



Agenda Item  
3.3

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| <b>Meeting</b>                   | <b>SPA People Committee</b>  |
| <b>Date</b>                      | <b>31 May 2023</b>   |
| <b>Location</b>                  | <b>Video Conference</b>  |
| <b>Title of Paper</b>            | <b>Bi-Annual Equality, Diversity and Inclusion in Employment Update</b>                        |
| <b>Presented By</b>              | <b>Katy Miller, Director of People and Development and ACC David Duncan, Policing Together</b> |
| <b>Recommendation to Members</b> | <b>For Discussion</b>  |
| <b>Appendix Attached</b>         | <b>Yes<br/>Appendix A – EDI Employment Update Q3&amp;4</b>                                     |

**PURPOSE**

The purpose of this report is to provide the bi-annual Equality, Diversity and Inclusion (EDI) employment update to SPA People Committee members.

The report covers:

- high-level mainstreaming work to support equality, diversity and inclusion; and
- the delivery of the employment Joint Equality Outcomes for Policing 2021 (5-8).

The report covers the period from 1 October 2022 – 31 March 2023.

Members are invited to discuss the content of this paper.

## 1. BACKGROUND

- 1.1 This report provides pertinent updates since the last bi-annual report which was presented at SPA People Committee in November 2022.
- 1.2 Police Scotland has now produced our fourth 6 monthly Equality, Diversity and Inclusion Performance Report. It describes progress between October 2022 and March 2023 toward meeting the [Joint Equality Outcomes for Policing 2021](#). It was presented to the Policing Together SOB on 09 May 2023 and the Strategic Leadership Board on 10 May 2023. The EDI Performance Reports are part of our suite of performance reports based on our current Performance Framework which includes measures of progress linked to our equality outcomes.
- 1.3 Following the launch of the Policing Together strategy on 30 September 2022, a process of mapping and de-confliction is ongoing to subsume the EDI Action Plan into the Strategy Implementation Plan and consider the links and alignment with the joint equality outcomes delivery. On completion of the mapping and de-confliction work, the EDI Performance Reporting will be evolved to align to the strategy and implementation plan.
- 1.5 The employment sections of the EDI Performance Report are also used to form the basis of the bi-annual EDI update to this Committee. The EDI reporting to the SPA People Committee will also therefore be reviewed as part of the wider EDI performance reporting to ensure it captures and aligns to the Policing Together Strategy and implementation plan.

## 2. FURTHER DETAIL

- 2.1 The employment relevant aspects of the latest EDI performance report is attached in Appendix A. The report covers the period from 1 October – 31 March 2023 (Q3&4).

### **3. FINANCIAL IMPLICATIONS**

3.1 There are no financial implications in this report.

### **4. PERSONNEL IMPLICATIONS**

4.1 There are no personnel implications in this report.

### **5. LEGAL IMPLICATIONS**

5.1 This update and the work contained within supports compliance with work related aspects of The Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

### **6. REPUTATIONAL IMPLICATIONS**

6.1 A failure to effectively deliver equality, diversity and inclusion in employment and provide appropriate assurance in relation to compliance with the Equality Act 2010 could impact on SPA's and the public and staff confidence in Police Scotland. The confidence of our officers/staff, partners and the public is likely to be positively impacted by this work being successfully delivered.

### **7. SOCIAL IMPLICATIONS**

7.1 The Fairer Scotland Duty is intended to reduce the inequalities of outcome caused by socio-economic disadvantage. The owners of the work being reported on are responsible for the relevant socio-economic considerations. There is ongoing significant public interest in Police Scotland activities in respect of equality, diversity and inclusion and delivery of our objectives. There is known public interest in relation to elements of Equality, Diversity and Inclusion, therefore there could be public interest in this work.

### **8. COMMUNITY IMPACT**

8.1 There are no community implications in this report.

### **9. EQUALITIES IMPLICATIONS**

9.1 The activities noted in this paper all aim to promote equality, diversity and Human Rights. Embedding EDI activities into planning and performance supports mainstreaming and will have a positive impact on equality. Activities delivered as part of the relevant plans

and reported on should be subject to EqHRIAs by the relevant owners as appropriate. Accessibility of the reports being developed is considered as part of the design and development work.

## **10. ENVIRONMENT IMPLICATIONS**

10.1 There are no environmental implications in this report.

### **RECOMMENDATIONS**

Members are invited to discuss the content of this paper.

