

OFFICIAL



SCOTTISH POLICE
AUTHORITY
ÙGHDARRAS POILIS NA H-ALBA

Equality, Diversity and Inclusion

Employment Monitoring and Analysis Report

31 March 2021

OFFICIAL

| Contents | Page |
|--|-------------|
| 1. Introduction | 3 |
| 2. Age | 5 |
| 3. Disability | 7 |
| 4. Gender reassignment | 9 |
| 5. Pregnancy and Maternity | 9 |
| 6. Race | 10 |
| 7. Religion or Belief | 12 |
| 8. Sex | 13 |
| 9. Sexual Orientation | 16 |
| 10. Training and Development | 17 |
| 11. Board Diversity | 18 |
| 12. Overarching Actions | 20 |
| 13. Conclusion | 20 |
| Appendix A – SPA EDI Action Plan 2022/23 | 21 |

1. Introduction

The Scottish Police Authority (SPA) is a non-departmental public body based across various locations in Scotland.

We aim to build a workforce which reflects the society we serve, and to create an inclusive culture which values and respects diversity. Each year we publish a summary of the employment monitoring data we have collated and considered in our equality and diversity workforce reports. This publication continues our reporting process which supplements the key insights included within the SPA Equality and Diversity Mainstreaming and Outcomes [Progress reports](#).

The Authority is committed to regularly analysing equality monitoring information to identify trends and, subsequently, required actions to support the delivery of equality outcomes.

Through our workforce diversity monitoring, we continue to demonstrate our commitment to understanding, valuing and incorporating differences to ensure a workplace that is fair, equitable and inclusive for all. We are committed to continuously developing and improving our approach to analysing and reporting employment data as we move forward. For the first time our [Equality Outcomes](#) contain a specific outcome which recognises the need for timely workforce insights to inform and support evidence based planning and decision making. This reflects the journey we are on in partnership with Police Scotland; and our shared commitment to further develop our understanding of the insights our data provides. This in turn will assist in making well informed decisions across the policing system.

Since the Equality Outcomes were published SPA Corporate have published a People and Organisational Development Plan and SPA Forensics have been working on Forensic Services Equality, Diversity and Inclusion (EDI) Strategy. Both have specific commitments to deliver equality outcomes in relation to workforce recruitment, retention and development. The SPA EDI Action Plan (at Appendix A) sets out a series of actions to deliver on this intent.

The data presented in this report covers the overall workforce profile as well as data in relation to recruitment, retention and development. For the purpose of this report, promotion refers to any internal member of staff who successfully applies for a role at a higher grade.

Pay gap information is also provided where available.

1.1 Our Responsibilities as a Public Body

The Authority has a specific duty to publish relevant proportionate information to demonstrate our compliance with the Public Sector Equality Duty (PSED), part of the Equality Act 2010.

We publish information relating to our recruitment practices and information about employees who share protected characteristics in order to demonstrate our

commitment to developing an inclusive workplace and our legal responsibilities against the three aims of the general equality duty, to give due regard to the need to:

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

1.2 Scope

The data within this report relates to staff within SPA Corporate and Forensics with the exception of Section 11, which also includes data in relation to Authority Members.

Where relevant and available, external benchmarks have been drawn from relevant sources, including the National Records of Scotland (2017) based on data from the last Scottish Census in 2011. These external benchmarks were based on the proportion of residents from protected characteristics within the total population, as opposed to within employment.

1.3 Declaration

We encourage our employees to voluntarily and confidentially provide information in relation to their: sexual orientation; marital status; religion or belief; disability; and ethnicity. Having robust data is vital in measuring progress on equality and to ensure that we can accurately assess the impact of our policies and practices on those with protected characteristics.

We recognise that across each characteristic some individuals choose not to disclose their information. We will focus on encouraging an increase in disclosure rates by providing a safe and supportive environment for our staff and being clear on how this information will be used. This will allow us to further improve the quality and validity of our data in future reports and to understand more about the experiences of our staff at work.

1.4 Interpreting the Data

Please note the following when interpreting the data presented in this report:

- Information is published in accordance with GDPR and the Data Protection Act 2018 and so does not identify individuals;
- Low numbers of staff within any characteristic group have been combined to protect anonymity;
- For some characteristics this report is based on relatively small data sets which makes robust analysis challenging;

- We acknowledge the existence of gaps within our data and are committed to a journey of further development of available data for future reports;
- When referencing percentages, this relates to the percentage that have disclosed their protected characteristic information and may not represent the full number/percentage within a protected characteristic group given that a proportion of SPA staff have not disclosed this information.

