

First Annual Review of the Central Scotland Police Single Equalities Scheme 2008-2011. November 2009 - Action Plan

Ref	Action	Strategic/ Legislative Driver	Target date	Owner	Risk	Comment on Progress
CSP/EQU/COR/26	Set up Diversity seminars on equalities legislation and case law	Sound Governance and Efficiency (SPPF Framework)	30-Nov-08	Fiach Obroin-Molloy (Diversity Unit)	Negligible	Actioned and first session has been delivered. Second session in February 2009 with larger attendance.
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	Fiach Obroin-Molloy (Diversity Unit)	Negligible	Agreement to use EHRC process. This action will be taken further forward upon completion of the ACPOS EQIA audit.
CSP/EQU/COR/25	Develop database of individuals and organizations wishing to becoming involved in our consultations	Equalities Legislation	30-Dec-08	Fiach Obroin-Molloy (Diversity Unit)	Acceptable	We shall capitalize on the existing FVS database and Fiach Obroin-Molloy has developed a database using Microsoft access for separate individuals from which mail merge can be completed.
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	Fiach Obroin-Molloy (Diversity Unit)	Moderate	Paper drafted for consideration by Gavin Buist and now to be agreed by diversity forum.
CSP/EQU/COR/07	Develop and implement an Equalities Induction to communicate relevant polices and corporate ethos to all staff	Sound Governance and Efficiency (SPPF Framework)	30-Jan-09	Fiach Obroin-Molloy (Diversity Unit)	Negligible	Induction has now been developed and is being implemented for new police staff. The Diversity Unit is experiencing a concern with capacity in delivery and so is going to make a DVD which will be shown during the induction process.

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CSP/EQU/COR/14	Amend existing job descriptions to ensure sufficient inclusion on Diversity Role	Sound Governance and Efficiency (SPPF Framework)	1-Feb-09	Thea Adamson (Human Resources)	Negligible	This has been completed for all Police Staff and is currently being implemented for all new and revised Police Officer roles.
CSP/EQU/COR/13	Audit existing job descriptions to identify roles relevant for diversity reference for Police Officers	Gender Equality Duty	1-Feb-09	Thea Adamson (Human Resources)	Acceptable	This has been completed for all Police Staff and is currently being implemented for all new and revised Police Officer roles.
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	Fiach Obroin-Molloy (Diversity Unit)	Acceptable	This has been actioned: http://www.scotland.gov.uk/Topics/Justice/public-safety/Police/19354
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	Fiach Obroin-Molloy (Diversity Unit)	Negligible	This has been completed, with comprehensive body of resources and tools now available on CSspace
CSP/EQU/COR/15	Report back to Diversity Forum on progress made regarding Job Descriptions	Sound Governance and Efficiency (SPPF Framework)	1-Apr-09	Thea Adamson (Human Resources)	Acceptable	This has been completed for all Police Staff and is currently being implemented for all new and revised Police Officer roles.

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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	Sound Governance and Efficiency (SPPF Framework)	1-Apr-09	Aileen Sloan (Training department)	Negligible	Training on NEOTS delivered in partnership. Shared training being delivered to lay advisors and joint consultations now being run on single equality schemes.
CSP/DIS/COR/01	Begin Work Place Monitoring on Disability	Disability Equality Duty	1-Apr-09	Thea Adamson (Human Resources)	Acceptable	Is now completed and on-going through the SCOPE Project
CSP/EQU/COR/30	Recruit additional volunteers and relaunch the work place contact scheme	Equalities Legislation	30-Apr-09	Thea Adamson (Human Resources)	Negligible	Review of WCS concluded that scheme should be put on hold until an alternate mechanism is identifies.
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	Sound Governance and Efficiency (SPPF Framework)	1-May-09	Aileen Sloan (Training department)	Moderate	Actioned and contingency added to ensure regular review and revision. CSP Learning & Development Unit is participating in national training review for equality issues.
CSP/EQU/COR/49	Provide strategic risk training on equality issues to JPB and Fire Board in partnership with Fire and councils	Sound Governance and Efficiency (SPPF Framework)	1-May-09	Fiach Obroin-Molloy (Diversity Unit)	Acceptable	Training delivered and feedback provided to the board. Members now feel more confident about holding the force executive to account on equality issues.

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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.	Strategic Plan 05- Developing our people and becoming and employer of choice	1-Jun-09	Fiach Obroin-Molloy (Diversity Unit)	Negligible	Sourced and had delivered training on working with interpreters from Scottish Refugee Council. Positive feedback available on request. Interventions Unit looking at securing access to online video training on this issue free of charge based on WIGIT standards.
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	Roddy Shearer (Finance and Resources)	Negligible	Post Qualify Questionnaire has now been developed which, depending upon size of contract, frequency of business and size of contractor, requests information, policies and monitoring data of supplier. This is monitored by the Director of Finance and Resources. Threshold set at £500K in first instance.
CSP/SOR/COR/01	Begin Work Place Monitoring on Sexual Orientation	Equalities Legislation	1-Jul-09	Thea Adamson (Human Resources)	Moderate	Monitoring now started on Scope 87% completion rate
CSP/EQU/COR/38	Carry out re-accreditation exercise for 'Healthy Working Lives' initiative	Strategic Plan 05- Developing our people and becoming and employer of choice	1-Aug-09	Trisha Shields (Health and Wellbeing)	Negligible	Re accreditation obtained

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CSP/SOR/COR/02	Complete Stonewall Diversity Index Benchmarking Tool	Sound Governance and Efficiency (SPPF Framework)	1-Sep-09	Fiach Obroin-Molloy (Diversity Unit)	Acceptable	Submitted. Results expected January 2010
CSP/EQU/COR/24	Promote the role of staff associations and support groups	Sound Governance and Efficiency (SPPF Framework)	1-Sep-09	Fiach Obroin-Molloy (Diversity Unit)	Acceptable	Site on portal developed to promote groups. SLAs to be negotiated with staff associations. Role of staff associations promoted through internal publications.
CSP/DIS/COR/04	Carry out force event and produce staff guidance raising awareness of disability issues and support systems	Disability Equality Duty	1-Sep-09	Fiach Obroin-Molloy (Diversity Unit)	Negligible	Sensory impairments event planning under way due to be held end September 2009
CSP/SOR/COR/03	Investigate the potential to develop LGBT network group relationships with other organizations in the central scotland region	Strategic Plan 05- Developing our people and becoming and employer of choice	1-Sep-09	Fiach Obroin-Molloy (Diversity Unit)	Negligible	Contact made with Central Scotland Fire and Rescue re potential for progressing. Further utilization of GPA and NTPA rather than geographical group.