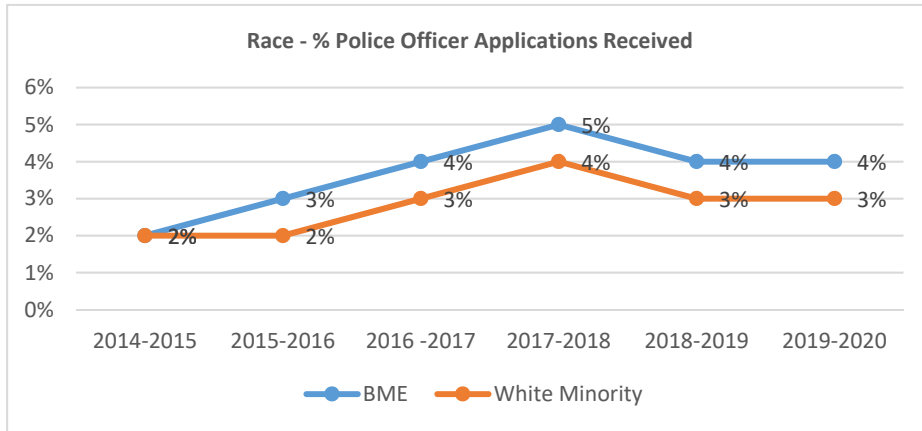
Since 2016/2017, the proportion who identify as None has increased. Since 2017/2018 the proportion of those identifying as Church of Scotland continues to decrease. There has been a reduction in the proportion of those identifying as Roman Catholic but this continues to remain steady. These trends are reflected in the overall Police Scotland profile.

The proportion of None reduces and increases for Church of Scotland and Roman Catholic the more senior the rank. This reflects the trend identified in the 2011 Census for Scotland in relation to how the population identify their religion or belief.

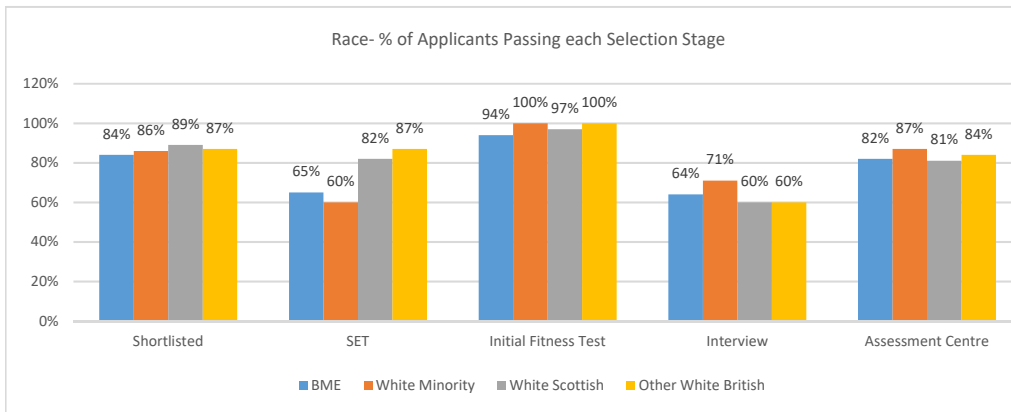
POLICE OFFICER EXTERNAL RECRUITMENT PROCESS – EQUALITY & DIVERSITY PROFILE 01/04/2019-31/03/2020

RACE

The graph shows the proportion of applications received in each reporting period:



Selection Process - Those who identify as BME and White Minority are least successful at the SET stage.

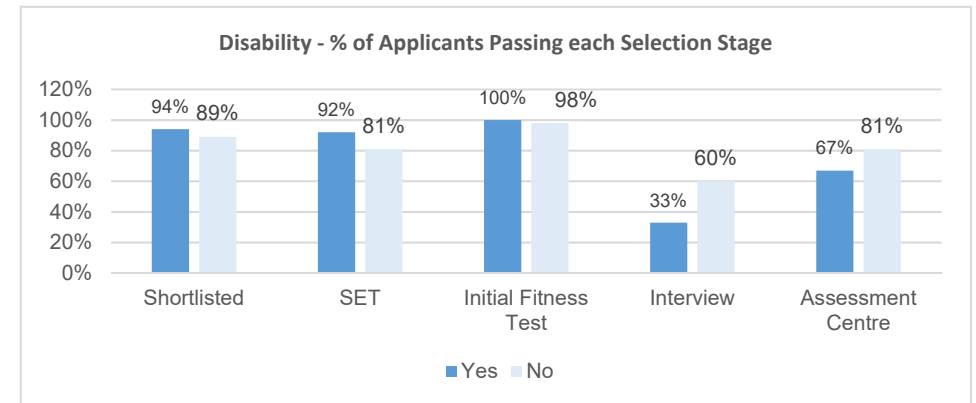


Offer of Appointment – 2% of those offered appointment identified as BME and 3% identified as White Minority.

DISABILITY

Applications Received - <1% of applications each year to date since 2014-2015 have been recorded as Yes for Disability.

Selection Process - The success rate at Interview is proportionately lower for those who have identified as Yes for the protected characteristic of disability.