Appendix A -

# **Police Scotland Equality, Diversity and Inclusion Employment Update Quarters 3 & 4 Update (October 2022 to March 2023)**

## **Contents**

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## Introduction

Our fourth Equality, Diversity and Inclusion Performance Report describes progress between October 2022 and March 2023 toward meeting the Joint Equality Outcomes for Policing 2021.

Our equality outcomes are aligned to the Strategic Outcomes as detailed in the 2022/23 Annual Police Plan, these being:

- **Public Safety and Wellbeing** - *threats to public safety and wellbeing are resolved by a proactive and responsive police service*
- **Needs of Local Communities** - *the needs of local communities are addressed through effective service delivery*
- **Confidence in Policing** – *the public, communities and partners are engaged, involved and have confidence in policing*
- **Positive Working Environment** - *our people are supported through a positive working environment, enabling them to serve the public*
- **Sustainable and Adaptable Service** - *Police Scotland is sustainable, adaptable and prepared for future challenges*

These strategic outcomes are now supported by our new Policing Together Equality, Diversity and Inclusion Strategy which launched on 30 September 2022. The new strategy fully incorporates our joint equality outcomes and provides a refreshed drive and focus on our EDI priorities.

This report is part of our suite of performance reports based on our current Performance Framework which includes measures of progress linked to our equality outcomes. This six monthly reporting supplements the updates included in our quarterly performance reporting and provides additional detail and focus from an equality, diversity and inclusion perspective. It provides high-level progress updates, examples of national and local activities and their impacts and some key next steps that will be updated on through future reporting.

The responsibility for creating an inclusive culture and progressing towards our Equality Outcomes is mainstreamed into all areas of Police Scotland. The processes to collate progress updates and report on the impact of our activities are being continuously developed and evolved to ensure the reporting continues to improve and inform our next steps. Further review of these processes is now ongoing to fully incorporate the new Policing Together EDI Strategy into our EDI Reporting.

## Equality Outcomes and Objectives

Our equality outcomes are the result that we aim to achieve in order to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it; or
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In forming our Equality Outcomes we undertook extensive engagement with internal and external stakeholders and reviewed an extensive range of evidence. Further information is available in the [Joint Equality Outcomes for Policing 2021](#).

The following is a summary of the Joint Equality Outcomes for Policing 2021 and Objectives relevant to employment. There are four additional equality outcomes relating to service delivery which are not covered in this report.

| Employment Equality Outcomes   | Objectives   |
|--|--|
| We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.       | <ul style="list-style-type: none"> <li>- We have improved systems and processes in relation to EDI monitoring</li> <li>- We have a suite of accessible monitoring reports with clear EDI insights</li> <li>- Leaders understand and use insights to inform planning and decision making</li> </ul>                               |
| Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights. | <ul style="list-style-type: none"> <li>- Leaders will be provided with effective and practical tools to support their peoples' diverse needs</li> <li>- Leaders will be skilled in identifying barriers to equality and inclusion, will be confident to address these and progress opportunities to promote inclusion</li> </ul> |
| Resignation rates of under-represented groups are proportionate to our current workforce profile.                        | <ul style="list-style-type: none"> <li>- We understand why individuals from under-represented groups choose to end their employment with police Scotland/SPA.</li> <li>- We have a range of inclusive programmes to address barriers and promote the benefits of working for Police Scotland/SPA.</li> </ul>                     |
| We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers                         | <ul style="list-style-type: none"> <li>- We understand internal and societal barriers to attracting individuals from under-represented to join Police Scotland/SPA.</li> </ul>   |



affecting under-represented groups.

- We have inclusive attraction strategies in place and a recruitment system that supports inclusive recruitment practices.

**Evidencing progress towards our equality outcomes**

Gathering our data, narrative and insights together provides us with an evidence base that demonstrates how we are achieving our equality outcomes

# Mainstreaming of Equality, Diversity and Inclusion

## Policing Together

In February 2023, a new ACC portfolio was created to deliver on the Policing Together programme. The creation of this portfolio will ensure the organisation continues its momentum and gives sustainable and tangible effect to the commitments within the Policing Together Strategy (below).

