



Mainstreaming Equality Outcomes



What are Mainstreaming Equality Outcomes?



Mainstreaming means making sure that **equality** and **human rights** are thought about at every stage when making decisions.

Human rights are freedoms that are protected in law.

They make sure we are treated fairly and with dignity.



Equality means treating people fairly and giving people the same choices and chances.

Outcomes are what we want to happen.



The law called the Equality Act 2010 says that Police Scotland must make equality outcomes at least every 4 years.

They must make a report about how well work is going at least every 2 years.

This document is a short version of the main report.



If needed, Police Scotland can have groups to discuss the report.

Section 1 – Mainstreaming



The Policing Together **Strategy** was published in 2022 after communication with many different people and organisations.

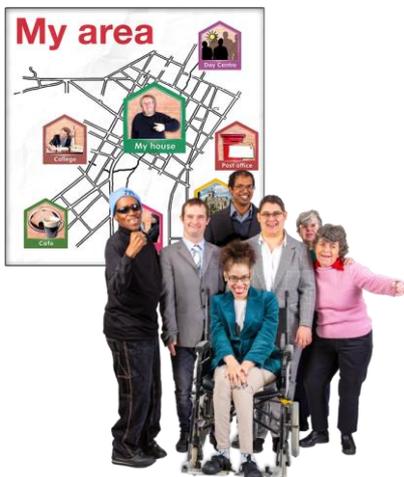
A **strategy** is a big plan.

It will support ways to **improve** our work and make sure police work represents and serves all our **communities**.

Improve means to make it better.

When we use the word **communities** in this document we mean both:

- people who live in the local area
- people who are part of a group like a religious group or different age groups



The Policing Together Implementation Plan says how the work in the strategy will happen.

We have a Joint Strategy for Policing for 2023 to 2026 and we are asking people what they think about it.

Their answers will help us make sure our plans have equality at their centre.



We look at equality, **diversity** and **inclusion** when we are developing other strategies, plans and policies.



In the rest of this document we will say 'EDI' for short.

Diversity means having a mix of different kinds of people

Inclusion means everyone can take part and have the same chance.

Governance - the rules about how an organisation works

An Assistant Chief Constable is in charge of the Policing Together Programme.



A group called the 'Policing Together Strategic Oversight Board' makes sure that work on the Policing Together strategy and EDI work is going well.

Progress is reported to public meetings of Police Committees.

An Independent Review Group started in May 2021 to support Police Scotland to improve EDI outcomes in police work.



Some Police Divisions and specialist departments have local EDI groups.

A Human Rights Framework



Work has started to develop a human rights **framework** for Police Scotland.

A **framework** is a work plan or set of rules for deciding how work will happen.

This will help to make sure that human rights are at the centre of our work.



To support this, Police Scotland have a human rights lawyer and criminal justice policy advisor to check our work and tell us what we need to develop or change.

Equality and Human Rights Impact Assessment



We do **Equality and Human Rights Impact Assessments** that are ways to make sure:

- equality and human rights are part of all our work
- our work polices treat everyone fairly and equally



We have developed Equality and Human Rights training and information.

Procurement - the way goods and services are bought



The way we buy goods and services must make sure the needs of all groups are considered.

For example, we now have:

- headwear that is the same for male and female Police officers
- cotton tops for menopausal colleagues

Estates – our properties or buildings



The Estates Strategy aims to make sure that all colleagues can work in a comfortable and inclusive environment that meets their needs.

To support this, 2 buildings are being updated to:

- give different options on where and when people can work
- have spaces to support:
 - women who are breastfeeding
 - people to practise their religion
- have areas for staff who may need a quiet and calm space



Section 2 – Equality Outcomes Progress

Equality Outcome 1



Victims, witnesses and partner organisations feel confident to report hate incidents.

They get a quick response and good support.

A **victim** is a person who has been harmed because of a crime.



A **witness** is a person who has seen a crime happen.

We have:

- a new Hate Crime law
- recruited more Community Advisors who understand the difficulties faced by **protected groups** covered by the Equality Act



You can find out more about **protected groups** in this [Easy Read document](#).

- we give information about hate crime and how to report it, to **asylum seekers** and **refugees** when they arrive in Scotland – these are people who come to a country for protection because of war or other things harming them in their home country



Equality Outcome 2



People from protected groups get services, communication and information from Police Scotland and in ways that suit their needs.

We have:



- a new online crime strategy
- put our public surveys into British Sign Language and Easy Read
- made sure the Police Scotland website follows accessibility rules
- given information about Scots Law to asylum seekers and refugees, and translated Scots Law booklets into different languages



- improved our Youth Hub internet page
- created the Mental Health Pathway - a way for police to refer people to NHS Mental Health Hubs at any time
- introduced a way to support visually impaired to check that a police officer is who they say they are



Equality Outcome 3



We communicate with people from protected groups and ask them about their experiences so we can use the information to improve our services

We have:

- made an **Engagement** and Participation Framework

Engagement means communicating with people to find out what they think and what their experiences are.

Participation means taking part in something.



- published our service standards and information about what people think of our service

Standards explain what level of quality people should expect from our service.



