

## ACPOS EQUALITY AND DIVERSITY STRATEGY

## GYPSY TRAVELLER REFERENCE GROUP 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 Strategy Commitments and/or other priorities (e.g. SPPF etc)
<p><b>1. To identify and establish effective networks with the Gypsy Traveller Community and representative agencies at both National and local level.</b></p>	<p>Pursue engagement with community groups, including Scottish Gypsy Traveller Association, Light and Life mission, Save the Children, Scottish Gypsy Traveller Law Reform Coalition and others representing the Gypsy Traveller Community.</p>	<p>To establish a baseline in respect of the number of established networks.</p>	<p>GT Reference Group Members</p>	<p>Ongoing</p>	<p><b>ENGAGEMENT</b> To involve, consult and engage with the Gypsy Traveller Community to improve the way we work.</p>

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	To develop meaningful local operational engagement with young Gypsy Travellers in accord with the ACPOS Action Plan for Engagement with Minority Ethnic Youth Groups.	Establish level of effective networks and develop local initiatives with young Gypsy Travellers.	GT Reference Group Members	Complete	
	Forces to mainstream Gypsy Traveller issues throughout organisational delivery and train further resources to act as liaison Officers with permanent and unauthorised encampments.	Forces to appoint named Liaison Officers (LO's) to engage with permanent and unauthorised encampments and to develop a directory of Force LO's who may act as points of contact for Site Managers and members of the GT Community.	GT Reference Group Members	Complete	
	Forces to consider local implementation of the National Guidelines for the Scottish Police Service on the use of Community Advisors.	Individual Forces to consider use of Gypsy Travellers as Community Advisors, depending upon local structures.	GT Reference Group Members	Ongoing	
	Ensure effective partnership working and information sharing with Local Authorities and key partner agencies in service provision to the GT community.	Forces to consider the development of partnerships in the provision of services in accord with local single outcome agreements. In particular with regard the management of unauthorised encampments and joint site visits.	GT Reference Group Members	Complete	

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<p><b>2. Forces to develop effective measures to tackle hate crimes in support of the emerging ACPOS Hate Crime Manual. To ensure that incidents of harassment, intimidation and discrimination are recorded, investigated and continuously monitored.</b></p>	<p>Preventative measures to be developed through effective partnerships.</p> <p>Further develop effective online reporting and recording processes which give increased confidence to members of the Gypsy Traveller Community.</p> <p>Ensure that all hate crimes are managed in accordance with the Lord Advocates Guidelines and that perpetrators are reported timeously.</p>	<p>Benchmark figures to be established on implementation of the ACPOS Hate Crime Manual.</p>	<p>GT Reference Group Members</p>	<p>Ongoing</p>	<p><b>HATE CRIME</b> We will robustly tackle harassment, victimisation and abuse suffered due to prejudice against any individual or group.</p>
<p><b>3. To ensure a co-ordinated and corporate approach is taken in respect of any emerging recommendations from the Scottish Government in response to the revised Race Equality Statement.</b></p>	<p>The Scottish Government has produced a draft Race Equality Statement for Scotland building on the previous recommendations from the EOC review. This draft recognises Gypsy Travellers as a distinct ethnic group. Members of the Reference Group will be fully engaged in the consultation process.</p>	<p>To be directed by Scottish Government.</p>	<p>GT Reference Group Members</p>	<p>Ongoing</p>	<p><b>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 individual needs.</p>

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<p><b>4.To review the former Scottish Executive Guidelines on the Management of Unauthorised Encampments.</b></p>	<p>Reference Group members, Local Authority Site Managers Association and representatives from Scottish Government to conduct a 1 day seminar, whereby all relevant stakeholders may offer comment on the current suitability of the existing Guidelines and propose revisions thereto.</p>	<p>Recommendations emerging from seminar</p>	<p>GT Reference Group Members Local Authority Site Managers Association Scottish Government</p>	<p>Ongoing</p>	<p><b>SERVICE</b> To ensure that our service and the policies and procedures that underpin it is fair, ethical, promote Equality and Diversity and is responsive to individual needs.</p>
<p><b>5.To review the existing ACPOS Guidelines on the Management of Unauthorised Encampments.</b></p>	<p>Reference Group members to consider the suitability of the existing Guidelines and to revise them as a response to the joint seminar findings held in relation to current Government Guidelines.</p>	<p>Revise Guidelines</p>	<p>GT Reference Group Members</p>	<p>Ongoing Draft Complete</p>	<p><b>SERVICE</b> To ensure that our service and the policies and procedures that underpin it is fair, ethical, promote Equality and Diversity and is responsive to individual needs.</p>

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<b>6.To ensure a consistent national approach in the development of policy, implementation and operational policing delivery.</b>	Members of the Reference Group to deliver individual inputs at future Reference group meetings to ensure sharing of best practice and the identification of any operational concerns or intelligence requirements needed to police the Gypsy Traveller Community.  Develop a reference library of individual Force guidance documents to allow understanding of differing approaches taken across Scotland.	Force inputs at quarterly meetings.  Development of reference library.	GT Reference Group Members  GT Reference Group Members	Ongoing Standing Agenda Item  Complete	<b>SERVICE</b> To ensure that our service and the policies and procedures that underpin it is fair, ethical, promote Equality and Diversity and is responsive to individual needs.
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