| Our vision  | Police Scotland is welcoming, inclusive and representative of the communities we serve. Our people demonstrate our values, know that they belong and can fully be themselves.   |  |   |
|---|---|--|---|
| Outcome 1   | Outcome 2   | Outcome 3  | Outcome 4   |
| We are an anti-racist organisation and have zero tolerance for any discrimination, bullying or harassment. We act at all times in accordance with our values.   | Equality, Diversity, Inclusion and Human Rights are embraced and central to everything we do.   | We are committed to creating an inclusive culture which is supportive and welcoming, where colleagues feel they belong and can be at their best.   | Our colleagues represent and reflect the communities we serve and keep safe.  |
| Our commitments   |   |  |   |
| <p>Communicate on an ongoing basis to colleagues, partners and communities our anti-racist stance and expectations.</p> <p>Sign the Scottish Government’s Race Commitment and contribute towards collective efforts across the Scottish public sector to tackle racial inequality in employment.</p> <p>Regularly review our policies to ensure they do not contain unconscious bias.</p> <p>Provide training and support on people policies, procedures and toolkits to support understanding of every day discrimination and application of equality and inclusion within the workplace.</p> <p>Provide officers and staff with a dedicated mechanism to report issues and concerns relating to discrimination, equality, diversity and inclusion.</p> <p>Strengthen our recruitment, vetting, performance and disciplinary procedures to ensure due process and fairness throughout.</p> | <p>Explore options to strengthen the current structure of Equality, Diversity and Inclusion dedicated resource within People and Development with view to enhancing our services to meet demand.</p> <p>Establish a permanent independent review group to provide support and advice to ensure progress is being made.</p> <p>Develop a rights based approach to policing framework to build on existing practices to coordinate and support activity across the service.</p> <p>Provide updated anti-discrimination, equality, diversity and inclusion training to all officers and staff at regular intervals, including enhanced training for supervisory and senior roles.</p> <p>Build on and expand existing recruitment practices across all areas of the service with a focus on providing positive experiences of individuals joining the service</p> <p>Ensure the Policing Together platform continues to be developed as an accessible equality, diversity and inclusion information portal, providing access to high quality resources and guidance designed to support and grow knowledge and help mainstream activities.</p> | <p>Further embed a shared understanding across the organisation of the behaviours set out within our Competency Values Framework.</p> <p>Support a working environment where individuals feel comfortable and safe to be their genuine selves without fear of abuse from peers and leadership.</p> <p>Ensure that colleagues feel safe to report issues and can be confident in the management and organisational response.</p> <p>Introduce an independent advocate to support colleagues raising concerns around discrimination.</p> <p>Establish a Colleague Panel in the service to engage colleagues in an ongoing dialogue on our most important challenges to support the organisation’s journey towards meaningful and inclusive engagement.</p> <p>Provide enhanced leadership training to provide our people with the confidence, skills and knowledge to address issues arising and challenge discrimination.</p> | <p>Work to ensure that our workforce is as demographically representative of the communities of Scotland as possible.</p> <p>Provide support throughout the life-cycle of careers and improve retention of colleagues with protected characteristics.</p> <p>Provide accessible toolkits for colleagues that capture intersectional considerations and wider circumstances.</p> <p>Provide professional development opportunities for colleagues on career breaks, maternity/paternity leave, adoption and fostering leave.</p> |

Following the launch of the strategy on 30 September 2022, a number of recommendations were approved at the Policing Together Strategic Oversight Board to ensure the appropriate level of scrutiny was in place for delivery. This included approval for the EDI Action Plan to be subsumed into the Strategy Implementation Plan and a review of the terms of reference for the EDI Action

Plan Oversight Group. The Group is now renamed the 'Policing Together Implementation Group' and is chaired by ACC David Duncan.

A process of mapping and de-confliction is ongoing to subsume the EDI Action Plan into the Strategy Implementation Plan. This process included a workshop held on 6 April with key business leads and strategy commitment owners to understand duplication, cross over and the means by which progress and outcomes can be monitored, measured and reported. The Implementation Plan is being integrated into the 4Action system and it is envisaged that this system will be the mechanism whereby reports are produced for review and scrutiny.

### **Performance Framework Refresh**

The refreshed Performance Framework will continue to reflect the measures from the Joint Equality Outcomes for Policing 2021. In addition a focus on Policing Together and Violence Against Women and Girls (VAWG) strategies is being incorporated into the refreshed framework. Development work is ongoing to progress and align new measures and insights

In response to implementing the strategies and achieving positive impacts and outcomes. This development will continue over the performance year. The measures aligned to the strategies are longer term focussed rather than reflecting the ongoing performance of the day to day operational challenges we face. We will continue to incorporate our progress on the strategic plans through our performance reporting cycle.

### **Equality and Diversity Mainstreaming and Equality Outcomes Report**

The 6<sup>th</sup> Equality and Diversity Mainstreaming and Equality Outcomes Report will be delivered to the 'PA People Committee Deep Dive meeting on 27 April 2023. The report illustrates progress made in delivering on EDI activity within policing. This first progress report since the joint outcomes were agreed describes how we continue to mainstream EDI and the progress made since 2021 in delivering against our joint equality outcomes.