- asked people what they think about the Body Worn Video Project

- started the Herbert Protocol - a way of collecting and recording information from the family, carers and friends of people living with dementia





- made Equality, Diversity and Inclusion training for police officers and staff
- had a national survey to find out how young people felt about crime and community safety in their area



- worked with Values into Action Scotland to get disabled people to make short videos about their experiences of Police services



- delivered training to police staff about **corporate parenting**

A **corporate parent** is when the local council is responsible for looking after a child or young person in care, for example in a children's home.

Equality Outcome 4



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



We have:

- made a video to support female migrants
- had campaigns about **domestic abuse**, and people being forced to work
- **domestic abuse champions** across Scotland – these are people who are the main contact person for domestic abuse issues in their area



Domestic abuse is when you are hurt, bullied or frightened by:



- your husband, wife or partner
- your boyfriend or girlfriend
- an ex-partner - someone who used to be your partner



- delivered **stalking** and **harassment** training

Stalking is when someone is harassed with unwanted and obsessive attention

Harassment is when someone keeps behaving in a way that makes you feel scared, upset or threatened.



- given guidance and support to staff about **Honour Based Abuse** and **Forced Marriage**

Honour Based Abuse is a crime or happens when it is believed that a relative or community member has shamed the family.



Forced Marriage is when one or both people do not or cannot agree to get married.



- made Human Trafficking information for **first responders**

Human trafficking is when people are forced to work as slaves.

A **first responder** is a police officer or emergency services worker who is first at the scene of an incident or crime.



- had a trial of using of Sexual Offences Liaison Officers (SOLO) to video witness statements



- worked with Rape Crisis Scotland to make sure people are happy with the service they get from Police Scotland



- Police Scotland and NHS work in a **trauma informed** way to support survivors of rape and sexual crime

Trauma informed means that a service understands how **trauma** can make victims feel and behave.

Trauma is the emotions someone feels after a bad or frightening event.



- had a workshop to support D/deaf women who have experienced **gender based violence**

Gender based violence is violence against someone because they are female, male or because they identify in a different way.



- started the National Child Protection Register and a new way to record and check child protection information



- better ways to share information with organisations supporting victims of sexual crime
- continued to work on Equally Safe - the Scottish Government's strategy to take action on violence against women and girls

Equality Outcome 5



We check the diversity of our workforce and use the information to plan and make decisions

- we have new ways to get better **data** more quickly

Data is facts, figures and information.



- our **pay gap** reporting covers more **under-represented** groups

The **pay gap** is an equality measure that shows the difference in average earnings between under-represented groups and the rest of the workforce.



In this document **under-represented** groups means there are not many people from these groups in Police Scotland, for example disabled people.



- we make sure colleagues know what the diversity data we collect is used for
- we will keep checking and changing the way we work using data

Equality Outcome 6



Our Policing Together EDI strategy makes sure our leaders have the right skills and confidence to lead on equality, diversity, inclusion and human rights.

We have:



- **executive sponsors** - senior managers who give leadership to under-represented groups
- groups to listen to and understand the experiences of colleagues from under-represented groups
- more policies, ways of working, guidance, information and training about EDI or with EDI information in them
- a new way to check if we meet our values and our commitment to EDI
- a **mentoring** programme including reverse mentoring where people from under-represented groups mentor senior officers and staff



A **mentor** is someone who teaches or gives help and advice to a less experienced person.

Equality Outcome 7



Resignation rates of under-represented groups are the same as our current workforce

Resignation means the person wants to leave that job.



Every year we:

- check how many people from protected groups have left Police Scotland
- look at why female officers leave

We have:

- a survey to help us understand why people from under-represented groups leave
- made leave arrangements more flexible
- updated our LGBT Allies Network
- guidance to help colleagues get **reasonable adjustments**



Reasonable adjustments are changes that give a disabled person the same chance as anyone else to get and do a job.

Equality Outcome 8



We have inclusive recruitment and promotion processes.

Recruitment is how we advertise jobs and choose people to do them.

Promotion means getting a higher level of job or a more important job.



- an organisation is **researching** what makes it harder for females, people from minority **ethnic** communities and people from **LGBT+** communities to work for the Police service

Research means looking closely at facts, figures and information.



Ethnicity is the word we use to describe our background.

People from an ethnic group might have the same language or culture.

LGBT+ means people who are:

- lesbian
- gay
- bisexual
- transgender

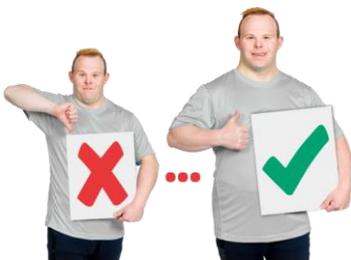


+ means people who feel part of the LGBT community but are not listed above

We have:



- an online recruitment system
- a new recruitment campaign
- checked how we promote staff
- supported diversity events
- shared opportunities to work in policing with under-represented groups
- checked the way we find what make it difficult for people to work with Police Scotland and worked to make this better



Police Scotland and Scottish Police Authority Equal Pay Statement 2023

Our Equal Pay Statement is published as part of our progress report and gives information about:



- our commitment to the principle of equal pay
- our objectives and actions to support equal pay for our officers and staff