

Meeting	HR and Remuneration Committee Meeting
Date and Time	Friday 3 June 2016
Location	Pacific Quay, Glasgow
Title of Paper	Mainstreaming Report-Planning Development
Item Number	7.1
Presented By	Steve Simpson – Police Scotland Strategy and Specialist Services
Recommendation to Members	For Consultation
Appendix Attached:	No

PURPOSE

The purpose of this paper is to provide Members of the Scottish Police Authority HRRC with the arrangements in place to ensure that Police Scotland and SPA comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. **Action SPAHR&R-040316-001**

1. BACKGROUND

1.1 Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 Police Scotland and SPA have a statutory duty to report and publish the following information by the end of April 2017;

- Employment data;
- Equal pay statement (gender);
- Equal pay statement (race and disability);
- Gender pay gap information;
- Occupational Segregation statements based on
 - Women and men
 - Staff with a disability and those without
 - Staff who fall into a minority racial group and those who do not;
- Second report of progress against equality outcomes;
- Second publication of equality outcomes;
- Mainstreaming Report

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 In order to plan this work, a meeting was held with Superintendent Duncan, National Safer Communities and key Equality and Diversity staff representing employment / staff and operational service delivery related functions.

2.2 The meeting objective was to discuss and agree pre-emptive actions that need to be taken. Relevant matters were discussed and decisions were made as follows:

2.2.1 Roles & Responsibilities:

2.2.2 External public facing operational service delivery related considerations in relation to Equality Outcomes and Mainstreaming Report will be the responsibility of the SCD National Safer Communities;

2.2.2 Internal employment / staff related considerations for same will be the responsibility of People and Development Department. The work will be led by Brenda Armstrong, Equality and Diversity Manager;

2.2.3 For areas that overlap / relate to both staff and public, lead officers will work jointly to achieve common goals; and

2.2.4 The co-ordination and integration of the above work will be the responsibility of Nasreen Mohammed, in her capacity as secretariat of the E&D Strategy Group, chaired by DCC Designate, the Executive owner of these statutory duties.

2.3 Structure:

2.3.1 The structure of the updated Equality Outcomes and Mainstreaming Report will follow current practice as it is felt to provide sufficient flexibility to capture progress, best practice examples and future equality priorities.

2.4 Action Plan - Timeframe and Landmarks

2.4.1 It was agreed to meet monthly to discuss on-going progress and identify challenges. A schedule for regular meetings will be prepared and invitations extended to Judith Mackinnon from SPA and to representatives from Analysis & Performance Unit and Corporate Communications to join this group.

2.4.2 The first meeting of this group took place on the 16th May in order to meet Police Scotland and SPA reporting requirements to the various committees a potential timeline and landmarks for consideration will be produced.

2.5 Data Gaps

2.5.1 The E&D Team are in the process of collating the employment monitoring information at 31st March 2016. This information will be included in the Police Scotland Mainstreaming Report 2017 and will also be required for the SPA Mainstreaming Report 2017.

2.5.2 The following information has been requested and is outstanding;

2.5.3 National Police Promotion Process

- 2.5.4 Statistical data is required for those who undertook the police officer promotion process split by each of the protected characteristics and rank for the reporting period 01/04/2015 and 31/03/2016. This will include number of applications received for each rank, and the profile of success/failure at various stages in the process. It will also include the number of applicants who initiated the appeals process and outcomes.
- 2.5.5 **Promotion Pool** – Information is being gathered in relation to those who have been successful through the promotion process and are in the pool for promotion; this will include those who progressed into a police promotion pool of successful candidates between 01/04/15 and 31/03/16, including how long they were in the pool. This information is required to demonstrate that the processes in place are non-discriminatory and support the Police Scotland equality outcomes.
- 2.5.6 **Acting/Temporary Ranks** – Information is required in relation to those selected for Acting or Temporary Ranks. The information being examined will include those undertaking Acting/Temporary roles at 31/03/2016; location, duration etc.
- 2.5.7 **Recruitment**
- 2.5.8 All Recruitment Processes – Statistical data is required for police officers, SPA/police staff and special constables, split by each of the protected characteristics for the reporting period 01/04/2015 to 31/03/2016 as listed below.
- Number of Applications Received;
 - Number of those who were successful/unsuccessful at different stages of the recruitment process including those who were successful in the process.
- 2.5.9 This was an area where there were data gaps for both the 2014 and 2015 as identified in the section above relating to the design of the IT systems and the ease of which we can access equality and diversity monitoring information.
- 2.5.10 Police Officer Internal Recruitment Processes - This request also includes internal police officer recruitment processes with the purpose of measuring progress in attracting under-represented groups to roles where occupational segregation has been identified. This will also be indicative of how successful positive action initiatives have been. The information required is the same as above, however, information relating to the division and type of role will also be required as indicated.
- 2.5.11 **Diploma in Police Service Leadership and Management**
- 2.5.12 Statistical data is also required for those who undertook or who are undertaking the Diploma in Police Service Leadership and Management;

split by each of the protected characteristics for the reporting. This will include:

- The number of officers who are eligible to apply to undertake the Diploma;
- The number of applications received to undertake the Diploma;
- The number of applications shortlisted to undertake the Diploma;
- The number of officers who are currently undertaking the Diploma split by each stage of the process;
- The number of officers who have completed the Diploma and whether they were successful or unsuccessful;
- The number of officers who withdrew from the process.

2.6 It is anticipated that the Employment Monitoring report will be available by the end of June 2016.

3. FINANCIAL IMPLICATIONS

3.1 There are financial implications in this report in respect of carrying out consultation events with key stakeholders to inform the Mainstreaming Report.

4. PERSONNEL IMPLICATIONS

4.1 There are personnel implications for staff and communities. A consultation will be undertaken during the process with Statutory and Diversity staff Associations.

5. LEGAL IMPLICATIONS

5.1 There are no further legal implications in this paper to those listed above.

6. REPUTATIONAL IMPLICATIONS

6.1 There are reputational implications associated with this paper. As one of the largest public bodies in Scotland it is imperative that Police Scotland are seen to work to good practice in terms of capturing, analysing and reporting across all HR activity and strands of diversity.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are community impact implications associated with this paper. Work being undertaken in relation to Equality and Diversity will assist Police Scotland in working with all sections of the community, including the most vulnerable.

9. EQUALITIES IMPLICATIONS

9.1 There are equalities implications associated with this report. This paper reports on how Police Scotland is planning to meet its statutory duties imposed under s149 of the Equality Act 2010 to ensure that in the exercise of its functions, Police Scotland is giving due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations.

10. ENVIRONMENT IMPLICATIONS

10.1 There are / are no environmental implications associated with this paper.

RECOMMENDATION

Members are requested to note the contents of this paper.