## Progress towards Equality Outcomes

The 30 April 2023 marked two years since the publication of the Joint Equality Outcomes for Policing. In recognition of this milestone refreshed engagement was undertaken with key internal stakeholders to highlight some of the progress made so far, identify the next steps required at a national, local and personal level and share examples of what success looks like in relation to our equality outcomes.

A major milestone was reached with the launch of our new Policing Together Strategy which incorporates our equality outcomes and reiterates our commitment and focus on EDI.

Updates on the progress made towards each of our employment related Joint Equality Outcomes in Q3 & Q4 are outlined below.

**Equality Outcome 5** - We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.

### Police Scotland's objectives are:

- We have improved systems and processes in relation to equality, diversity and inclusion monitoring
- We have a suite of accessible monitoring reports with clear diversity and inclusion insights
- Leaders understand and use insights to inform planning and decision making

### We said we would:

Outline clear diversity monitoring and reporting requirements and priorities.

An HR Data and Insights Group has been established which includes EDI as a key priority. The first two meetings have focused on agreeing the membership and remit of the group as well as wider links and interdependencies. Some initial baseline mapping will be collated and a high-level roadmap of the work that is ongoing and planned will be developed.

### We said we would:

Improve data systems and capabilities including addressing systems access issues and developing the use of analytics software.

Strategic Workforce Planning (SWP) have taken over the responsibility for the EDI employment data as at 31 March 2023. The monitoring data is being processed using PowerBi which will allow

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quicker analysis, insights and sharing of key EDI employment monitoring data. The templates have been developed and the data from 31 March 2023 has been added. Final amendments and testing is underway before reporting will be presented to the relevant stakeholders and governance groups. This is expected to significantly reduce the time taken to develop EDI Employment Monitoring Reports and facilitate more analysis and actions based on insights.

Work is ongoing to develop the initial proof of concept PowerBi EDI Performance Dashboard further and link it to the full EDI employment monitoring work mentioned above. This will ensure we have one data source which provides the EDI monitoring information and allows us to present the key performance measures. Initial file storage issues have been addressed to allow staff from SWP and P&D EDI to access and update a master document via a SharePoint site. The Employment Monitoring SOP is also being updated to allow relevant Analysis and Performance (APU) staff access to the PowerBi file for performance reporting purposes. Work is also underway to establish whether a Data Protection Impact Assessment is required and what updates may be required to relevant privacy statements.

Engagement is underway to develop an updated performance framework which will include further relevant EDI measures. The current employment EDI measures from the Joint Equality Outcomes for Policing and Policing Together Strategy have been mapped out in the first instance. Links are also being made with the EDI Data and Insights Group to support the development of processes and systems to deliver improved EDI measures.

### **We said we would:**

Use ongoing communications to build confidence in our monitoring and share insights from diversity monitoring.

Further updates have been made to the E&D Monitoring SOP to include details of the role of the Analysis and Performance team in utilising monitoring data to report against key performance measures. Relevant consultation and approval for the amendments are currently progressing.

### **We said we would:**

Consider sexual orientation monitoring options and how to record non-binary identities.

Benchmarking has been undertaken in relation to our Equality and Diversity Monitoring Form questions. The benchmarking focused on what EDI monitoring questions are asked in a variety of public, private and other organisations to identify options and good practice. A group is now being set up under the Policing Together remit to consider the next steps in relation to both employment and service delivery monitoring questions, data access permissions and systems requirements.

**Equality Outcome 6** - Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights.

**Police Scotland's objectives are:**

- Leaders will be provided with effective and practical tools to support their peoples' diverse needs
- Leaders will be skilled in identifying barriers to equality and inclusion, will be confident to address these and progress opportunities to promote inclusion

**We said we would:**

Improve and develop leadership training in relation to equality, diversity and inclusion.

A new team of 7 FTE is now in place to design and deliver CPD and EDI learning support for all colleagues in the organisation. In addition, the Police Scotland EDI CPD learning products now have independent CIPD accreditation.

A mandatory online EDI learning module (Moodle) was launch in November 2022 for all officers and staff. It was designed with support from a reference group representing a wide range of colleagues views and experience, including diversity staff associations and the Independent Review Group (IRG) supported by a specialist e-learning provider Marshalls E-Learning. The training covers the moral, ethical and legal requirements in relation to EDI. The course content is linked to policing values and ensures a refreshed base level of EDI awareness and understanding for all officers and staff. It will be refreshed annually. To date over 17,000 colleagues have completed the module with 32% of colleagues strongly agreeing and 50% agreeing that the module was relevant and appropriate for their needs.

