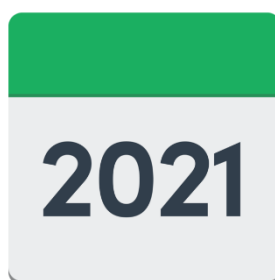


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Police Scotland Equality and Diversity Mainstreaming & Equality Outcomes Progress Report 2021

Our work on equality



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Equality Outcomes Progress Report 2021



The Equality Act says that Police Scotland must produce equality outcomes at least every four years.



Equality means everyone has the same choices and chances.

An equality outcome is work we will do to make sure we are treating everyone equally.



There must be a progress report at least every two years to say if the outcomes are working well.



Police Scotland published their reports on equality outcomes on 30th April 2021.



If needed Police Scotland can meet with people or groups to discuss the reports.

Section 1 – Mainstreaming - how we make sure equality is at the centre of our work.

This section covers the progress our organisation has made.

Section 2 of this report is about the work we have done.

Leadership

We have a leadership plan.

Our leaders will:



- support and encourage the development of all our staff.
- support change and new ideas.
- make sure wellbeing is at the centre of the way we make decisions.



Wellbeing means feeling comfortable, healthy and happy.



The staff at the top of our organisation support our work to make sure protected groups are included.

The protected characteristics in the Equality Act are:



- age



- disability



- gender reassignment

This is usually called being trans or transgender.

This means you do not identify as the sex on your birth certificate.

For example: a person who was born female decides to spend the rest of their life as male.



- marriage and civil partnership



- pregnancy and maternity



- race

This means how we describe our background.

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



- religion or belief



- sex

This means if you are a man or a woman.

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- sexual orientation

Sexual orientation means what kinds of people you love or have sexual or romantic feelings about.



This might be:

- only men
- only women
- both men and women
- or neither.

Plans and how we do our work.



We are making sure equality and diversity is part of our work.

We make equality and diversity plans and reports.



Diverse means having a mix of different kinds of people – men and women, young and old people, people of different ethnic backgrounds, people from both poor and more wealthy backgrounds, disabled and non-disabled people.

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Our work includes:



- a commitment to equality and diversity work in all policing plans.
- making sure the work we do links to our Equality Outcomes.
- We are thinking about equality and diversity being part of our high level plans that help people.
- We make sure we include equality and diversity in the way we report if our work is going well.



Governance.

Governance is how organisations work, what they are responsible for and which people are in charge.



A group called an oversight board checks on equality, diversity, inclusion and human rights work in our organisation.

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The board has 2 main groups that support it.

1 group looks at how we deliver our services.

1 group looks at employment and staff.



We have other boards that cover other areas of work.

All these boards report information using the same form.

The form checks how equality, diversity and human rights could be affected when we make decisions.

Procurement – how we buy things



We decide if we need an Equality Impact Assessment for any work project where we are buying goods or services.

An Equality Impact Assessment makes sure the way people work, and work policies treat everyone fairly and equally.

Equality and Human Rights Impact Assessment



This assessment is a way to make sure we think about how equality and human rights could be affected when we make decisions.

It makes sure equality and human rights are at the centre of all our work.



We will keep working to make these assessments better.

Section 2 – Equality Outcomes Progress

This part of the report is about our Equality Outcomes for 2017-2021 and some of our work.

Equality Outcome 1

Victims, witnesses and organisations are confident to report hate incidents and have different ways to do this.



During the coronavirus pandemic we changed the way we work and linked with groups using technology.

We had webinars and other meetings about hate crime.

These encouraged protected groups to report these crimes to us.

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We have had campaigns to tell more people about hate crime.

We have increased the number of Hate Crime Champions to 484 across the force.

A Hate Crime Champion is a police officer who can tell people what hate crime is, how to report it, and how victims can get support.



We worked with the organisation 'I Am Me Scotland' to develop the Keep Safe Ambassador programme.



It works with teenagers and adults with learning disabilities to know what hate crimes are and how to report them.

It shows them how to support the Keep Safe initiative in their communities.



We have 124 police officers and staff who can train people to be Keep Safe Ambassadors in communities.