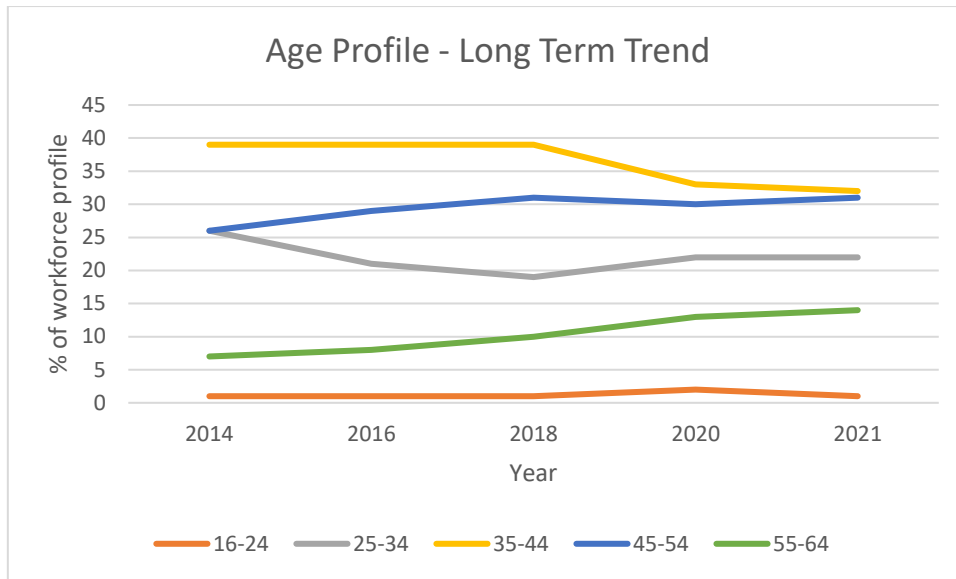
2. Age

In comparison to overall workforce figures reported last year there has been very little change in the age demographic of the workforce - the highest proportion of staff (32%) are aged between 35 and 44. According to ONS statistics, the median age of the population in Scotland was 42.1 years in 2021.

| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ |
|--|-------|-------|-------|-------|-------|-----|
| Overall Workforce (as at 31 March 2021) | 1% | 22% | 32% | 31% | 14% | <1% |
| Recruitment (during 2020/21) | 7% | 64% | 29% | 0% | 0% | 0% |
| Promotion (during 2020/21) | 7% | 43% | 36% | 14% | 0% | 0% |
| Leavers (during 2020/21) | 0% | 27% | 0% | 13% | 53% | 7% |

Although the proportion of young people employed by the Authority remains low, it is encouraging to note that proportionally more young people are being recruited to, and promoted within, the organisation compared to the overall workforce profile. According to [ONS data](#), Between July and September 2021 it is estimated there were still 689,000 young people in the UK who were not in education, employment or training. A large percentage of the work carried out by SPA, specifically in Forensic Services, requires the workforce to be professionally qualified, therefore an under representation of young people in these roles is not to be unexpected. SPA Corporate have recently participated in the Modern Apprenticeship Scheme and SPA Forensic Services are currently considering this in order to address lower representation of the younger workforce.

Analysis of our overall workforce profile from 2014 onwards shows a gradual increase in representation from those in ages 45-54 and 55-64 providing evidence of an ageing workforce.



The data below shows that higher graded positions (Grade 8 or above) are occupied by a higher proportion of staff within the age range of 45 and 54 (40%), whilst staff in the 25–34 age range have a proportionally higher representation at grade 7 and below. Trend analysis with previous years has not identified any meaningful changes, although this is only the second year this data has been available.

| Grade | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 |
|--------------------------|-----------|------------|------------|------------|------------|
| Grade 7 and Below | 2% | 24% | 31% | 26% | 15% |
| Grade 8 and Above | 0% | 16% | 33% | 40% | 11% |
| SPA Staff Profile | 1% | 22% | 32% | 31% | 14% |

Key Insight and Action

The key area of focus in terms of age is underrepresentation of younger people between the ages of 16-24.