Some comments from colleagues who have completed the course include:

- 'Found this moodle particularly relevant and really got me thinking about how I conduct myself and the affects this can have on colleagues and members of the public'.
- 'This Moodle is a must for all officers to ensure Policing adapts and evolves with society and everyone benefits from these changes'.

**We said we would:**

Include equality, diversity and inclusion in leadership development programmes.

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Following the success of the pilot cohort in 2022, cohort 1 of the learning programme 'Creating an Inclusive Climate' commenced in January 2023 with 6 Senior Leadership Teams – Professional Standards, Contact Command and Control, Fife Division, Greater Glasgow Division, Edinburgh Division and Organised Crime and Counter Terrorism. Police Scotland continues to work in partnership with a leading behaviour change and learning specialist called Elev-8 to support colleagues to reflect, review and refresh on current knowledge and practices and implement changes required to create and maintain positive working environments. Cohort 1 will complete in May 2023 and cohort 2 is anticipated to start in September/October 2023, subject to budget provision.

### **We said we would:**

Use lived experiences, case studies, two-way dialogue with diversity stakeholders and reverse mentoring to inform leaders.

We committed to carrying out more Talk Truth to Power sessions in conjunction with diversity staff associations. On 9 February a Talk Truth to Power update session was hosted by DCC Fiona Taylor providing opportunities for colleagues involved in previous sessions to hear in more detail about key piece of work and to feedback on their effectiveness. Further Talk Truth to Power sessions have also been scheduled for Q1 and Q2 of 2023/24.

Collaboration and partnership working with stakeholders and statutory and diversity staff associations is ongoing. Between February and March 2023, the CPD team delivered learning sessions to support Race Equality week, the Scottish Women's Development Forum annual conference and the Women in Policing Conference, with excellent feedback received for all sessions. Support was provided to the LGBT Association to identify a keynote speaker for their Annual General Meeting.

### **We said we would:**

Improve and develop accessible equality, diversity and inclusion Standard Operating Procedures (SOPs), guidance, documents and tools.

The Dignity in the Workplace SOP is now under review. A paper was discussed at the Policing Together Colleague Group in March 2023 to highlight the review and initiate engagement with key stakeholders.

A Short-life working group was developed to review the Inclusion Moments pilot and develop recommendations. The group presented an update to the Policing Together (EDI) Strategic Oversight Board (SOB) on 7 February 2023. It was agreed that the Inclusion moments tool will be

progressed under the Policing Together programme. An ongoing stakeholder working group will be established to assist in managing the content once the ACC has fully reviewed the inclusion moments product and SLWG recommendations.

**We said we would:**

Use ongoing communications to support continuous learning.

Work is underway to draft an engagement and communications plan to increase awareness of CPD products and EDI learning support through key stakeholder channels and forums.



**Equality Outcome 7** - Resignation rates of under-represented groups are proportionate to our current workforce profile.

**Police Scotland's objectives are:**

- We understand why individuals from under-represented groups choose to end their employment with Police Scotland/SPA
- We have a range of inclusive programmes to address barriers and promote the benefits of working for Police Scotland/SPA

**We said we would:**

Identify barriers to the retention of individuals from under-represented groups including reviewing exit interview feedback.

The resignation rates of colleagues from under-represented groups have been captured and monitored. The table below shows the resignation rate for police officers and police staff:

| Group                     | Police Officer Resignation rate 2019/20 | Police Officer Resignation rate 2021/22 | Police Staff Resignation rate 2019/20 | Police Staff Resignation rate 2021/22 |
|---------------------------|---|---|---------------------------------------|---------------------------------------|
| Recorded Disability (Yes) | 0.8%                                    | 0.5%                                    | 3.1%                                  | 5.3%                                  |
| BME                       | 2.8%                                    | 2.6%                                    | 6.1%                                  | 9.8%                                  |
| WME                       | 1.2%                                    | 1.7%                                    | 6.4%                                  | 14.7%                                 |
| Male                      | 1.0%                                    | 1.0%                                    | 2.9%                                  | 4.0%                                  |
| Female                    | 0.9%                                    | 1.2%                                    | 3.3%                                  | 4.8%                                  |
| LGB                       | 1.2%                                    | 0.8%                                    | 4.8%                                  | 6.6%                                  |
| Overall Workforce         | 0.9%                                    | 1.0%                                    | 3.1%                                  | 4.5%                                  |

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This data is being analysed to draw out key insights and identify any relevant actions. Further work to establish any relevant trends will be undertaken as part of the EDI employment monitoring as at 31 March 2023.

