

**SCOTTISH POLICE**  
**AUTHORITY**



**POLICE**  
**SCOTLAND**

**Equality, Diversity and Dignity  
Policy**

<b>Owning Department:</b>	People and Development
<b>Version Number:</b>	1.00 (Publication Scheme)
<b>Date Published:</b>	06/10/2016

**NOT PROTECTIVELY MARKED**

**Compliance Record**

<b>Equality and Human Rights Impact Assessment (EqHRIA):</b>	Date Initially Completed	24/06/2016
<b>Information Management Compliant:</b>	Yes	
<b>Health &amp; Safety Compliant:</b>	Yes	
<b>Publishable Externally in Current Format:</b>	Yes	

**Version Control Table**

<b>Version Number:</b>	<b>History of Amendments:</b>	<b>Date:</b>
V1.00	Initial Version	26/09/2016

**NOT PROTECTIVELY MARKED**

## **Equality, Diversity and Dignity Policy**

The Scottish Police Authority (SPA) and the Police Service of Scotland, (hereafter referred to as Police Scotland) are committed to the continued promotion of Equality, Diversity and Dignity. SPA/Police Scotland will demonstrate this by working to attract and retain an inclusive and flexible workforce; reflective of the communities we serve.

The key principles of this policy are to ensure:

- SPA/Police Scotland is committed to compliance with the statutory requirements laid down by the Equality Act 2010;
- that we advance and mainstream equality considerations in everything SPA/Police Scotland does;
- that the organisation is accessible to all, creating a balanced workforce;
- monitoring processes are in place that confirm appropriate progress against our Equality Outcomes and supporting Action plans.

This is underpinned by a number of related documents which cover, but are not restricted to the following subject areas;

- Disability in Employment
- Equality, Diversity and Dignity
- Equality and Diversity Employment Monitoring
- Transgender People in Employment

We are committed to creating an attractive and inclusive working environment, which supports mobility and flexibility through modern and practical working practices, enabling staff to make a positive contribution to service delivery and the performance of SPA/Police Scotland.

We are committed to protecting the right of individuals to be treated with dignity and respect, and to ensuring equality of opportunity from the initial point of contact with SPA/Police Scotland either as a member of the public, or during recruitment and throughout the employment cycle.

SPA/Police Scotland are also committed to applying the principles of the European Convention on Human Rights and the (UK) Human Rights Act 1998 and seek to ensure that these principles are embedded in all interactions. We engage and consult with staff, partners, representatives of community organisations and those with protected characteristics in progression equality and diversity issues.

SPA/Police Scotland will ensure delivery of the specific duties in respect of Equality, Diversity and Dignity set out in the Public Sector Equality Duty.