



ACPOS EQUALITY AND DIVERSITY STRATEGY

GENDER REFERENCE GROUP ACTION PLAN 2009 – 2010

What we want to achieve (Objectives/Outcomes)	How we intend to do it (Actions)	How we will know we have done it (Indicator/Measure)	Who is going to do it (Owner)	By when (Target Dates & Milestones)	Links to Strategy Commitments and/or other priorities (e.g. SPPF etc)
1. Identify national gender issues in order to promote equality and diversity	Work in partnership with statutory agencies, voluntary organisations and community representatives	Key issues identified and documented	Gender Reference Group / DCC	April 2009	Strategy Commitment 1 (Service) SPPF Objective – Public Reassurance & Community Safety
2. Gather information on noteworthy gender equality initiatives in order to learn from good practice elsewhere	Actively, consult, engage and communicate with other service providers and partners at a local and national level to identify good practice	Good practice and key initiatives identified and shared with members of group and other relevant agencies/partners	Gender Reference Group / DCC	June 2009 and ongoing	Strategy Commitment 1 (Service) SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime
3. To provide support and guidance to other ACPOS Business Areas regarding gender equality issues	Invite other Business Areas, such as Crime Business Area to attend our meetings if required or represent at their meetings	Meetings with other BA organised and feedback and advice given	Gender Reference Group / DCC	From June 09 and ongoing	Strategy Commitment 2 (Engagement) SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime
4. To establish links with other ACPOS Diversity BA Reference Groups regarding crosscutting issues	Meet and discuss gender issues with relevant ACPOS Reference Groups	Meetings timetabled and crosscutting issues discussed	Gender Reference Group / DCC	June 2009 onwards	Strategy Commitment 2 (Engagement) SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime

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5. Communicate our successes and highlight areas of improvement	Provide quarterly updates to Diversity Business Area	Publish quarterly updates	DCC Tayside Police	In line with quarterly Diversity Business Area meetings	To assist with Diversity Business Area's monitoring role. SPPF Objective – Public Reassurance & Community Safety
6. Work in close partnership with relevant voluntary & public sector agencies to help address gender based issues and violence against women	<p>Establish links to relevant working groups and agencies where required</p> <p>Promote best practice initiatives nationally through appropriate educational/awareness raising programmes and activities.</p>	Scrutiny of engagement and progress	DCC/ Gender Reference Group	June 09 onwards	<p>Strategy Commitment 2 (Engagement)</p> <p>SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>
7. Inform and influence relevant national policies/strategies in order to ensure that gender equality is given appropriate consideration	By engaging with our members, partners & where relevant, communities in order to provide constructive comments and suggestions to those seeking feedback.	Evidence of constructive feedback provided	Gender Reference Group / DCC	Ongoing on a needs basis	<p>Strategy Commitment 2 (Engagement)</p> <p>SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>