1043 people have been trained as Keep Safe Ambassadors.

Equality Outcome 2.

All incidents involving harassment of people because of their protected characteristics are recorded.

Victims have a wellbeing assessment to check if they are comfortable, healthy and happy.

This will help us to investigate harassment, give support in a way that is right for each person, and help to stop them being a victim of crime again.



Police who deal with vulnerable people put important information on our Concern Hubs.

This helps officers to share information with other organisations.

It makes sure people get the right help and support wherever they live.



We have a National Child Protection Register.

It has information from Councils about children who are at risk of harm.

This helps us to keep children safe.



In April 2020 we worked with the organisation 'Stop It Now!' to tell people about child sexual abuse.

The campaign was called 'Get help or get caught' and was about people who abuse children.

Equality Outcome 3.

People who are victims of violence directed against them because of their gender are safer and confident that the police respond to their needs.



We have 700 staff who are trained Domestic Abuse Champions.

They make sure our staff learn from the Domestic Abuse Matters Scotland training programme.

During the coronavirus pandemic they gave our officers and staff information on how domestic abuse was changing.



We had a campaign called 'Get Consent' to help people understand what sexual consent means.

Sexual consent means you and your partner both agree to do sexual things.



Specially trained police officers can video record information from victims of sexual crimes.

This makes it easier for them to tell us what happened.

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Human trafficking is when someone is forced to work as a slave.

Prostitution is when someone has sex for money.



We have police officers who know a lot about human trafficking and prostitution.

They support other police officers to find people who are at risk of trafficking and prostitution across Scotland.



People who are victims of sexual crimes are examined in a health building and not a police building.

Equality Outcome 4.

We speak to and listen to people from protected groups and their views help us to make our service better.



During the coronavirus pandemic, we asked groups what they think about our services.

A group not connected to Police Scotland looked at how our services changed because of coronavirus.



The Herbert Protocol is a plan for missing people who have dementia or other care and support needs.

It gives police important information about the missing person.

It will be used by police in all areas.



We have worked with 'I Am Me Scotland' on guidance about services to disabled people during the coronavirus pandemic.

The guidance has been given to staff in 864 Keep Safe buildings across Scotland.



Keep Safe cards for councils were included in packs for people in the shielding categories.

Equality Outcome 5

Everyone gets services and information from Police Scotland in ways that are right for them.



We know we have more work to do to make the way we communicate with people better.

We know some people cannot access our publications or services.



This is sometimes because they do not use the internet.

We are working to make this better.



There is a full-time police officer in the Kibble Centre in Paisley.

They work with young people who are at risk.

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In 2019 we had a survey to ask children and young people aged 12-18 what they thought about how we communicate with them.

It was our biggest survey of this kind that we have done so far.



We have produced victim care cards in different languages.

These are given by police officers to victims of crime to make sure they understand their rights.



Police Scotland Youth Volunteers delivered leaflets and newsletters to older people in our communities and to people who do not use the internet.

Equality Outcome 6

We have staff who reflect our communities.



We are working to make sure the way we recruit staff is inclusive including:

- changing how we choose and give jobs.
- Looking at the test people do when they apply to join the police force to see how to make it better.
- Having face to face and online meetings and activities about how we employ staff and change the way we work.



We have staff groups who give us advice on diversity.



We ask our staff about equality and diversity information.

We have made the way we use this information better.

Equality Outcome 7

We have a workplace where officers and staff feel valued and respected and have their needs met appropriately.

We have new ways to support wellbeing:



- providing reasonable adjustments – the changes we make to give a person who is disabled the same chance as anyone else to get and do a job.

- provide services in a new and supportive way during the coronavirus pandemic.



- having information and a group that looks at ways to look after wellbeing at work.

- having wellbeing and fitness information online.



- time off for carers.



We think about equality:

- when we look at ways to make our training better or when we make new training.
- when we look at how we tell people about our work.

Police Scotland Equal Pay Statement 2021



We have published our equal pay statement as part of our progress report.

We support equal pay for our officers and staff.

This means men and woman doing the same job get paid the same.



The full version of this report is available [online](#).