Specific actions related to age include:

- Creating opportunities of employment for younger people through a Modern Apprenticeship approach.
- Undertaking outreach work with schools and communities aimed at inspiring, attracting and recruiting young people and promoting the SPA as an employer

3. Disability

The Equality Act states a person has a disability if:

- a. That person has a physical or mental impairment
- b. The impairment has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

In comparison to March 2020, the percentage of staff declaring a disability has increased by 1% overall from 5% to 6%. The number of staff declaring no disability has remained the same at 87%.

| | Yes | No | Chose Not to Disclose | Not Recorded |
|--|-----|-----|-----------------------|--------------|
| Overall Workforce (as at 31 March 2021) | 6% | 87% | 7% | 1% |
| Recruitment (during 2020/21) | 7% | 57% | 0% | 36% |
| Leavers (during 2020/21) | 7% | 73% | 20% | 0% |

We recognise that many employees have traditionally been reluctant to disclose that they consider themselves to be disabled and that this continues to be the case. The Authority is a Disability Confident employer and will continue to emphasise the support available to employees through the Employee Assistance Programme.

Analysis of our staff data from 2014 onwards shows no significant changes in the disability status apart from the small increase in our current overall disability profile as highlighted above. There are no meaningful comparisons to be drawn from the last Scottish Census data in terms of disability.

The tables below show that those who have disclosed a disability are proportionately represented at grade 7 and below compared to the overall workforce profile, however are under-represented at Grade 8 and above, which therefore contributes to a slight pay gap.

OFFICIAL

| Grade | Yes | No | Choose not to Disclose | Not Recorded |
|--------------------------|------------|------------|-------------------------------|---------------------|
| Grade 7 and Below | 6% | 85% | 8% | <1% |
| Grade 8 and Above | 4% | 89% | 4% | 2% |
| SPA Staff Profile | 6% | 87% | 7% | 1% |

| Average Hourly Earnings(£) | Disability Recorded | None Recorded | Pay Gap |
|-----------------------------------|----------------------------|----------------------|----------------|
| SPA Staff | £22.94 | £23.45 | 2.2% |

Key Insight and Action

The key area of focus in terms of disability is underrepresentation across the board.

Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence specific actions in relation to disability include:

- Understanding whether or not the low levels of disability disclosure are likely to be an accurate reflection of our workforce or if staff with a disability are choosing not to disclose this.
- Identifying any potential structural barriers in place that may impact differentially on people with a disability (e.g. recruitment processes, absence management policies or pressure on workloads/services).

4. Gender Reassignment

| Transgender Identity | % |
|------------------------|-----|
| Yes | 0% |
| No | 95% |
| Choose not to Disclose | 4% |
| Not Recorded | 1% |

Our workforce data for this reporting period again shows that no individuals report as transgender, although there are a number of individuals (4%) who have chosen not to disclose this information.

This will continue to be considered as part of a broader approach to supporting confidence in disclosing protected characteristic information along with our continued engagement with our LGBTI Staff Association. Encouraging sharing of information will continue to be a focus however we recognise that this is an individual choice.

Key Insight and Action

Through engagement with diversity staff associations, trades unions and consideration of research and evidence, seek to understand key steps that can be taken to ensure a trans inclusive workplace.

5. Pregnancy and Maternity

We recognise that employees want to strike a balance between their home and work life and so the Authority has in place a number of practices in place to ensure our staff have a positive experience throughout their pregnancy journey and beyond. We offer enhanced pay and leave for adoption, maternity and paternity along with shared parental leave, and a range of flexible working options to support parents in the workplace.

Over the reporting period 1 April 20 to 31 March 21, 19 individuals took maternity leave with 18 returning to their substantive post and one returning to a new role following restructure.

We ensure that all staff are aware of, and understand, their rights and entitlements and recognise that we as an employer have obligations. Following an individual

notifying the organisation they are pregnant, a risk assessment is carried out in order to effectively manage any risks posed while at work.

Key Insight and Action

Work with Police Scotland to seek to develop improved and meaningful data in relation to pregnancy and maternity, particularly in relation to retention in the years following return to work.

6. Race

| | White Scottish | All Other White British | White Minority | BME | Chose not to Disclose | Not Recorded |
|--|----------------|-------------------------|----------------|-----|-----------------------|--------------|
| Overall Workforce (as at 31 March 2021) | 75% | 15% | 2% | 2% | 5% | 1% |
| Recruitment (during 2020/21) | 50% | 0% | 14% | 0% | 0% | 36% |
| Leavers (during 2020/21) | 80% | 13% | 0% | 7% | 0% | 0% |

Due to the very small number of SPA staff promoted during this reporting period, we are currently unable to provide a full profile in relation to ethnicity.

