



ASSOCIATION OF CHIEF POLICE OFFICERS IN SCOTLAND

ACPOS EQUALITY & 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)
<p>1. Identify national gender issues in order to promote equality and diversity</p>	<p>Work in partnership with statutory agencies, voluntary organisations and community representatives</p>	<p>Key issues identified and documented</p> <p>Update 22 June 09:</p> <p>Research carried out and a report outlining key gender issues prepared. It was disseminated to members of the Gender Reference Group, Diversity Business Area and some of the MSPs at the ACPOS Information Evening at the Scottish Parliament in February 09.</p> <p>ACTION COMPLETE</p>	<p>Gender Reference Group / DCC</p>	<p>April 2009</p>	<p>Strategy Commitment 1 (Service)</p> <p>SPPF Objective – Public Reassurance & Community Safety</p>

NOT PROTECTIVELY MARKED

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)
<p>2. Gather information on noteworthy gender equality initiatives in order to learn from good practice elsewhere</p>	<p>Actively, consult, engage and communicate with other service providers and partners at a local and national level to identify good practice</p>	<p>Good practice and key initiatives identified and shared with members of group and other relevant agencies/partners</p> <p>Update 22 June 09 and ongoing: Gender Reference Group secretariat facilitates the collation and dissemination of relevant information gathered from internal and external sources. Members are encouraged to actively share good practice ideas.</p>	<p>Gender Reference Group / DCC</p>	<p>June 2009 and ongoing</p>	<p>Strategy Commitment 1 (Service)</p> <p>SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>
<p>3. To provide support and guidance to other ACPOS Business Areas regarding gender equality issues</p>	<p>Invite other Business Areas, such as Crime Business Area to attend our meetings if required or represent at their meetings</p>	<p>Meetings with other BA organised and feedback and advice given</p> <p>Update 22 June 09: A letter has been sent to heads of all ACPOS Business Areas offering support and gender equality related advisory/consultative service should they wish to refer any</p>	<p>Gender Reference Group / DCC</p>	<p>From June 09 and ongoing</p>	<p>Strategy Commitment 2 (Engagement)</p> <p>SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>

NOT PROTECTIVELY MARKED

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)
		<p>relevant issues to the Gender Reference Group.</p> <p>A separate letter has also been sent to conveners of the ACPOS Crime BA Working Groups on Domestic Abuse and Honour Based Violence (HBV).</p> <p>The leads on these Working Groups are invited to attend the next meeting of the group on 5 August to discuss ways of effective joint working.</p>			
<p>4. To establish links with other ACPOS Diversity BA Reference Groups regarding crosscutting issues</p>	<p>Meet and discuss gender issues with relevant ACPOS Reference Groups</p>	<p>Meetings timetabled and crosscutting issues discussed</p> <p>22 June 09: As gender has relevance in all aspects of diversity it is intended to write to the Diversity BA portfolio holders encouraging the sharing of cross cutting issues as they emerge.</p> <p>August 2009 – a letter was written to all DBA Reference Groups to form links and offer</p>	<p>Initial contact by Convener</p> <p>On-going work by all members</p>	<p>June 2009 onwards</p>	<p>Strategy Commitment 2 (Engagement) SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>

NOT PROTECTIVELY MARKED

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)
		<p>advice and relevant information where requested.</p> <p>Jan 2010 DCI Peter Pike, Strathclyde Police, ACPOS Crime BA Domestic Abuse Working Group (DAWG) Lead Officer And DS Debra Black, Lothian & Borders Police, ACPOS Crime BA Honour Based Violence (HBV) Working Group Secretariat presented at the meeting on 5 August 09. It was agreed that the Working Groups will share relevant info with Gender Group on an on-going basis and offer chance for input where needed.</p>			

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 Strategy Commitments and/or other priorities (e.g. SPPF etc)
<p>5. Communicate our successes and highlight areas of improvement</p>	<p>Provide quarterly updates to Diversity Business Area</p>	<p>Publish quarterly updates</p> <p>Regular Action Plan Updates submitted</p>	<p>Convener</p>	<p>In line with quarterly Diversity Business Area meetings</p>	<p>To assist with Diversity Business Area's monitoring role. SPPF Objective – Public Reassurance & Community Safety</p>
<p>6. Work in close partnership with relevant voluntary & public sector agencies to help address gender based issues and violence against women</p>	<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>	<p>Scrutiny of engagement and progress</p> <p>22 June 09: Members have been asked to select which agencies should be actively involved in meetings and or discussions. A list of potential external members has been circulated for members to consider.</p> <p>May 2010: Will help promote the ACPOS Forced Marriage/HBV conference planned for Autumn 2010 by the Forced Marriage Working Group.</p> <p>Continuing to support work and new initiatives from the</p>	<p>Secretariat -Gender Reference Group</p>	<p>June 09 onwards</p>	<p>Strategy Commitment 2 (Engagement)</p> <p>SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>

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 Strategy Commitments and/or other priorities (e.g. SPPF etc)
		ACPOS Domestic Abuse Working Group			
<p>7. Inform and influence relevant national policies/strategies in order to ensure that gender equality is given appropriate consideration</p>	<p>By engaging with our members, partners & where relevant, communities in order to provide constructive comments and suggestions to those seeking feedback.</p>	<p>Evidence of constructive feedback provided 22 June 09: Input into the Offences Aggravation (Prejudice) Bill</p> <p>Comments re ACPOS Diversity Strategy Review</p> <p>January 2010 Response to Gov consultation re new statutory equality duties</p>	<p>Convener of Gender Reference Group</p>	<p>Ongoing on a needs basis</p>	<p>Strategy Commitment 2 (Engagement)</p> <p>SPPF Objectives – Public Reassurance & Community Safety; and Tackling Crime</p>