A PowerBi Dashboard has been created to present the data collected through the refreshed exit survey that launched in October 2021. As at 31 March 2023, 854 leavers have completed an exit survey. The PowerBi dashboard allows the data to be filtered by protected characteristic. Further analysis by protected characteristics will be carried out once the number of responses allows statistical analysis.

### **We said we would:**

Establish programmes to tackle the barriers to the retention of those from under-represented groups.

The 'Creating a Positive Workplace' Group have continued engagement to help understand the individual experience related to workplace grievance. A mixed methodology was used to capture colleagues' lived experience and understand the end to end journey for: the person raising the grievance, the person who has been complained about, the investigating officers, and anyone else who may have been involved or impacted by the process. The 'Raising Workplace Issues and Grievances' survey was open from 20 September 2022 until 2 November. Follow up interviews were also carried out with around 40 participants to undertake a deeper exploration of their experiences during the grievance process. Key areas were identified from the survey and interviews which will be further explored to develop and improve the grievance process and experience. The high-level themes from the survey along with benchmarking findings are being used to inform work to develop our policy, process, training and culture. So far, work has been undertaken to develop infographics covering 'Raising a Workplace Issue' and 'Resolving a Workplace Issue'. These have been published on the People and Development Policy Hub alongside the current grievance procedure.

The findings of Police Scotland's Sex Equality and Tackling Misogyny survey were published on the intranet in March 2023. More than 500 people responded to the survey or shared ideas for change, with 150 opting to be involved in further focus groups and/or interviews. The internal survey found that 86% of women who responded had either been subjected to and/or witnessed sexism and misogyny and that more than 40% of male respondent had witnessed sexism and misogyny. It also reflects that around half of the people who responded agreed the organisation was tackling the issue. Below is a summary of issues that officers and staff raised:

- Sexism and misogyny impacts colleagues in all areas of Police Scotland.

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- Officers and staff highlighted examples of inappropriate behaviour, language, discrimination and unfair treatment, where colleagues have felt unsupported and unable to raise issues.
- Female colleagues have shared experiences of sexual misconduct spanning over a number of years and of not having the confidence to report incidents.
- Genuine concerns and clear instances of discrimination have on occasion been ignored or dismissed as 'banter' with those speaking out wrongfully being accused of not being able to take a joke.
- Female colleagues have told of being treated differently to male counterparts and their knowledge and experience being discounted.
- Male colleagues highlighted that they recognised inappropriate behaviour but don't always feel empowered to call it out, especially when it comes from senior officers.
- Male colleagues have expressed how senior female management and officers have exhibited inappropriate behaviour towards them but felt it went unchecked because they were female.
- Leaders, supervisors and senior managers have a key role to play in supporting colleagues and challenging sexist and misogynistic behaviours.
- When it comes to recruitment, those with unacceptable attitudes towards women need to be rooted out from the start.
- Better mechanisms and safe spaces for reporting discrimination and sexist behaviour can empower people to report without fear of detriment or victimisation.

The Sex Equality and Tackling Misogyny Oversight Board will continue to meet regularly to agree plans and oversee progress and a Delivery Group, chaired by ACC Emma Bond, will drive forward a range of key change activities that respond to insights. Our Violence against Women and Girls (VAWG) strategy also recognises the work that needs to be done internally and outlines the actions we will take as a service to improve inclusion, which includes a zero-tolerance approach to sexism and misogyny.

- Work is underway to progress against the 'Scottish Government Race Commitment' and our commitment to ensure policing in Scotland is anti-racist. A new Strategic Inclusion and Equality Lead has been appointed to support delivery in this area. Initial scoping has been undertaken and will be formed into clear plans and activities going forward.