Offer of Appointment - <1% of applicants who were given an offer of appointment

AGE

Applications Received – 50% from the 18-24 age group; 40% from the 25-34 age group; 8% from the 35-44 age group; 2% from the 45-54 age group and <1% from the 55-64 age group.

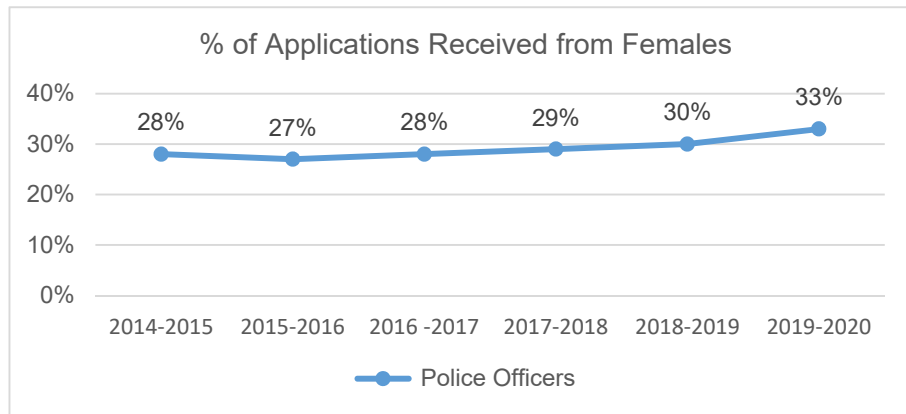
Selection Process – The 18-24 age group was most successful at Assessment Centre.

The 25-34 age group was most successful at SET and Interview.

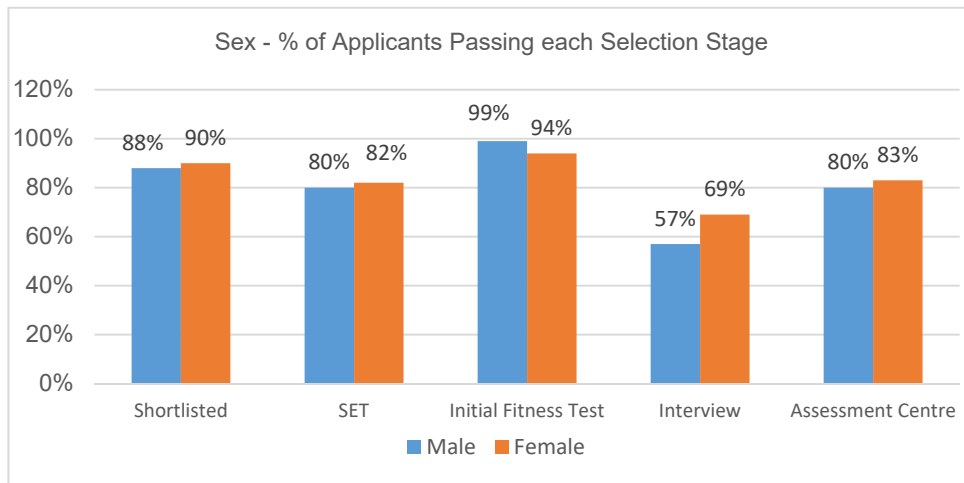
The 45-54 age group was the least successful at the Assessment Centre. However most successful at the Initial Fitness Test and Shortlisting stages.

Offer of Appointment – 46% from the 18-24 age group; 43% from the 25-34 age group; 9% from the 35-44 age group and 2% from the 45-54 age group.

SEX



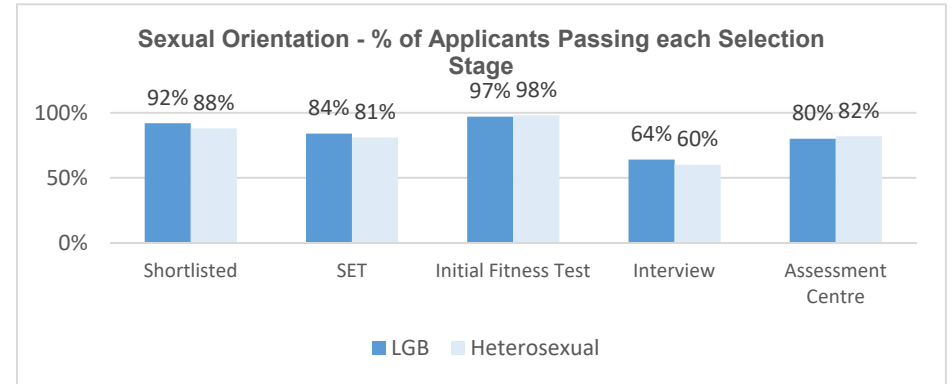
Selection Process - Females were more successful at each stage of the process with the exception of the Initial Fitness Test, where males were more successful.



Offer of Appointment - 40% of applicants who were given an offer of appointment were female.

SEXUAL ORIENTATION

Applications Received – Increase in applications since 2016-2017 from 4% to 7% in 2019-2020.



Offer of Appointment – 7% of those offered appointment identified as LGB.

