



**ACPOS**

Association of Chief  
Police Officers in Scotland

# **RACIAL DIVERSITY STRATEGY**

*Revised November 2001*

# Foreword

Scotland has a multi cultural society of which it should be proud. Its communities make it a land rich in diversity and human qualities. The Police Service of Scotland has a prime responsibility to ensure that its inhabitants live without fear of prejudice or discrimination.

The Inquiry into the tragic murder of Stephen Lawrence and the criminal investigation that followed, was a watershed in terms of Police and race relations. Throughout Scotland all Forces have made significant efforts to address the recommendations contained in the Stephen Lawrence Inquiry Report. The Police and society as a whole must be willing to adapt in order to eliminate racism in all its forms.

This Racial Diversity Strategy outlines the necessary steps for Police Services to achieve racial equality within their organisations and in the service they provide. Its language is straightforward, as are the actions it requires. Strategic roles and responsibilities are clearly set out.

The Strategy sets a standard for all Police organisations to ascribe to. When achieved, the onus is upon the organisation to maintain that standard. Each Police Force has adopted the strategy and is actively working towards implementing it. Although

each Force is at a different stage of development there is a commitment by the Service to implement the strategy in full at the earliest opportunity.

The Strategy is challenging. It needs to be. It challenges Police organisations and employees to make positive change for the future.

Much progress has been made to outline the steps necessary to achieve racial equality. The Scottish Police Service believes it is making considerable progress. Policies and procedures will continue to be reviewed to ensure the highest possible standard of service delivery is maintained.

## ***Definition of Racist Incident***

ACPOS accepts and adopts the definition of a racist incident as given by Sir William Macpherson in his Report on The Stephen Lawrence Inquiry.

***“A racist incident is any incident which is perceived to be racist by the victim or any other person.”***

***The Association of Scottish Police Superintendents and the Scottish Police Federation support this strategy***

# Guiding Principles

## *Engaging Communities*

Develop and maintain clear and comprehensive processes for sharing information and concerns between the Community and the Police.

Help to create focused and productive partnerships between all those combating and preventing Racism.

Share knowledge, experience and information through mutual understanding and agreement.

## *Educate Staff*

Ensure all staff are trained to provide them with an awareness of diversity issues and to make them fully conversant with their Force policies and statutory obligations on race issues.

Staff should be confident, approachable and professional in their dealings with minority ethnic communities. They must be aware of the effect discrimination can have on minority ethnic victims and the pervasive effect it can have on communities.

## *Encourage Confidence*

Increase confidence in the Police Service to tackle racism by demonstrating sustained and real commitment through positive action and increased accountability.

## *Eliminate Racism*

Pursue racism vigorously through an intelligence led approach and pro-active use of legislation.

Challenge any Police policy, practice or behaviour, intentional or otherwise, which has racist consequences. Deal speedily and transparently with any wrongdoing.

# Strategic Levels and Responsibilities

## NATIONAL

ACPOS will oversee and monitor Racial Diversity issues for the Scottish Police Service, and:

- Implement strategy.
- Monitor and review Forces' direction and progress in adhering to the strategy.
- Provide a means for mutual assistance and development in the key areas.
- Consultation process with groups and agencies at a national level.
- Update strategy when required.

## FORCE

Chief Constables will determine resourcing of their own commitment to racial equality.

- Adopt the guiding principles of the strategy as integral to their respective Force's approach.
- Provide direction for progress in the key areas.
- Ensure best practice by monitoring and review of processes in a measurable fashion.
- Ensure all staff are fully aware of their responsibility to eliminate unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups when performing their functions' under the General Duty of the Race Relations (Amendment) Act 2000.

## LOCAL

Local Police Commanders will be held accountable for the delivery of the strategy in their area of responsibility.

- Serve their communities by subscribing to the Racial Diversity Strategy.
- In consultation with communities and staff, set actions, measurements and review in order to evaluate outcomes and assess progress.