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- Police Scotland introduced a new programme of continuous integrity screening as part of our ongoing commitment to maintaining the organisation's values, code of ethics, and standards of professional behaviour, and to enhance public confidence in policing.
- A training package has been developed with respect to disability awareness and neurodiversity conditions. This was delivered to members of Operational Support Division, the training received positive feedback and is due to be delivered to officers and staff in Q Division in the near future. Due to the demand for such training contact has been made with colleagues within Leadership, Training and Development to discuss the opportunities for their team assisting in the presentation of this package in the future.
- A 'West Neurodiversity Network' has been established in partnership with the Disability and Carers Association. The network supports officers and staff who have neurodiversity conditions. Discussions are underway to explore options to extend this work nationally including a meeting with key executive members in April 2023.
- A British Sign Language Short Life Working Group has been established following approval of the Policing Together Strategic Oversight Board. The group held it's first meeting in February 2023 with representatives from both staff and officer departments. The goal of the SLWG is to create a BSL Action plan to promote and raise awareness of the language in line with the BSL Scotland Act (2015).
- Introductory and refresher BSL training opportunities have been arranged in partnership with West College Scotland. These were publicised as part of Sign Language Week. The courses will commence in April 2023 and will give circa 200 staff and officers the opportunity to develop their BSL skills.
- A group has been established to increase visibility and educate colleagues on what care experience is and our corporate role to lessen the stigmatisation and discrimination of those who are care experienced. Initial activities include talking to new recruits at Tulliallan and highlighting the work of the group on the C3 E&D page on the intranet. This work will aim to tackle the stigma related to care experience, support officers to 'come out' as care experienced, educate officers on care experienced children and attract care experienced people into Police Scotland.

### **We said we would:**

Use ongoing communications to promote an inclusive culture and values.

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Significant ongoing communications have been progressed through the Policing Together communications platform. Some examples of these include:

- A 'Know Our Values. Live Our Values' campaign was launch in November to help improve understanding and change behaviours throughout Police Scotland. The campaign focuses on each of the ten legislative standards of professional behaviour. It explains what they mean, why they are significant and why it is critical we adhere to them. It also provides real examples of behaviours which can breach them and real stories outlining the impact of discrimination from within and outside of the police service.
- A number of lived experiences were captured and published on the Policing Together Website in October 2022. The pieces highlight the journey of officers and staff in policing and cover various topics including 'A Coming Out Story', 'Living with disability' and 'A Carer's Story'.
- A personal account of a police officers was published in December 2022 to highlight the importance of safeguarding mental and physical health and signposting to all available support. The sharing the lived experiences provides a unique insight and knowledge to other colleagues.
- A Misconduct Publication Scheme has also been approved as part of the Policing Together initiative. The scheme means that the outcomes of gross misconduct hearings where officers have left Police Scotland will be published on the intranet. As part of the scheme, details of gross misconduct proceedings against 16 police officers who left Police Scotland in 2022 were published. The communication of the outcomes of these cases reinforces the values and standards of behaviour expected in policing.
- During the reporting period, events and communications have continued in support of our cultural calendar. These include
  - Supporting Race Equality Week in February 2023. This is an annual UK-wide awareness event uniting organisations and individuals to address the barriers to race equality in the workplace. Policing Together provided information including "what does it mean to be anti-racist" and access to "learn about lived experiences of colleagues" as well as highlighting events taking place during Race Equality Week
  - Celebrating Transgender Day of Visibility on the 23 March 2023. This annual event recognises the lives and achievements of transgender people across the world. These ongoing communications and events continue to help educate officers and staff across policing and highlight the importance of equality, diversity and inclusion.

**Equality Outcome 8** - We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers affecting under-represented groups.

**Police Scotland's objectives are to:**

- We understand internal and societal barriers to attracting individuals from under-represented to join Police Scotland/SPA
- We have inclusive attraction strategies in place and a recruitment system that supports inclusive recruitment practices

**We said we would:**

Identify the internal and societal barriers to under-represented groups joining Police Scotland/Scottish Police Authority.

An external provider was commissioned to undertake research to identify barriers to attracting and recruiting females and those from minority ethnic and LGBT+ communities to police officer and police staff roles. The research included:

- Desk based research including a review of relevant data.
- Exploratory interviews with independent experts on attraction, recruitment and retention of individuals within relevant protected groups.
- Internal Police Scotland/Scottish Police Authority stakeholder in-depth interviews.
- A quantitative online self-completion survey with recent recruits.
- Qualitative 1:1 in-depth interviews with recently recruited colleagues from under-represented groups.
- A quantitative online self-completion survey of adults in Scotland who are eligible to apply for work with Police Scotland.
- Qualitative group discussions with people in target protected groups, who are eligible to be employed by Police Scotland but are not currently employees.

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The initial report findings were presented to Police Scotland on 24 January 2023. A paper was then presented to the Policing Together Colleague Group in March 2023 to update stakeholders in relation to the findings and next steps.

The recruitment team are represented on the new HR Data and Insights Group that is looking at EDI data including gaps and opportunities to develop reporting. This will ensure that opportunities to develop diversity monitoring and reporting for recruitment processes can be explored as part of this group as appropriate.