RELIGION OR BELIEF

Applications Received – Since 2014-2015, an increase in the proportion of applications from those who identify as None and All Other Religions.

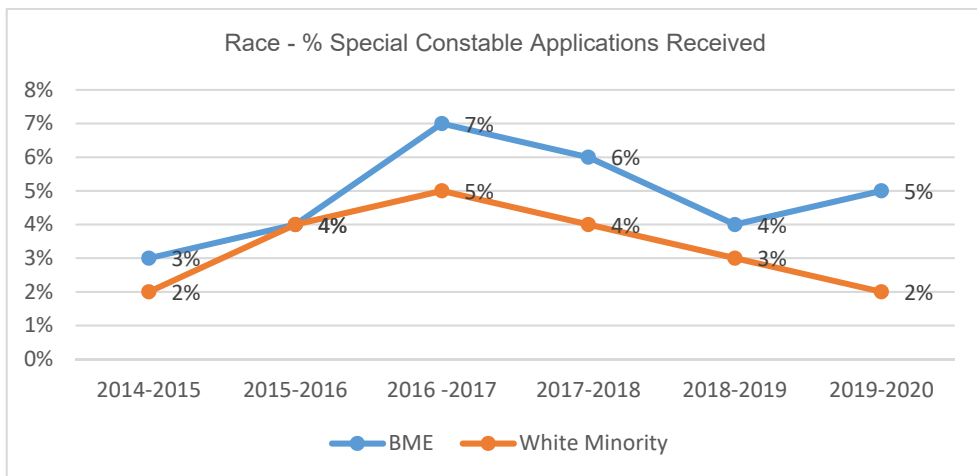
There has been a continual decrease for those who identify as Church of Scotland and Roman Catholic. However, for those who identify as Roman Catholic this has remained steady since 2016-2017.

Selection Process - A lower proportion of those who identify as All Other Religions are successful at SET. However this was a small number.

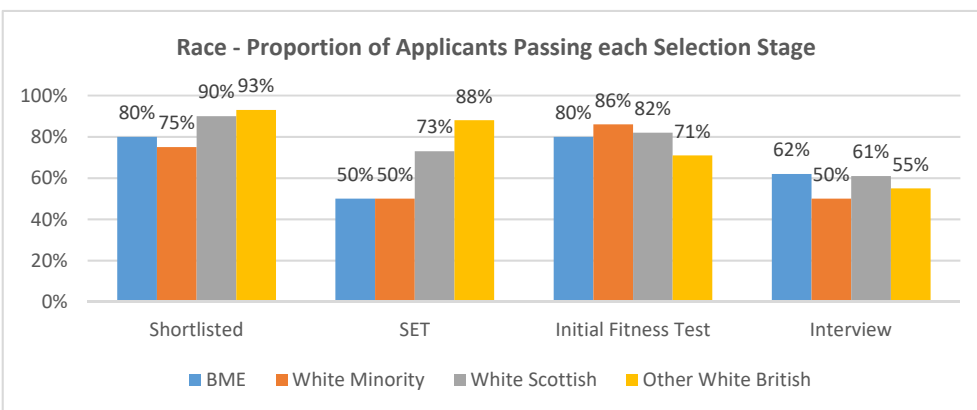
Offer of Appointment – 67% of those offered appointment identified as None, 12% as Church of Scotland, 12% as Roman Catholic and 1% as All Other Religions.

SPECIAL CONSTABLE EXTERNAL RECRUITMENT PROCESS – EQUALITY & DIVERSITY PROFILE 01/04/2019-31/03/2020

RACE



Selection Process - Those who identify as BME and White Minority are least successful at the SET stage.

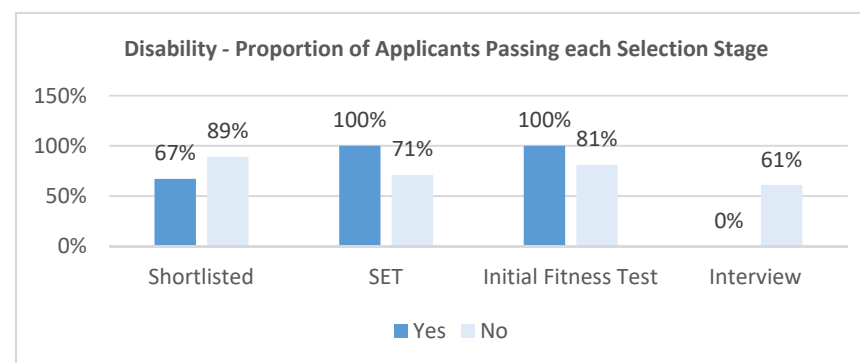


Offer of Appointment – 3% of those offered appointment identified as BME and 5% identified as White Minority.

DISABILITY

Applications Received - <1% of applications were from those who identified as Yes. Since 2014-2015, the proportions have fluctuated between 0%-2%, with the exception of 2018-2019, where there was a spike of 7%.

Selection Process - The success rate at Shortlisting was proportionately lower for those who identified as Yes.



Offer of Appointment - <1% of applicants who were given an offer of appointment identified as Yes.

