

ACPOS EQUALITY AND DIVERSITY BUSINESS AREA

RACE & ASYLUM 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 & Milestone)	Links to Strategy Commitments and/or other priorities
<p>1) Establish clear lines of communication across other Reference Groups and ACPOS Groups in respect of Contest Prevent</p>	<p>Identify all other ACPOS groups involved in the Prevent arena, make links, and identify synergies.</p>	<p>Race & Asylum members attending meetings of other ACPOS Groups.</p> <p>Report on Progress to Race & Asylum on quarterly basis.</p>	<p>Chair of Race & Asylum</p>	<p>COMPLETE</p> <p>October 2009 and then ongoing</p>	<ul style="list-style-type: none"> • Service • Engagement • ACPOS Prevent Action Plan
<p>Action/Update</p>	<p>16/06/09</p> <p>This action was discussed at the meeting and concern was expressed that any links made must ensure that PREVENT workstreams are not confused as there are established mechanisms in place for central communication. Chief Inspector Black to liaise with SPEVU to ascertain where the Race & Asylum group may contribute in this regard.</p> <p>06/01/10 SPEVU have advised that they are satisfied with the current arrangements in place as each Force now have a Force SPOC, who meet regularly to share best practise and disseminate information. Each Force also has in place CONTEST Boards reporting back to the Guardian Group on all CONTEST activity, ensuring central oversight of activity. In addition SPEVU receive quarterly updates from each force in relation to the ACPOS Prevent Action Plan. The Race and Asylum group will continue to monitor and discuss community tensions, and ensure that these are reported back through the existing PREVENT channels. For discussion at next meeting to consider further options or consider action as complete.</p> <p>09/03/10 Discussed and action now considered COMPLETE (This action will be removed from future updates and archived.)</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 & Milestone)	Links to Strategy Commitments and/or other priorities
<p>2) Ensure a Consistent and relevant monitoring of service delivery by ethnic origin</p>	<p>(a) Monitoring and comparing trends and activities across forces in respect of Racist Incidents and Crime and Stop Search.</p> <p>(b) Liaise with all ACPOS Business Areas to ensure all computerised recording mechanisms are capable of reporting on the new Census Categories which are being implemented in 2011</p>	<p>Sharing of good practice across all forces. Key initiatives identified and implemented.</p> <p>All Scottish Police Service computerised systems are compliant with the census categories</p>	<p>All Forces</p> <p>ACPOS All Forces SPSA</p>	<p>Objective 2 (a) COMPLETE</p> <p>Objective 2 (b) COMPLETE, but to be reviewed mid 2010</p> <p>March 2011</p>	<ul style="list-style-type: none"> • • Service • Engagement • ACPOS Prevent Action Plan • Service
<p>Action/Update</p>	<p>16/06/09 Chief Inspector Black to circulate a draft template to capture trends and activities. Chief Inspector Black to speak to Alec Hippman – Information Management Project regarding inclusion of 2011 census categories.</p> <p>18/08/09 Supt Hippman has been informed and advises that the project still has to go to the “detailed requirements gathering phase”, at which point they will make the census classifications a “field set on a nominal record”.</p> <p>19/08/09 As was discussed at the last meeting it was believed that the ACPOS Personnel and Training Business Area was progressing this area of work and correspondence has now been circulated by that group to all ACPOS Business Area Secretariats for awareness and consultation regarding the possible business impact on their area.</p> <p>05/10/09 2a) The proposed template was agreed with the caveat that a line would be added under the STOP/SEARCH stats to show that schedule 7 statistics were excluded. 2b) COMPLETE but to be monitored that Forces are on track by mid 2010 and an update to be requested from ACPOS P&T.</p> <p>26/11/09 New Force template circulated to Forces for completion at next meeting. (Action 2a)</p>				

7/12/09

The pilot for PDA's was discussed, in terms of ensuring that victim etc details will take into account the new census categories. Both L& B and Strathclyde are involved in the pilot. C/I Black and Inspector Boyle to ascertain what the current PDA pilot is using to record such information, and ensure new classifications will be recorded.

09/03/10. It was confirmed that the existing classifications were being utilised and that the project teams were aware of the development of the new classifications. The software links into existing police systems and as the data capture on these systems change so to does the PDA requirements.

Ch/I Black also reported to the group that she had been in contact with Sheila Kelly, Dumfries & Galloway Constabulary, who collates the SPPF statistics from all Forces and forwards them to the Scottish Government. It has been agreed that she will provide all the Forces' quarterly statistics in relation to racial incidents which can then be distributed to the group for discussion. There is therefore, no requirement for this information to be requested on the ACPOS Race & Asylum Force Template, only the Stop/search information. The form will be amended.