**We said we would:**

Use inclusive recruitment strategies and positive action activities.

The recruitment process for police officers continues to be monitored by sex and race. The following chart shows the intake figures for police officers split by male, female, Black Minority Ethnic (BME) and White Minority Ethnic (WME):

| Year | Total number of recruits | Male (no & %) | Female (no & %) | BME (no & %) | WME (no & %) |
|------|--------------------------|---------------|-----------------|--------------|--------------|
| 2021 | 622                      | 338 (54%)     | 284 (46%)       | 30 (5%)      | 38 (6%)      |
| 2022 | 910                      | 554 (61%)     | 356 (39%)       | 30 (3%)      | 47 (5%)      |

Data is provided by candidates at application point. Individuals can choose not to disclose their personal data. This data shows that the recruitment rates are higher than the current workforce profiles and will lead to a more representative workforce over time. The time taken will be impacted by the levels of recruitment and the retention rates of officers from under-represented groups.

Positive Action events have continued throughout quarter 3 and 4. A variety of events have been run virtually and in person covering Women, BME, European and Neuro Diverse. In addition, a Black History Month Event was held in October.

**We said we would:**

Launch bespoke development programmes to increase promotion opportunities for under-represented groups.

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Monitoring of officers in promoted ranks has been undertaken across protected characteristic groups. The table below shows the profile of officers in promoted posts as at 31 March 2022.

| Group                     | All Police Officer Number | All Police Officer % | Constable Number | Constable % | Sergeant & Above Number | Sergeant & Above % |
|---------------------------|---------------------------|----------------------|------------------|-------------|-------------------------|--------------------|
| Recorded Disability - Yes | 589                       | 3%                   | 465              | 3%          | 124                     | 3%                 |
| BME                       | 276                       | 1.6%                 | 230              | 1.7%        | 46                      | 1.2%               |
| WME                       | 376                       | 2.2%                 | 322              | 2.4%        | 54                      | 1.4%               |
| Male                      | 11342                     | 67%                  | 8600             | 65%         | 2742                    | 72%                |
| Female                    | 5698                      | 33%                  | 4620             | 35%         | 1078                    | 28%                |
| LGB                       | 683                       | 4%                   | 562              | 4%          | 121                     | 3%                 |
| Total                     | 17040                     |                      | 13220            |             | 3820                    |                    |



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The police officer promotion process has also been monitored. The table below shows the profile of officers promoted between 1 April 2021 and 31 March 2022:

| Group                     | All police officers number | All police officers % | Officers promoted (1 April 2021 - 31 March 2022) number | Officers promoted (1 April 2021 - 31 March 2022) % |
|---------------------------|----------------------------|-----------------------|---|--|
| Recorded Disability (Yes) | 589                        | 3%                    | 42  | 3%   |
| BME                       | 276                        | 1.6%                  | 16  | 1.3%   |
| WME                       | 376                        | 2.2%                  | 14  | 1.1%   |
| Male                      | 11342                      | 67%                   | 913   | 71%  |
| Female                    | 5698                       | 33%                   | 370   | 29%  |
| LGB                       | 683                        | 4%                    | 56  | 4%   |
| Total                     | 17040                      |                       | 1283  |  |

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In addition, police staff in senior graded roles has also been monitored. The table below shows the profile police staff at grades 1-7 and 8 and above as at 31 March 2022:

| Group                     | All police staff number | All police staff % | Grade 7 & below police staff number | Grade 7 & below police staff % | Grade 8 & above police staff number | Grade 8 & above police staff % |
|---------------------------|-------------------------|--------------------|-------------------------------------|--------------------------------|-------------------------------------|--------------------------------|
| Recorded Disability (Yes) | 375                     | 7%                 | 363                                 | 7%                             | 12                                  | 3%                             |
| BME                       | 104                     | 2%                 | 91                                  | 2%                             | 13                                  | 3%                             |
| WME                       | 78                      | 1%                 | 66                                  | 1%                             | 12                                  | 3%                             |
| Male                      | 2079                    | 38%                | 1829                                | 36%                            | 250                                 | 60%                            |
| Female                    | 3405                    | 62%                | 3238                                | 64%                            | 167                                 | 40%                            |
| LGB                       | 202                     | 4%                 | 190                                 | 4%                             | 12                                  | 3%                             |
| Total                     | 5484                    |                    | 5067                                |                                | 417                                 |                                |

Further analysis is ongoing to understand the monitoring findings and establish insights and actions. The refreshed data as at 31 March 2023 will be reviewed and any trends identified.