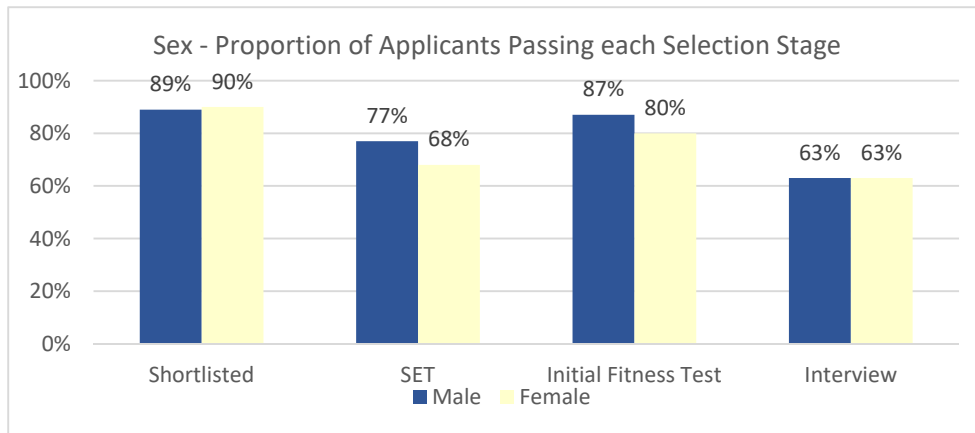
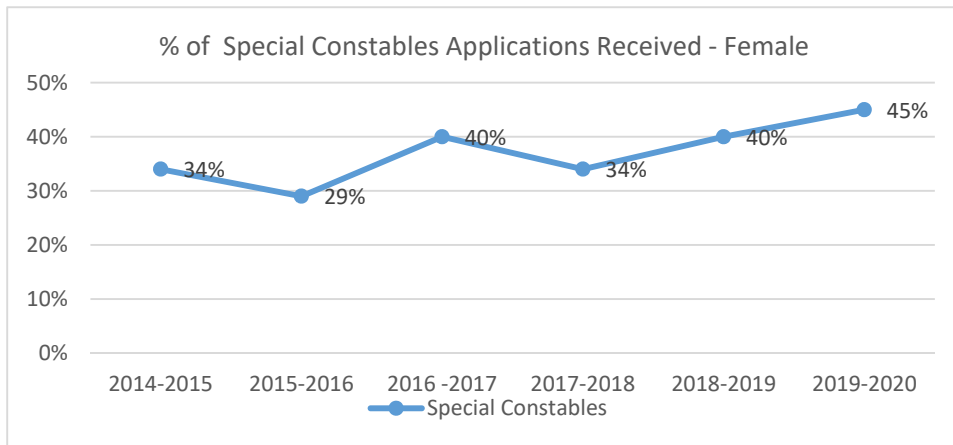
AGE

Applications Received – 61% from the 18-24 age group; 23% from the 25-34 age group; 11% from the 35-44 age group; 4% from the 45-54 age group and 1% from the 55-64 age group.

Selection Process – Those in the younger age group of 18-24 and those in the age groups 45-54 and 55-64 appear to do less well at Interview when compared to those in the 25-34 and 35-44 age groups.

Offer of Appointment – 56% of those offered appointment were in the 18-24 age group; 25% in the 25-34 age group; 13% in the 35-44 age group; 4% in the 45-54 age group and 2% in the 55-64 age group.

SEX

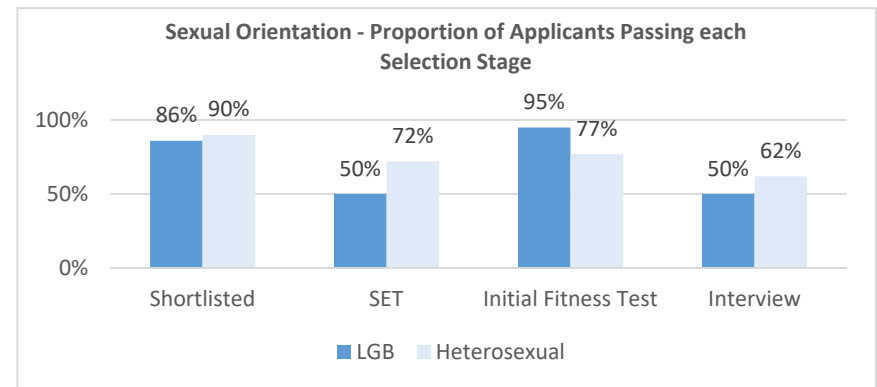


Offer of Appointment - 38% of applicants who were given an offer of appointment were female.

SEXUAL ORIENTATION

Applications Received – Decrease in applications since 2012-2013 from 9% to 5% in 2019-2020.

Selection Process – Small number of those undertaking SET and Interview stages.



Offer of Appointment – 8% of those offered appointment identified as LGB.

RELIGION OR BELIEF

Applications Received – 61% identified as None; 8% Church of Scotland and 6% Roman Catholic and 3% All Other Religions. 17% did not submit an E&D Monitoring Form with their application form. Muslim is the most common religion or belief for those identifying as All Other Religions.