# Template for Racial Equality

KEY AREAS



# R eporting and Recording of Racist Incidents

## 1. Encourage and Facilitate Reporting

The Police's central role in dealing with racist crime is crucial. Confidence and trust in the Police Service to tackle racism swiftly and effectively must, and will continue to be, strengthened and enhanced.

### ACTION

- *Address all racist incidents.*
- *Be easily accessible for reporting racism.*
- *Be pro-active in gathering information.*
- *Actively pursue alternative methods for victims of racist crime and the general public to report incidents and pass on information and intelligence.*

## 2. Prompt and Focused Response

Racist incidents will receive a prompt and focused response. Where racism is perceived to be the motive for a crime, that crime will be dealt with as a priority.

### ACTION

- *Put local measures in place to ensure prompt action in dealing with racist incidents.*

### 3. Comprehensive Recording & Monitoring

The Scottish Police Service will identify, collate and monitor racist incidents nationally, by Force area and at a local level. Reporting methods will be clear, consistent and regularly reviewed.

Trends and patterns will be identified to establish underlying problems and assist in long term preventative measures.

Multi-agency approaches will be dynamic, focused and effective.

The development of information sharing agreements will assist in providing a quality response to racist incidents.

*Each Police Force will:*

- *Develop and maintain quality procedures for reporting and recording racist incidents.*
- *Review these procedures by regular inspection.*
- *Validate public satisfaction of service delivery through customer surveys.*



# Investigation of Racist Crime

## 1. Good Practice

*Each Police Force will:*

**ACTION**

- *Develop and support policies for good practice in delivering an effective and sustained response to racist crime.*
- *Monitor the implementation of these policies by a continuous process of inspection and review.*
- *Ensure that commitment to tackling racist crime is part of local strategy and service delivery.*
- *Establish speedy and reliable channels of communication between those involved in investigations.*

## 2. Intelligence Led Approach

Create an intelligence led policing approach to identifying racist offenders.

**ACTION**

- *All means of gaining information will be examined and cultivated as potential sources of intelligence on racist crimes and offenders.*

### 3. Victim Support

There must be comprehensive systems for supporting victims and witnesses of racist crime.

#### ACTION

- *Family Liaison Officers will be trained to a high standard and be actively deployed.*
- *Minority ethnic communities and support agencies should be involved in family liaison and caring for victims and witnesses.*
- *Victims of racist crime will be informed of the progress of Police investigations in language they easily understand. This will happen on a regular basis. They will also be informed on the roles and workings of the various agencies in the criminal justice system as well as how to contact them.*
- *Ensure that support of victims, witnesses and families is professional, sensitive and readily available.*

### 4. Transparency

#### ACTION

- *Ensure that the contributions of all those who have a role in Police investigations are utilised in full.*
- *Consider lay involvement in Police investigations.*
- *Develop links with communities at all levels.*

# Policing our Communities

## 1. Multi-Agency Working

Working in alliance with other agencies has been established as a positive method for tackling many areas of policing. Effective multi-agency working is vital for a “whole” response to racism.

### ACTION

- *Ensure Multi-Agency Alliances for tackling racism exist in all relevant areas and that such relationships are focused and of real benefit.*

## 2. Prevention

Prevention of crime is a vital element in policing communities. Steps should be taken to stop racism before it happens.

### ACTION

- *Positive relations with schools, colleges and universities should be fostered.*
- *Take a supporting role in the delivery of anti-racism education.*
- *Make full use of intelligence and technology as preventative measures.*
- *Act to remove the opportunities for racist crime through business and community initiatives.*

## 3. Understanding

Information from the Police should be accessible and easily understood. People from minority ethnic communities coming into Police custody should be properly provided for with their beliefs and traditions respected and observed.

