RACE EQUALITY SCHEME - ACTION PLAN 2002 -2005

Scheme Requirements	Police Issues (Ownership)
Assess functions & policies - to eliminate unlawful racial discrimination; and to promote equality of opportunity and good relations between persons of different racial groups. *Article 2 (3) (a) Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002*	• Identify functions from Police (Scotland) Act 1976, ACPOS Audit Matrix and Force Procedural Manual (Diversity Unit) • Develop assessment matrix for functions, implement & manage assessment (Diversity Unit) • Identify existing policies at Force & Divisional level • Develop assessment matrix for policies, implement & manage assessment (Diversity Unit) • Record results (Diversity Unit) • Identify functions or services carried by a private company or voluntary organisation under contract or other arrangement (Central Services) • Introduce specific requirements into tendering and contractual arrangements (Central Services)
Assess and consult on the likely impact of proposed policies on the promotion of race equality *Article 2 (3) (b) (i)*	• Brief all staff regarding equality assessment & consultation policy for new policies (policy Branch) • Audit new policies (Policy Branch) • Develop assessment matrix for new policies, implement & manage assessment process (Diversity Unit/Policy Branch) • Develop consultation framework (Diversity Unit) • Develop a method of regularly assessing the representation and effectiveness of these community meetings in order to evaluate the consultation process (Diversity Unit)
Monitor policies for any adverse impact on the promotion of race equality. *Article 2 (3) (b) (ii)*	• Brief all staff regarding equality assessment & consultation policy for existing policies • Develop consultation framework (Diversity Unit) • Develop a method of regularly assessing the representation and effectiveness of these community meetings in order to evaluate the consultation process (Diversity Unit) • Targeted public surveys (management Services) • Review monitoring processes and implement change, if required (Force Inspectorate) • Record results of monitoring process (Force Inspectorate)
Publish the results of such assessments, consultation and monitoring, as per sub paras (i) & (ii) and relevant areas of Article 5(2)(a) & (b). *Article 2 (3) (b) (iii)*	• Collation of relevant information for publication (Force Inspectorate) Present annual report to Policy and Best Value Working Group • Report to the Police Board prior to publication in Chief Constable's Annual Report
Ensure public access to information and services. *Article 2 (3) (b) (iv)*	• Develop an Information Strategy - including method of targeting black and minority communities • Develop use of Force web-site • Publication of Race Equality Scheme and Action Plan • Provide translation facilities
Train staff in connection with the duties imposed by section 71(1) of the Race Relations Act and this Order. *Article 2 (3) (b) (v)*	• Diversity Awareness Training being delivered to all staff over a three year programme as follows: **Level 3** - Superintendents and above and Support Staff Equivalent **Level 2** - Sgt to Ch. Insp. and Support Staff Equivalent **Level 1** - All other Police and Support Staff • Cultivate internal communication between lead department heads to ensure identification of emerging issues (Human Resources & Diversity Unit)
Monitor, by reference to the racial groups to which they belong- the numbers of staff in post, and; applicants for employment, training, & promotion from each such group, and; receive training; benefit or suffer detriment as a result of its performance assessment procedures; involved with grievance procedures; subject of disciplinary procedures; or	• Develop Recruitment Monitoring Form to be amended to take account of 2001 Census standard • Brief all staff regarding changes in personnel monitoring. • Initiate survey of all staff for monitoring purposes. • Refine IT structure to allow electronic gathering and transfer of relevant information to provide workforce ethnicity profile, training audit and grievance statistics • Monitor information held on the data base to identify best practice, shortfalls and remedial action, if required

cease employment. *Article 5 (2) (a) & (b)*	

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Milestone Dates	Outcomes
	Eradicate institutional discrimination Reduce adverse impact on black and minority ethnic communities Mainstream understanding of race equality issues amongst staff
	Eradicate institutional discrimination Mainstream understanding of race equality issues amongst staff More receptive policies, taking account of community needs
	Reduce, where possible, the adverse impact of police functions/policies on black and minority ethnic More receptive policies, taking account of community needs
	Greater public awareness and wider understanding of policing issues Increase public confidence in police service delivery Increase police accountability to members of the black and minority ethnic community
	Wider understanding of police service provision Public access to Race Equality Scheme to improve awareness of police response to race equality issues
Level 3 - Sept and Dec, 2002 Level 2 - July, 2002 and Spring 2003 Level 1 - Spring 2002 and Summer 2004	Ensure staff awareness and understanding of equality issues, legislation and benefits Eradicate institutional discrimination

Completed August 2002	More representative workforce Greater satisfaction amongst staff based on their racial group Eradicate institutional discrimination