Selection Process – A small number of those identifying as All Other Religions undertook the SET. A lower proportion of those identifying as None are successful at Interview.

Offer of Appointment – 71% of those offered appointment identified as None, 9% Church of Scotland, 7% Roman Catholic and 3% identified as All Other Religions. Muslim is the most common religion or belief for those identifying as All Other Religions.

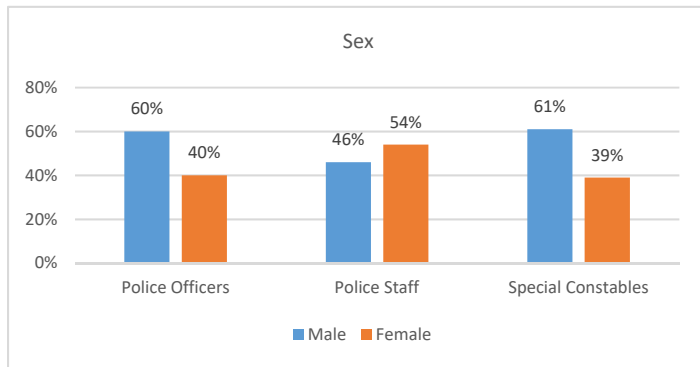
NEWLY APPOINTED STAFF BETWEEN 01/04/2019 & 31/03/2020

The E&D profile for newly appointed staff is highlighted below. A data gap has been identified in relation to newly appointed police officers and special constables in relation to them being able to update their E&D data into SCoPE (there is no IT solution to get the recruitment data into SCoPE). A solution is currently being developed for the next reporting period 2020-2021.

SEX

The graph shows the proportions of male and female newly appointed for each staff group.

When the data is compared to 2015, the proportions of newly appointed female police officers, male police staff and female special constables has increased.



Police Staff - Grades 1 to 3 have a higher proportion of females newly appointed into these roles than males.

RELIGION OR BELIEF

None was the most common religion or belief category for all staff groups.

Other Religions
 Police Officers - <1% No common religion/belief.
 Police Staff – 2% Muslim was the most common religion/belief.
 Special Constables – 0%

Police Staff - Grade 3 was the most common for those identifying as None, Church of Scotland and Roman Catholic. There was no common grade for those identifying as Other Religions.

RACE



Police Staff - Grade 3 was the most common grade for those who identified as **White Scottish** or **Other White British** and **Grade 2** for those identifying as **White Minority**. Whereas there was **no common grade** for those who identified as **BME**.

UNKNOWN/NOT RECORDED

47% of newly appointed police officers; 13% of newly appointed police staff and 65% of newly appointed special constables E&D data is

AGE

25-34 is the most common age group for newly appointed **police officers** and **police staff**.

Average age of a newly appointed **Probationary Constable** is **27**.

18-24 and **25-34** are equally the most common age groups for newly appointed **special constables**.

RECORDED DISABILITY

Police Officers – **1%** recorded disability.

Police Staff – **4%** recorded disability.

Grade 3 was the most common grade for both those who identified as either Yes or No to having a disability.

Special Constable **0%** recorded disability.

SEXUAL ORIENTATION – LGB

Police Officers – **4%** identified as LGB

Police Staff – **5%** identified as LGB.

Grade 3 was the most common grade for both those who identified as LGB or Heterosexual.

Special Constable – **8%** identified as LGB

POLICE SCOTLAND EQUALITY & DIVERSITY LEAVERS MONITORING - 2020 SUMMARY REPORT

OFFICIAL

The data provided is for leavers between 01/04/19 and 31/03/20 and compared to the workforce profile as at 31/03/20. Police staff figures do not include SPA staff.

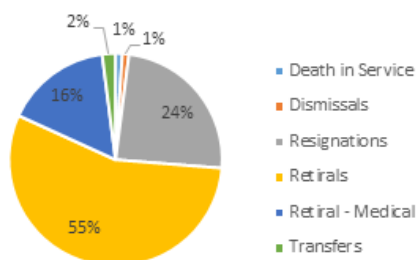
POLICE OFFICERS

SEX

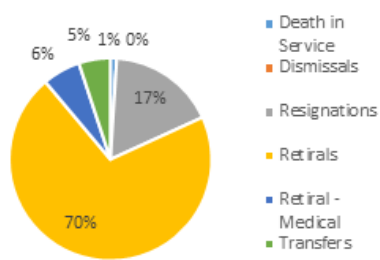
The graphs below show the reasons for leaving for male and female police officers.

- The reasons for leaving are impacted by the service profile of males and females, where males are more likely to have longer lengths of service when compared to females.
- Retiral continues to be the most common reason for leaving for both males and females. This has been the trend since 2016/2017.

