

## Scotland's Chief Police Officers have launched a new strategic vision for celebrating and valuing difference



Much progress has been made in recent years to ensure consistency of equality across the Scottish Police Service, with the creation of Equality Schemes by all Scottish Forces and a review of diversity training across the Scottish Police Service. Since 2003 the number of women police officers has risen to nearly a quarter of the workforce from 18.8% in 2008 and in the same period police officers from black or minority ethnic background has doubled.\*



**Mr Kenny MacAskill, Ms Ros Micklem and Chief Constable Ian Latimer**

Ros Micklem, National Director for Scotland, European Human Rights Commission, praises the police service in Scotland for the progress made. She says, "In terms of achievements in Scotland, progress is very cheering and I hope everyone in the police service is proud of their achievements. Research that we have done reflects that police are more than representative than any other public organisation in terms of good and effective practice. There are many telling examples of good practice in community planning and on innovative work on violence reduction and this should give the lead to others."

Ms Micklem spoke at the launch of a challenging new strategy, which puts equality and diversity at the heart of daily policing in Scotland, unveiled last week by Scotland's Chief Police Officers at the Scottish Police College.

The strategy builds on the success of the previous plan and aims to meet the challenges of policing in an ever-changing environment, whilst encouraging and adopting a variety of innovative ideas and approaches.

Chair of the ACPOS Equality and Diversity Business Area, Northern Constabulary Chief Constable Ian Latimer unveiled the new strategy. He said "Promoting equality and recognising diversity, is fundamental to the success of policing. Understanding, promoting and respecting equality and diversity are key components in creating greater and sustained public confidence and trust in policing, as both a service provider and employer."

Mr Latimer went on to say: "The Police cannot work in isolation. Reducing crime and building safe and confident communities requires the assistance, trust and co-operation of everyone.

"The strategy, however, is just the beginning - to make real achievements, we need commitment throughout our Forces to deliver the changes in the coming years. Taking this forward will enable individuals and communities to be safer and stronger with reduced risk of victimisation. It will also help to continue to build a fair and accessible police service, which has a richness of diversity and is trained and empowered to support equality and diversity."

\*The 2001 National Census indicated that approx 2% of Scotland's population had self classified as an ethnicity other than White Scottish/British.

Ms Micklem warmly welcomed the new strategy. She said, "I wholeheartedly agree that promoting equality is fundamental to the success of policing and I believe very strongly that good leadership is the key to making things happen. People have a right to equal chances in life and the police play an important role in supporting good relations in communities, not just across race, but across all dimensions such as generations."

The Justice Minister, Kenny MacAskill endorsed the new strategy. He said: "The Scottish Government is committed to working towards a fairer society through a sustainable and inclusive Scotland in which everyone can participate.

"In Scotland, we have always policed by consent, and as we meet the challenges of the modern world, it is vital that we take all possible steps to ensure that policing continues to receive the confidence and support of the diverse public it serves. I am therefore delighted to offer my personal support and that of the Scottish Government to the ACPOS Diversity Strategy, which I am confident provides clear direction to the delivery of effective and appropriate policing services to the people of Scotland and links well with Government's aim of mainstreaming equality across all sectors."

The strategy describes a programme of activity and an approach to policing with four key commitments: Service, Engagement, People and Hate Crime. The full strategy can be viewed at [www.acpos.police.uk](http://www.acpos.police.uk)

The strategy describes a programme of activity and an approach to policing with four key commitments:

<p><b>To enhance Service</b> – To ensure that our service, and the policies and procedures that underpin it, are fair, ethical, promote Equality and Diversity and are responsive to individuals.</p>	<p><b>What we will do for our people</b> – To recruit, develop and maintain a skilled workforce that reflects and understands the diverse communities of Scotland, respects personal dignity, difference and individuality and actively promotes Equality and Diversity. There will be continued investment in developing people's skills, knowledge, attitudes and behaviour of all our staff through training and awareness</p>
<p><b>To enhance Engagement</b> – To involve, consult and engage with our communities, staff and partners in order to ensure that we continue to improve the way we work.</p> <p>This will include the development of effective networks with minority and hard to reach communities, ensuring their views inform our planning process and providing regular feedback to communities on delivery through the recognised public forums. We will use technology to ensure all sections of our community can access police services.</p>	<p><b>What we will do to tackle Hate Crime</b> – To robustly tackle harassment, intimidation and abuse suffered due to prejudice against any individual or social group. Every Hate Crime reported will be robustly investigated and managed efficiently and consistently, aiming to increase public confidence</p>

The Strategy Document, also in Easy Read version, and Executive Summary is available. The Executive Summary is available in both A4 booklet and Tri-fold leaflet style.

Requests for documents to: ACPOS Equality & Diversity Business Area Secretariat, Northern Constabulary Headquarters, Old Perth Rd, Inverness. Tel No 01463 720210, or contact [executive@northern.pnn.police.uk](mailto:executive@northern.pnn.police.uk)

An initial print of requested documents will be made available.

The document is presently available on the ACPOS website in PDF format for print with the exception of the Tri-Fold leaflet.

The document in PDF format will be made available to all forces for future access/print.