Action to remain on meantime for review of Action 2(b) in July 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 & Milestone)	Links to Strategy Commitments and/or other priorities
3) Develop new ACPOS Guidelines in respect of Community Advisors	By consulting with Police Staff, Force Community Advisors, community groups and ACPOS Diversity Reference Groups.	Production of new Guidance Document, approved by the ACPOS Diversity Business Area.	Members of Race & Asylum Reference Group.	ONGOING March 2010	<ul style="list-style-type: none"> Engagement
Action/Update	<p>16/06/09 Agreed a working party to be established, with representatives from Strathclyde, Fife and Lothian & Borders Police: Inspector Eleanor Kelly will be the representative from Strathclyde. Inspector Tom Galbraith (Lothian & Borders) and Superintendent Ian Bease (Fife) to provide representatives details.</p> <p>10/09/09 Inspector Helen Boyle, who is not yet in position, was nominated as the L&B representative.</p> <p>05/10/09 Inspector Boyle attended her first meeting and confirmed she would be on the working party. Sgt Eric Anderson, Fife, was also at the meeting and indicated that he would probably be the Fife representative. Ch Inspector Black asked for a meeting in early course to progress this area of work.</p> <p>02/12/09 Ch Inspector Black attended the National IAG conference in Manchester along with 2 Strathclyde Community Advisors. Whilst predominantly for England, Wales and Northern Ireland it was of benefit to see how different systems have evolved and the emerging issues for the Community advisors themselves, which will be fed into the review. The following were key areas for discussion.</p> <ul style="list-style-type: none"> National IAG – this has been suspended pending a review of its function and role. If resurrected it may be of value having a Scottish Community Advisor observer. Thematic IAG's were discussed e.g. a Terrorism IAG. It was felt that these could be problematic to try and impose a national perspective on local areas. Local commanders want to know the local community feelings and tensions. Concern that such a group would advise the Government directly on policy, and that a National IAG would be the more appropriate forum. Lack of clarity of role of community advisors with different expectations and support throughout the country, despite ACPO guidance being reviewed. The value of Community advisors was questioned in light of Neighbourhood Policing and KINS Audience There seemed to be a lot of community advisors attending who did not appear to be from a particular community background or expertise. They appear to have been asked to sit on local IAG groups because of their role in a public body, and were not directly representative of the community. <p>07/12/09 Inspector Kelly has been gathering information, along with the reviewed ACPO guidance document, and the feedback from the IAG Conference. This will inform the first meeting of the working group and community advisors will be involved throughout the review.</p>				

Inspector McAllister, Fife constabulary is now the nominated representative, and due to circumstances the group has not formally met. However, the first meeting will take place on 23 January 2010, and it is anticipated that the guidance document will be completed by the end of March 2010.

09/03/10

The group were advised that the working party had met and that a number of actions were being taken forward. Inspector Kelly was intending to prepare a draft for the end of March 2010, which would be circulated prior to the next meeting for final comment. It would thereafter be presented to a subsequent ACPOS Equality & Diversity Business Area for approval.

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 & Milestone)	Links to Strategy Commitments and/or other priorities
4) Ensure greater representation in the Race & Asylum Reference Group	<p>Consider appropriate representation from key public sector, police and government partners.</p> <p>Benchmark good practice with other Reference Groups and assess the possibility of including external representation within the Race & Asylum Group</p>	<p>Additional public sector partner organisations as regular members.</p> <p>If appropriate bodies identified, regular attendance at meetings.</p>	Race & Asylum Reference Group	<p>ONGOING</p> <p>March 2011</p> <p>A number of organisations contacted with a wider representation attending as of original milestone of March 2010. However, agreed that this work should be pursued into 2011</p>	<ul style="list-style-type: none"> • Engagement • People
Action/Update	<p>16/06/09 A representative from BTP – Chief Inspector Alex McGuire now sits on the group and SCDEA, SPSA, SPC are represented. A letter of invite to Scottish Government was initially declined due to capacity issues. However, Kelly Abel, Equality Unit Division, Scottish Government has subsequently indicated that she would like to attend the next meeting as she deals with racism and associated issues. Group members decided that some consultation with National Organisations/groups should take place, rather than inviting a selection initially to become full members of the group. It was proposed that the group agree to invite a particular organisation along to discuss what they do and how best the work of both groups could compliment each other. Thereafter, after a number of such consultations the group will consider those organisations that have capacity and interest to become full members. Members were requested to send in details of National Organisations for discussion at the next meeting. In the meantime it was agreed that the Consular representative for the Consuls in Scotland should be invited to the next meeting.</p> <p>05/10/09 Mr Robyn Murray, Honorary Consul General for Mongolia and 2 colleagues attended the meeting and a number of actions arose from the discussions, principally, SPOCs will be identified in each Force in order that continued dialogue can take place regarding any issues. The Consular list is now sent to Strathclyde Police on a monthly basis for distribution to all Forces. Consular representatives will be invited to return at future meetings as appropriate.</p> <p>Pauline McMillan attended the meeting on behalf of Kelly Abel, Equalities Unit, and Scottish Government. She will explore the possibility of attending future meetings as a permanent member.</p> <p>07/12/09 Ch Inspector Black has contacted John Wilkes, Chief Executive, Scottish Refugee Council and is awaiting a response regarding their availability to attend a future meeting.</p>				