Reasons for Leaving - Female Police Officers

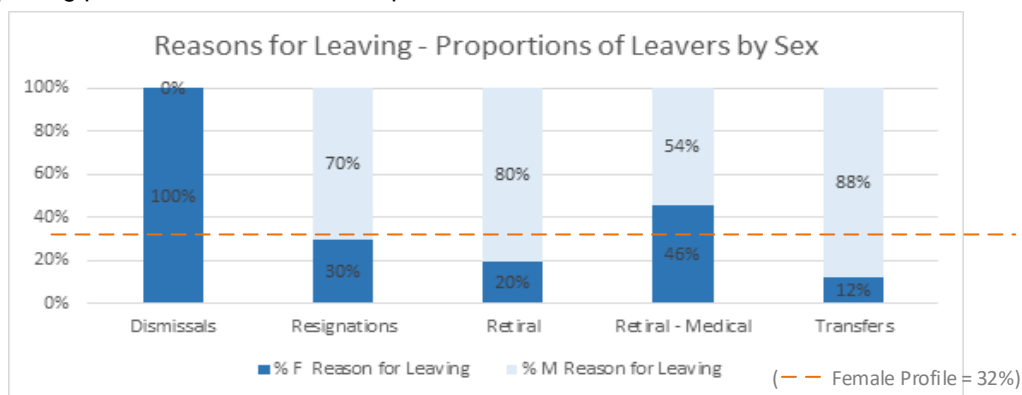


Reasons for Leaving - Male Police Officers



The graph below shows the overall reasons for leaving by sex and compares to the overall workforce profile for female police officers (32%).

- A higher proportion of females left through Resignation and Ill Health Retirement.
- A lower proportion of females retired (pension & 25-30 years) or transferred to another force.
- 100% of dismissals are female for this reporting period. However, in the previous two reporting periods, it has been male police officers.



The average length of service on resignation was seven years' for both males and females. The 0-2 years' service band was the most common followed by the 6-10 service band.

- 37% of probationary constables who left were female and 63% were male. (40% of probationary constables at 31/03/2020 were female.)

OFFICIAL

AGE

There are no unexplained trends linked to age for police officers.

- The average age on resignation was 35 years old.

RECORDED DISABILITY

Recorded Disability

6%
(down from 10%)

The proportion of leavers with a recorded disability is higher than the overall Police Scotland profile of 3%.

- Retiral is the most common reason for leaving for those with a Recorded Disability and for those who identified as No.
- 12% of leavers choose not to disclose if they have a disability

SEXUAL ORIENTATION

LGB

2%
(same as 2019)

The proportion of leavers who identify as lesbian, gay and bisexual is lower than the overall Police Scotland profile of 3%.

- Retiral was the most common reason for leaving for those identifying as LGB or Heterosexual. This is the first period that this has been the most common reason for LGB officers.
- 15% of leavers choose not to disclose their sexual orientation

RACE

BME

2%
(same as 2019)

The proportion of leavers who identify as Black Minority Ethnic (BME) is higher than the overall Police Scotland profile of 1%.

The proportion of leavers who identify as White Minority Ethnic (WME) is lower than the overall Police Scotland profile of 2%.

- Retiral was the most common reason for leaving for those who identified as White Scottish, Other White British and WME.
- Resignation was the most common reason for leaving for those who identified as BME. Six (86%) out of the seven who resigned, were in their probationary period.
- The average length of service of those who resigned was lower for BME (2 years) and WME (3 years) when compared to White Scottish (8 years) and Other White British (6 years).
- 8% of leavers choose not to disclose their ethnic origin.

WME

1%
(same as 2019)

RELIGION OR BELIEF

There are links with age and religion or belief as identified within the 2011 Census for Scotland, which appear to be reflected in the leavers profile for police officers - those identifying as None are likely to be a younger demographic when compared to some of the other religion or belief categories.

- Retiral was the most common reason for leaving for all religion or belief categories apart from Other Religions, which shows that this is equal between those who retire and those who resign.
- 17% of leavers choose not to disclose their religion or belief

