



**ACPOS PERSONNEL & TRAINING BUSINESS AREA**  
**ACPOS EQUALITY & DIVERSITY STRATEGY**  
**EQUALITY AND DIVERSITY PRACTITIONERS GROUP (EDPG) ACTION PLAN 2009 - 2010**

What we want to achieve (Objectives/Outcomes)	How we intend to do it (Action)	How we will know we have done it (Indicator/Measure)	Who is going to do it (Owner)	By when (Target Dates & Milestones)	Links to other priorities (e.g. SPPF etc)
Production of ACPOS National Employment Monitoring Report	Establish working group to design template and process.	National report will be available. Overview of the demographic makeup of the Scottish Police Forces  Patterns of inequality are highlighted and action is taken as appropriate.	All Force EDPG representatives and ACPOS National HR Diversity Coordinator	July 2009	Equalities legislation, statutory duties to evidence promotion of equality.  SPPF Sound Governance and Efficiency
Comprehensive audit of Equality Impact Assessment (EIA) integrity throughout the wider Scottish Policing Community	Develop an audit tool to carry out a comprehensive audit of the integrity of EIA's throughout the wider Scottish Policing Community including SPSA.	Audit complete Training needs identified for Scottish Police Service	ACPOS National HR Diversity Coordinator. Central Scotland Diversity Coordinator	July 2009	Equalities legislation, statutory duties  SPPF Sound Governance and Efficiency

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Produce ACPOS National Grievance Guidance and Training	Establish short term working group	<p>ACPOS National Grievance Guidance will be available to all Forces and SPSA</p> <p>EIA Complete</p> <p>Work circulated to Forces</p> <p>Training</p>	EDPG short term working group to represent all Forces, SPSA,	December 2009	<p>Equalities legislation, statutory duties to evidence promotion of equality.</p> <p>SPPF Sound Governance and Efficiency</p>
Review and update Flexible Working Guide	Establish short term working group	<p>Updated Flexible working guide produced.</p> <p>EIA complete</p> <p>Work circulated to Forces</p>	EDPG short term working group to represent all Forces, SPSA.	December 2009	<p>Equalities legislation, statutory duties to evidence promotion of equality.</p> <p>SPPF Sound Governance and Efficiency</p>

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Review and update ACPOS Disability Discrimination Act Guidance	Establish short term working group	National report will be available will provide an overview of the demographic makeup of the Scottish Police Forces  Any patterns of inequality are highlighted and action is taken as appropriate.	EDPG short term working group to represent all Forces, SPSA.	December 2009	Equalities legislation, statutory duties to evidence promotion of equality.  SPPF Sound Governance and Efficiency
Produce ACPOS National Dyslexia Guidance	Establish short term working group	ACPOS National guidance produced.  EIA complete  Work circulated to Forces	EDPG short term working group to represent all Forces, SPSA.	December 2009	SPPF Sound Governance and Efficiency