	<p>09/03/10 Ch Inspector Black has contacted John Wilkes, Chief Executive, Scottish Refugee Council who has confirmed that they would be interested in attending the meeting but would not commit to becoming a full member at this stage. He was unable to send a representative to this meeting but will send a representative to the next meeting on 21 June 2010.</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 & Milestone)	Links to Strategy Commitments and/or other priorities
5) Evaluate and assess the impact of criminality and policing upon the Asylum Seeker community in Scotland	Work with key partners including UKBA and the Scottish Refugee Council. Evaluate potential production of Problem Profiles	Report publishing highlighting findings.	Group members and selected partners	ONGOING March 2011 Whilst the original milestone was March 2010, the group considered that this was an action worth continuing until achieved or all avenues are exhausted.	<ul style="list-style-type: none"> • Service • Engagement • Hate Crime • EMF • Government Outcomes
Action/Update	<p>16/06/09 Chief Inspector Black will advise the Scottish Asylum Stakeholders Forum of the proposed work - both UKBA and Scottish Refugee Council sit on this forum and other agencies round the table with may be interested in contributing.</p> <p>06/08/09 The Scottish Asylum Stakeholders Forum group were advised of the proposal. Chief Inspector Black will progress.</p> <p>05/10/09 The difficulty in obtaining accurate information regarding asylum seekers from the police systems to inform such a piece of work was discussed at the meeting. The difficulty lies in identifying individuals as asylum seekers or refugees as this information is not captured on the data bases. Discussions have taken place with an analyst on how best to proceed, but without this information being available there is no quantitative way to progress this research. Qualitative research may be a possibility.</p> <p>07/12/09 After further discussions with Scottish Refugee Council, Gary Mulvey, a research officer, is undertaking a piece of research that we may be able to link into. There is also an academic survey "Go Well" which may provide some data. Ch Inspector Black will continue to scope.</p> <p>09/03/10 Unfortunately, due to various commitments from SRC and C/Inspector Black, she has been unable to meet personally with Gary Mulvey, and has been conversing via answering machine messages. It was discussed and agreed that it would be helpful for Gary to be invited along to the next meeting in June to discuss his research.</p>				

New Actions Added March 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 & Milestone)	Links to Strategy Commitments and/or other priorities
1/2010 Research into shared Police and/or local partners re Interpreting and Translation Contracts	A small working group will be established to report back to the group with recommendations	Report submitted highlighting findings	Group members and selected partners	1-3 years to coincide with the renewal of the contracts for Strathclyde and Lothian & Borders Police	SPPF High Level Objective: Manage resources effectively and efficiently: Potential to negotiate more effective response to our specific Requirements, and potential cost savings
Action/Update					

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 & Milestone)	Links to Strategy Commitments and/or other priorities
2/2010 To formulate an action plan to address racial incidents within the Business Community	A small working group to utilise existing resources and best practice from all Forces and partners. Some nominal costs will be associated with awareness/publicity materials	National Action Plan devised with menu of options for Forces to use locally.	Group members and selected partners	March 2011	SPPF High Level Objective: Support the delivery of safer communities An initiative with an educational and action plan approach to reduce racial incidents
Action/Update					

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 & Milestone)	Links to Strategy Commitments and/or other priorities
3/2010 To review the ACPOS Diversity Business Area Engagement with Minority Ethnic Youth Groups Action Plan	Forces to update at each ACPOS Race & Asylum meeting, their progress in relation to the 6 actions within the Action Plan. In particular the sharing of best practice which will inform the review of the Plan at the end of March 2011.	Quarterly written progress reports submitted to the Group. Year end Review Report submitted by March 2011	Group members	March 2011	SPPF High Level Objective: Contribute to increased public reassurance Ensuring engagement and reassurance with young minority groups is effective.
Action/Update					