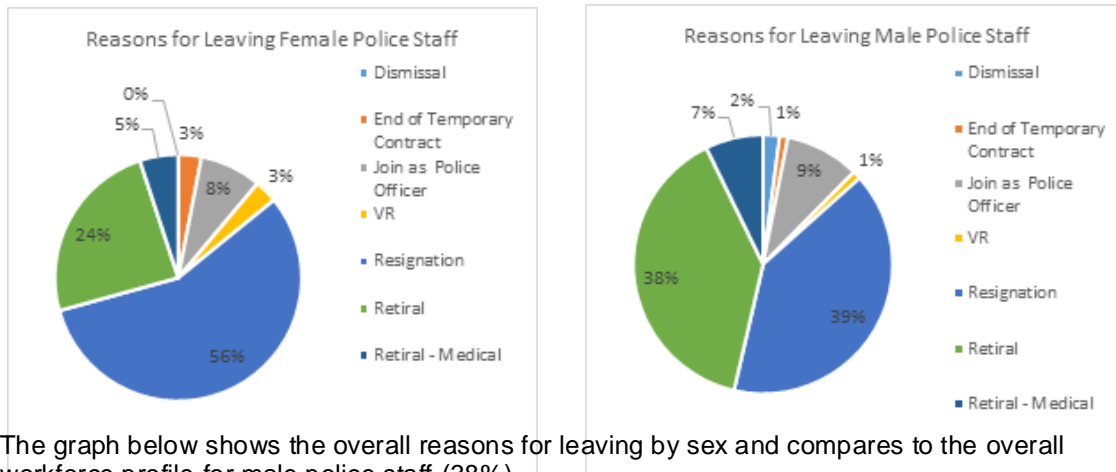
POLICE STAFF

OFFICIAL

SEX

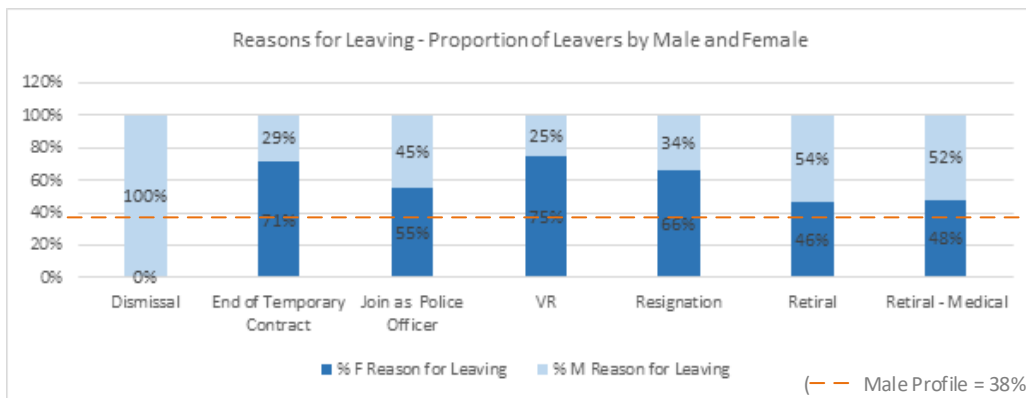
The graphs below show the reasons for leaving profile for male and female police staff.

- Resignation was the most common reason for leaving for both males and females. For males, this was closely followed by Retiral.



The graph below shows the overall reasons for leaving by sex and compares to the overall workforce profile for male police staff (38%).

- A higher proportion of males retired (pension), retiral for medical reasons or transferred to be a police officer.
- A higher proportion of females left through Voluntary Redundancy or End of Temp Contract.



The average length of service on resignation was five years' (four for males and six for females).

AGE

There are no unexplained trends linked to age for police staff.

- The average age on Resignation was 41 years old.
- The average age on Voluntary Redundancy was 56 years old.

RECORDED DISABILITY

Recorded Disability

9%

(same as 2019)

The proportion of leavers with a recorded disability is higher than the overall Police Scotland profile of 7%.

- Resignation was the most common reason for leaving for those with a Recorded Disability and those with No Recorded Disability.
- 10% of leavers choose not to disclose if they have a disability.

SEXUAL ORIENTATION

LGB

3%

(up from 2%)

The proportion of leavers who identify as lesbian, gay and bisexual reflects the overall Police Scotland profile of 3%.

- Resignation was the most common reason for leaving for both those who identify as LGB and Heterosexual.
- 12% of leavers choose not to disclose their sexual orientation.

RACE

BME

2%

(down from 3%)

The proportion of leavers who identify as Black Minority Ethnic (BME) reflects the overall Police Scotland profile of 2%.

The proportion of leavers who identify as White Minority Ethnic (WME) is higher than the overall Police Scotland profile of 1%.

- Resignation was the most common reason for leaving for all ethnic origin categories.
- Average length of service on Resignation for those identifying as BME or White Minority was one years' service compared to six years' for those identifying as White Scottish and five years' for those identifying as Other White British
- 7% of leavers choose not to disclose their ethnic origin.

WME

3%

(up from 1%)

RELIGION OR BELIEF

- Resignation was the most common reason for leaving for None, Roman Catholic and Other Religions.
- Retiral is the most common reason for leaving for those who identify as Church of Scotland and Other Christian.
- 13% of leavers choose not to disclose their religion or belief.

SPECIAL CONSTABLES

Reason for leaving: 53% of Special Constable leavers left to join as a police officer and 37% resigned. **Not Recorded:** 17% of data was Not Recorded (18% for sexual orientation). **Sex:** 30% of those who resigned were female which is lower than the profile of 32%. The most common reason for leaving was to join as a probationary constable for both male and female special constables for the first reporting period. However, for female special constables, Resignation closely followed. **Disability:** 3% of leavers had a recorded disability which is higher than the current profile of 1%. Based on low numbers (<5). **Race:** Joining as a police officer was the most common reason for leaving for those identifying as White Scottish and White Minority. There was no common reason for those identifying as BME and Other White British due to the small number. **Religion of Belief:** None is the most common category for leavers which reflects the special constable profile. **Sexual Orientation:** Resignation was the most common reason for leaving for those identifying as LGB compared to Joining as a Police Officer for those identifying as Heterosexual.

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POLICE SCOTLAND EQUALITY & DIVERSITY MONITORING – 2019/2020 TOP PRIORITIES REPORT

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This report outlines four key priorities from the 2020 E&D Monitoring Summary Reports (based on data from 01/04/2019 -31/03/2020) and supports progress towards Police Scotland Equality Outcome 6 – We have a workforce that is more reflective of the communities we serve.

