

Equality Scheme Appendix 1
 Central Scotland Police Equality Action Plan 2008-2010

Ref	Action	Indicator	Strategic/ Legislative Driver	Target date	Owner
CSP/SOR/OPS/01	Develop force profile on Gaydar for conveying safety information to LBG communities		Public Reassurance and Community Safety (SPPF Framework)	30-Jan-09	(Diversity Unit)
CSP/SOR/COR/02	Complete Stonewall Diversity Index Benchmarking Tool		Sound Governance and Efficiency (SPPF Framework)	1-Sep-09	(Diversity Unit)
CSP/SOR/COR/01	Begin Work Place Monitoring on Sexual Orientation		Equalities Legislation	1-Jul-09	(Human Resources)
CSP/RAC/OPS/03	Review the findings from the Migrant workers report and take appropriate actions forward		Strategic Plan 01- Delivering Safer and Stronger Communities	1-Jan-10	(Diversity Unit)
CSP/RAC/OPS/02	Mainstream Contest Strategy in Equality and Human Rights Policies		Other	1-Feb-10	(Diversity Unit)
CSP/RAC/OPS/01	Consider ways to provide lectures on use of Police Dogs to minority ethnic members of Force area		Race Equality Duty	1-Jun-10	(Support services)
CSP/GEN/COR/06	Along with Staff Associations and Unions, raise the profile of female police staff in senior positions by publicising the role played by them in the operational and strategic management of the force.		Gender Equality Duty	1-Aug-10	(Recruitment)
CSP/GEN/COR/05	Organise a multi-agency career day promote career progression routes for under represented staff which also WLB		Gender Equality Duty	1-Aug-10	(Diversity Unit)
CSP/GEN/COR/04	Review Equal Pay statement		Gender Equality Duty	28-Sep-10	(Human Resources)

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CSP/GEN/COR/03	Complete and Equal pay audit for police staff and mainstream any associated actions		Gender Equality Duty	1-Feb-10	(Human Resources)
CSP/GEN/COR/01	Carry out audit of Action plan and Scheme after the publication of the new Equality Act		Equalities Legislation	1-Jun-09	(Diversity Unit)
CSP/EQU/OPS/05	Further develop 3rd party reporting to include all strands covered in new legislation on aggravation.		Public Reassurance and Community Safety (SPPF Framework)	30-Oct-09	(Diversity Unit)
CSP/EQU/OPS/04	Review current provision of translation and interpreting services		Race Equality Duty	1-Jun-10	(Diversity Unit)
CSP/EQU/OPS/03	Source and Cost training on working with interpreters for delivery to key operational staff with a view to implementation in order to improve Quality of service for range of clients requiring communication assistance improved.		Strategic Plan 05- Developing our people and becoming an employer of choice	30-Apr-09	(Diversity Unit)

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CSP/EQU/OPS/02	Provide training to staff working in the service Centre on sourcing a speaking through interpreters. Map this process and ensure all staff have a copy. (should include Deaf clients as well as clients speaking languages other than English) in order to improve Quality of service for range of clients requiring communication assistance improved.		Race Equality Duty	1-Jun-10	(Resource and Demand management department)
CSP/EQU/OPS/01	Review Multi lingual complaints leaflets (language/ availability/ uptake). Consider Braille Production. Amend leaflets/ reproduce as necessary to Ensure complaints process is transparent and accessible		Equalities Legislation	1-Mar-09	(Diversity Unit)
CSP/EQU/COR/48	Ensure all working environments and facilities provide adequate amenities catering for specific diversity needs.		Equalities Legislation	1-Dec-10	(Finance and Resources)

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CSP/EQU/COR/47	Identify contracts, where Diversity is a core requirement, and ensure contractors and service providers understand and reflect the Force diversity aims and outcomes.		Equalities Legislation	1-Jun-10	(Finance and Resources)
CSP/EQU/COR/46	Implement and monitor pre-qualifying process.		Equalities Legislation	1-Jun-10	(Finance and Resources)
CSP/EQU/COR/45	Research and develop methodology for sharing Force diversity commitment with organisations contractors and service providers.		Equalities Legislation	1-Jun-10	(Finance and Resources)
CSP/EQU/COR/43	Publish organisational charts for each operational unit showing the position, within the Force structure, of both police officers and police staff. Link staff roles and skills to their inclusion in meetings and decision making processes.		Gender Equality Duty	1-Jun-09	(Human Resources)
CSP/EQU/COR/42	Carry out an audit of special priority payment schemes and bonus payment schemes against equality strands		Gender Equality Duty	1-Dec-09	(Human Resources)