### 3. Understanding (cont'd)

- *Interpreting facilities should be made readily available and be of a recognised national standard.*
- *Custody procedures should be in place for meeting the needs of all sections of the community.*

### 4. Accountability

**Consultation:** Communities need to be kept informed of progress in combating racism and the development of race relations. Open consultation is a key part of creating a stronger sense of public accountability.

- *Liaise with communities through consultation and publishing information.*

**Stop and Search:** Stop and search procedures will be carried out entirely in accordance with the law, free of discrimination or bias, in a fair and informed manner.

- *Review current procedures to ensure that the exercise and monitoring of powers of search are of the highest standard.*

# Recruiting and Career Development

KEY AREAS

## 1. Recruiting

Selection procedures must not only be fair, but also seen to be fair. Processes should be open, honest and credible. Positive action will be taken to ensure Police Forces properly represent the communities they serve. Policies for recruiting from minority ethnic communities will be active and recurring rather than passive.

ACTION

- *Implement outreach recruiting initiatives.*
- *Increase the number of persons from minority ethnic communities in the workforce, including regular officers, support staff and Special Constables.*
- *Set local targets for these increases and report on progress made.*
- *Devise and maintain a comprehensive monitoring system of recruitment, selection, retention and promotion, incorporating data relating to ethnic origin.*

## 2. Career Development

The selection of police officers and support staff for vertical and lateral career development will be objective and without prejudice. Members of minority ethnic communities employed within the Police Service will receive career advice and encouragement. There will be opportunities to address career direction incorporated into working practice.

ACTION

- *Consider positive methods for enabling staff from minority ethnic communities to develop their careers.*
- *Use the appraisal system as a means to create opportunities.*
- *Ensure support mechanisms fully address the needs of minority ethnic staff.*

### 3. Review

ACTION

- Data by ethnic origin on all aspects of recruitment, selection retention and development within the Police Service will be monitored and evaluated at a strategic level.
- Conduct exit interviews with staff and ascertain reasons for leaving, using the information gleaned to inform policies and practices for the future.
- Where deficiencies in the system are identified, steps will be taken to address them.



## Training

### 1. Quality

ACTION

Training will be driven by the prime need to improve understanding of the principles of racial equality, particularly in an operational context.

- Training in racial diversity issues will be delivered to all police officers and support staff.
- There will be evaluation and review of training procedures.

# T raining

## 2. Method and Style

A variety of training methods will be selected to maximise learning outcomes and make best use of resources.

### ACTION

- *Local training will include providing information to staff on local minority ethnic communities, supported by suitable reference material and named points of contact.*
- *Lay involvement will be incorporated in training delivery.*

## 3. Content

*Training will include:*

### ACTION

- *Understanding how to deal correctly with a racist incident.*
- *Appreciation of diversity issues.*
- *Awareness of legislation.*
- *Challenging individual behaviour.*

# F air Practice

## 1. Intolerance

### ACTION

- *Provide a clear message to police officers and support staff that racism of any kind and in any situation will not be accepted.*
- *Create an environment within the Police Service that is intolerant of racist words or acts.*
- *Where racist words or acts are made, offenders will be pursued and regulations vigorously enforced.*
- *Make ready use of grievance and/or discipline procedures where appropriate.*

## 2. Appraisal

The appraisal system should be used to comment upon the appraisee's ability to show fairness, sensitivity and appropriate use of language.

### ACTION

- *Ensure supervisors make direct reference to appraisee's handling of diversity issues within the appraisal system.*

## 3. Complaints Against the Police

Complaints against Police Officers and support staff will continue to be investigated thoroughly in a professional manner. Complainers will be regularly informed of progress.

Complaints of a criminal nature will be reported to the Procurator Fiscal.

Information on how to make a complaint is available in the minority ethnic languages of Cantonese, Gujarati, Hindi, Punjabi and Urdu.

## 4. Support

There will be a commitment to ensuring freedom from harassment and victimisation in the workplace.

### ACTION

- *Provide support for police officers and support staff who may be suffering from discrimination through clear channels of communication and provision of welfare and support networks.*

