

ACPOS EQUALITY AND DIVERSITY STRATEGY

LGBT 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 other priorities (e.g. SPPF etc)
<b>Enhance the level of focus by Community Safety Partnerships on LGB&amp;T matters to improve service delivery.</b>	Host Conference at SPC, focussing on Community Safety Partnerships; workshops would be included, where views and ideas could be exchanged and discussed	Conference takes place.  Conference has taken place; 140 attendees, well-received. Draft Feedback now prepared for report to Business Area.	Reference Group members/Community Safety partners/Scottish Government/COPFS	On 17 <sup>th</sup> December, 2009	Strategy Commitments – Engagement, Service, Hate Crime
<b>Increase the knowledge and awareness of officers working, or about to begin working, as LAGLO's in Scottish Forces</b>	Host a training day for existing and intended LAGLOs in all Scottish Forces	Training takes place.  Further discussion on agenda for next Reference Group meeting on 8 <sup>th</sup> July, regarding the most effective and efficient way of delivering this training, given local arrangements now in place.	Reference Group members/existing LAGLO's	By 31 <sup>st</sup> October, 2009	Strategy Commitments- Engagement, Service, People, Hate Crime

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<p><b>Improve Police understanding of issues faced by LGB&amp;T people from minority ethnic communities and explore possible routes for enhancing how these issues can be communicated to the Police</b></p> <p><b>Support LGB&amp;T staff and officers in the workplace</b></p>	<p>Host a seminar, exploring how LGB and T people from minority ethnic communities interact with their communities and the Police</p> <p>Offer and provide support and support networks to LGB&amp;T personnel</p>	<p>Seminar takes place</p> <p>A meeting with the Equality Network has taken place and arrangements for the seminar are progressing with an autumn date in mind. This will build on the work already undertaken by BEMIS, in conjunction with the Equality Network.</p> <p>Consider annually the level and nature of support provided.</p> <p>Ongoing. A review of the place of internal Police LGB&amp;T support groups and networks is on the agenda for the next RG meeting, on 8<sup>th</sup> July.</p>	<p>Reference Group members/Partner Agencies/LGBT people from minority ethnic communities</p> <p>Reference Group members and LAGLOs</p>	<p>28<sup>th</sup> February, 2010</p> <p>Year end review</p>	<p>Strategy Commitments – Engagement, Service, Hate Crime, People</p> <p>Strategy Commitments –People</p>

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<p><b>Support the development and implementation of good practice in service delivery to the LGB&amp;T communities</b></p>	<p>Using learning from above events, feedback from colleagues and the wider LGB&amp;T community, identify and disseminate good practice.</p>	<p>Consider, annually, the adjustments made to or introduction of new, approaches to service delivery.</p> <p>Ongoing</p>	<p>Reference Group members and LAGLOs</p>	<p>Year end review</p>	<p>Strategy Commitments – Engagement, Service, Hate Crime, People</p>
<p><b>Enhance policing policy and procedures in relation to LGB&amp;T matters in terms both of employment and service provision.</b></p>	<p>Suggest policy / procedural developments and comment on emerging policies and procedures.</p>	<p>Consider, annually, the adjustments made to or introduction of new, policies and procedures.</p> <p>Ongoing. The revised Policing of Sex Environments (PSE) Guidelines have now been the subject of an Equality Impact Assessment (EIA), and ratification by ACPOS will be sought by the time of the next EDBA meeting.</p>	<p>Reference Group members and LAGLOs</p>	<p>Year end review</p>	<p>Strategy Commitments – Engagement, Service, Hate Crime, People</p>

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