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CSP/EQU/COR/41	Provide management information in relation to specific health issues, which may be compounded in members of individual diversity strands in the workforce		Disability Equality Duty	Ongoing	(Health and Wellbeing)
CSP/EQU/COR/40	Ensure health and well-being staff are continually updated with regard to relevant diversity related health targets through research and liaison MANASPS		Disability Equality Duty	Ongoing	(Health and Wellbeing)
CSP/EQU/COR/37	Depending on mentoring scoping exercise consider the introduction of a scheme based on the ACPOS model		Gender Equality Duty	1-Jun-09	(Human Resources)
CSP/EQU/COR/36	Consider mentoring using positive role models and development opportunities specific to target groups		Gender Equality Duty	1-Jun-09	(Human Resources)
CSP/EQU/COR/35	Monitor and review placement of officers on protected duties regarding developmental opportunities		Gender Equality Duty	Ongoing	(Human Resources)
CSP/EQU/COR/34	Ensure that Police staff disciplinary procedures are applied fairly	No. of appeals based on unfairness or discrimination	Equalities Legislation	Ongoing	(Human Resources)
CSP/EQU/COR/33	Establish a common exit interview system for police officers and police staff exploring the best options to yield high return of exit interviews		Equalities Legislation	1-May-09	(Human Resources)

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CSP/EQU/COR/32	Remarket range of counter bullying and harassment options (e.g. WPC, safe call, mediation , formal routes)		Strategic Plan 05- Developing our people and becoming and employer of choice	30-Apr-09	(Diversity Unit)
CSP/EQU/COR/31	Undertake induction and refresher training for workplace contact scheme		Strategic Plan 05- Developing our people and becoming and employer of choice	30-Apr-09	(Diversity Unit)
CSP/EQU/COR/30	Recruit additional volunteers and relaunch the work place contact scheme		Equalities Legislation	30-Apr-09	(Diversity Unit)
CSP/EQU/COR/29	Review police officer job descriptions To remove potential discriminatory elements	No. of Job Descriptions reviewed.	Equalities Legislation	TBC	(Human Resources)
CSP/EQU/COR/28	Impact Assess promotion process for police officers	No. of appeals based on unfairness or discrimination.	Equalities Legislation	30-Sep-09	(Human Resources)
CSP/EQU/COR/27	Publicise promotion opportunities to staff on maternity and paternity leave and in long-term sickness		Gender Equality Duty	1-Oct-09	(Staff Development Unit)
CSP/EQU/COR/26	Set up legal seminars on equalities legislation and Caselaw		Sound Governance and Efficiency (SPPF Framework)	30-Nov-08	(Diversity Unit)
CSP/EQU/COR/25	Develop database of individuals and organisations wishing to becoming involved in our consultations		Equalities Legislation	30-Dec-08	(Diversity Unit)
CSP/EQU/COR/24	Promote the role of staff associations and support groups		Sound Governance and Efficiency (SPPF Framework)	1-Jan-10	(Diversity Unit)
CSP/EQU/COR/23	Annual report on statistics and schemes to the JPB		Race Equality Duty	30-Apr-09	(Diversity Unit)

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CSP/EQU/COR/22	Promote CSP equality work through press		Public Reassurance and Community Safety (SPPF Framework)	Ongoing	(Media and Communications)
CSP/EQU/COR/21	Publish Impact Assessment Results on Force website		Equalities Legislation	1-Mar-09	(Diversity Unit)
CSP/EQU/COR/20	Carry out review of lay advisors scheme		Other	1-Aug-09	(Diversity Unit)
CSP/EQU/COR/19	Develop audit tool to assess accessibility of locations used for events and consultations		Disability Equality Duty	1-Dec-09	(Diversity Unit)
CSP/EQU/COR/18	Further develop joint consultation process with other relevant public bodies		Equalities Legislation	1-Aug-09	(Diversity Unit)
CSP/EQU/COR/17	Develop a monitoring process for our communication and advertising strategies		Public Reassurance and Community Safety (SPPF Framework)	1-Dec-09	(Media and Communications)
CSP/EQU/COR/16	Review and Develop the Impact Assessment process to potentially align with process published by the Equality and Human Rights Commission		Equalities Legislation	30-Nov-08	(Diversity Unit)
CSP/EQU/COR/15	Report back to Diversity Forum on progress made regarding Job Descriptions		Sound Governance and Efficiency (SPPF Framework)	1-Apr-09	(Human Resources)
CSP/EQU/COR/14	Amend existing job descriptions to ensure sufficient inclusion on Diversity Role		Sound Governance and Efficiency (SPPF Framework)	1-Feb-09	(Human Resources)
CSP/EQU/COR/13	Audit existing job descriptions to identify roles relevant for diversity reference for Police Officers		Gender Equality Duty	1-Feb-09	(Human Resources)