It should be used by service wide stakeholders to improve mainstreaming of equality, diversity and inclusion into the delivery of Police Scotland priorities and plans such as strategic Delivery Plans, Local People Plans etc. The ownership for progress on these priorities is shared across all Divisions/Departments and at all levels of seniority.

It aims to encourage further engagement and partnership working on potential National and local activities that support inclusion and is the start of a conversation around what our data tells us and what we need to do next. The E&D team in P&D are available to support National and local priorities and are interested to hear thoughts, suggestions, barriers and achievements to support future monitoring, reporting and priorities. Contact us at hr.equalityanddiversity@scotland.pnn.police.uk.

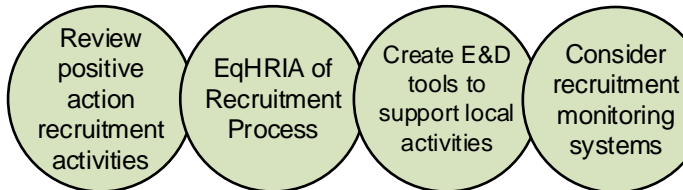
It is noted that the high levels of not recorded data and choose not to disclose responses may impact on the E&D monitoring data used to create this report.

INCREASE RECRUITMENT OF UNDER-REPRESENTED GROUPS

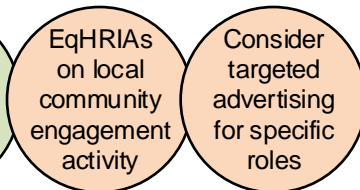
Key Finding: Officer application rates are lower than the population for females and those with a disability. The application rates for BME and WME remain static from 2018/2019.

Context: Workforce numbers are slowly increasing for all under-represented groups but proportions for most groups have stayed static and are still under-represented. Low levels of recruitment will also limit the rate of improvement.

National Activities:



Local Activities:

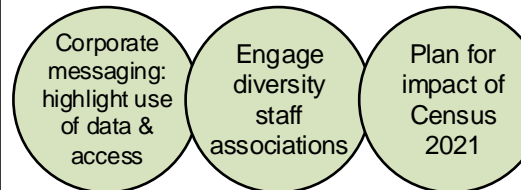


REDUCE UNKNOWN AND CHOOSE NOT TO DISCLOSE FIGURES

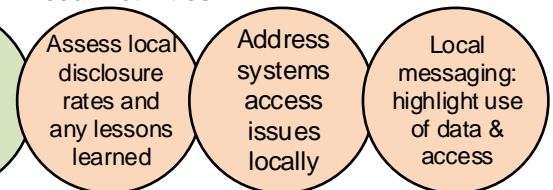
Key Finding: E&D data is not recorded for a high proportion of newly appointed officers and special constables. Choose not to disclose figures also remain high for Disability, Religion or Belief and Sexual Orientation (this has started to reduce slowly).

Context: Access to IT systems is limited for new officers during probationer training and Special Constables. Confidence in use of data and confidentiality may impact upon disclosure rates.

National Activities:



Local Activities:

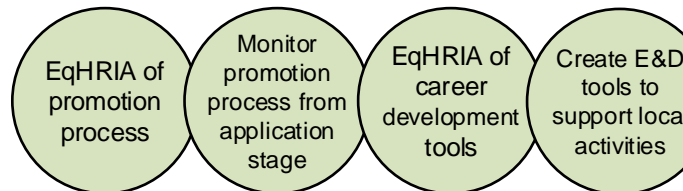


ENSURE INCLUSIVE CAREER DEVELOPMENT & PROMOTION PROCESSES

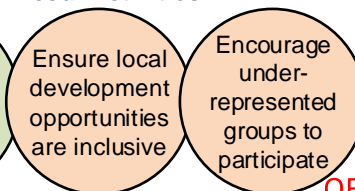
Key Finding: A lower proportion of female officers, white minority officers and officers with a recorded disability were promoted.

Context: The profile of under-represented groups tends to be lower in service. The average length of service on promotion to sergeant is 13 years. There is also potentially a high level of under recording of disability.

National Activities:



Local Activities:

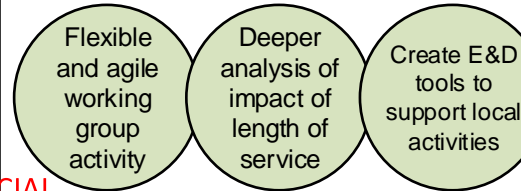


UNDERSTAND AND IMPROVE RETENTION ISSUES

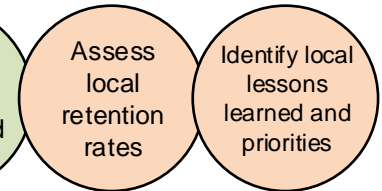
Key Finding: A slightly higher proportion of officers who resign and retire through ill health are female. A higher proportion of male police staff retire or transfer to be a police officer. A higher proportion of female police staff leave through Redundancy - Voluntary.

Context: The service profile of under-represented groups impacts on the reasons for leaving due to the connection between age/length of service and retirement. Part-time working is increasing. Data is unavailable for other flexible working types.

National Activities:



Local Activities:



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