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CSP/EQU/COR/12	Submit and annual review of equal opportunities monitoring information of suppliers to the Diversity forum for consideration to Evidence and inform development of strategic supplier diversity program at force level		Sound Governance and Efficiency (SPPF Framework)	1-Jun-10	(Finance and Resources)
CSP/EQU/COR/11	Establish System to gather Equal opportunities monitoring information about our suppliers to learn more about our suppliers and develop body of evidence for further action on supplier diversity, this action will precipitate monitoring exercise		Equalities Legislation	1-Jun-09	(Finance and Resources)
CSP/EQU/COR/10	Build links with NHS and Fire & Rescue on Training issues to Develop shared services to save on resource and build relationships with other providers	Instances of joint training delivered or participated in.	Sound Governance and Efficiency (SPPF Framework)	1-Apr-09	(Training department)
CSP/EQU/COR/09	Review Combined Equality Scheme with Action Plan		Equalities Legislation	1-Nov-09	(Diversity Unit)
CSP/EQU/COR/08	Publish Force Employment Monitoring Statistics Annually		Race Equality Duty	1-Dec-09	(Human Resources)
CSP/EQU/COR/07	Develop and implement and Equalities Induction to Communicate relevant polices and corporate ethos to all staff		Sound Governance and Efficiency (SPPF Framework)	30-Jan-09	(Diversity Unit)
CSP/EQU/COR/06	Develop overarching Equality Policy		Equalities Legislation	30-Oct-09	(Diversity Unit)

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CSP/EQU/COR/05	Develop overarching Equality Strategy		Equalities Legislation	30-Oct-09	(Diversity Unit)
CSP/EQU/COR/04	Investigate and report on ISO accreditation of EqIA Process		Sound Governance and Efficiency (SPPF Framework)	1-Dec-09	(Diversity Unit)
CSP/EQU/COR/03	Review Local NEOTS training materials to Ensure Compliance with recent legislation and implement course which is fit for purpose, Reviewed document to be considered by Diversity Forum	Initial legislative changes to be in place by 1 Feb-09	Sound Governance and Efficiency (SPPF Framework)	1-May-09	(Training department)
CSP/EQU/COR/02	Develop Equality section on Force Intranet (Cspace) to Provide space for publication of guidance and portal for staff involvement		Strategic Plan (2008-2011)	1-Mar-09	(Diversity Unit)
CSP/EQU/COR/01	Develop Equality section on Force Web site to Provide space publication of statutory documents and findings, to raise the profile of the Force's work and create a one stop shop for equalities documents.		Equalities Legislation	1-Nov-09	(Diversity Unit)
CSP/DIS/OPS/01	Develop audit tool to assess accessibility wider services to disabled people		Disability Equality Duty	1-Mar-10	(Diversity Unit)
CSP/DIS/COR/04	Carry out force event and produce staff guidance raising awareness of internal disability issues and support systems		Disability Equality Duty	1-Sep-09	(Diversity Unit)

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CSP/DIS/COR/03	Review the double tick system at force level		Disability Equality Duty	1-Nov-08	(Human Resources)
CSP/DIS/COR/01	Begin Work Place Monitoring on Disability		Disability Equality Duty	1-Jan-09	(Human Resources)
	Identify diversity actions emerging from for tactical crime group on monthly basis and feed into main diversity action plan for tracking and continuity		Criminal Justice and Tackling Crime (SPPF Framework)	Ongoing	(CPSU)
CSP/EQU/COR/39	Mainstream actions from 'Healthy Working Lives' report onto equalities action plan where appropriate		Strategic Plan 05- Developing our people and becoming and employer of choice	30-Jan-09	(Health and Wellbeing)
CSP/EQU/COR/38	Carry out re-accreditation exercise for 'Healthy Working lives' initiative	Receive Gold standard for a second year	Strategic Plan 05- Developing our people and becoming and employer of choice	1-Aug-09	(Health and Wellbeing)