Black, Minority Ethnic (BME) staff continue to make up 2% of our workforce which has been a static position since data were first recorded in 2014. Work is progressing to improve data and insight in relation to reasons for leaving, however it will be important to engage with diversity staff associations to identify any potential issues that may need to be addressed linked to the 7% leaver rate in relation to BME staff (recognising point made at section 1.4 that this comes from a relatively small data set).

Scottish [population figures](#) show that 95.4% of people report their ethnicity as 'White', while 4.6% of the population are from a BAME background, with the Asian population being the largest BAME group (2.8%).

Development of improved workforce data will allow for a better understanding of any pay gaps in relation to ethnicity in order to influence sustainable change.

OFFICIAL

Data show that BME staff are proportionately represented at grade 8 compared to the overall workforce profile and disproportionately underrepresented at grade 7 and below, which may explain the negative pay gap that exists within SPA. Given the small numbers involved, statistical variations can exist and therefore it is difficult to draw any clear conclusions.

| Grade | White Scottish | Other White British | White Minority | BME | Choose not to Disclose | Not Recorded |
|--------------------------|-----------------------|----------------------------|-----------------------|------------|-------------------------------|---------------------|
| Grade 7 and Below | 81% | 11% | 2% | 1% | 4% | <1% |
| Grade 8 and Above | 64% | 22% | 3% | 2% | 6% | 2% |
| SPA Staff Profile | 75% | 15% | 2% | 2% | 5% | 1% |

| AHE (£) | BME | White | Pay Gap |
|----------------|------------|--------------|----------------|
| SPA Staff | £24.80 | £23.21 | -6.9% |

Key Insight and Action

The key area of focus in terms of race is underrepresentation across the board.

Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence, seek to understand the barriers to recruitment and retention of those from minority ethnic backgrounds.

7. Religion or Belief

In terms of faith, there are no significant conclusions which can be drawn from the data available.

| | None | CoS | RC | Other Christian | All Other Religions | Other | Chose Not to Disclose | Not Recorded |
|--|------|-----|-----|-----------------|---------------------|-------|-----------------------|--------------|
| Overall Workforce (as at 31 March 2021) | 53% | 19% | 10% | 3% | <1% | 1% | 12% | 1% |
| Recruitment (during 2020/21) | 57% | 7% | 0% | 0% | 0% | 0% | 0% | 36% |
| Promotion (during 2020/21) | 64% | 7% | 14% | 7% | 0% | 7% | 0% | 0% |
| Leavers (during 2020/21) | 27% | 27% | 13% | 7% | 0% | 0% | 27% | 0% |

There have been only minor changes in the religion profile in recent years with analysis from 2014 onwards showing no significant change over this period other than a continued increase in those stating 'None', which has increased from 41% to 53% since 2014. The SPA recognise, acknowledge and respect the religious diversity of our employees.

There is flexibility in the way that people can book their annual leave, this allows colleagues who observe key dates in their religious calendar to engage in such events and occasions.

As detailed in relation to the full workforce profile, there are no meaningful conclusions which can be drawn based upon this data. The majority of our workforce identify as having no religious beliefs. In terms of the other groupings, there are potentially some differences in levels of representation at the higher and lower grades for specific faith groups.

OFFICIAL

| Grade | None | CoS | RC | OC | Other | OR | CNTD | N/R |
|--------------------------|-------------|------------|------------|-----------|---------------|---------------|-------------|------------|
| Grade 7 and Below | 53% | 19% | 11% | 4% | <1% | 0% | 12% | <1% |
| Grade 8 and Above | 54% | 19% | 8% | 3% | 1% | 1% | 12% | 2% |
| SPA Staff Profile | 53% | 19% | 10% | 3% | <1% | <1% | 12% | 1% |

CoS – Church of Scotland, RC – Roman Catholic, OC – Other Christian, OR – Other Religions, CNTD – Choose not to Disclose, N/R – Not Recorded

Further analysis of this data will take place as part of a wider consideration alongside race.

8. Sex

Overall representation in 2021 is as it was in 2014.

| | Male | Female |
|--|-------------|---------------|
| Overall Workforce (as at 31 March 2021) | 37% | 63% |
| Recruitment (during 2020/21) | 43% | 57% |
| Promotion (during 2020/21) | 29% | 71% |
| Leavers (during 2020/21) | 47% | 53% |

| Type of Promotion | Male | Female |
|--------------------------|-------------|---------------|
| Permanent | 43% | 57% |
| Temporary | 14% | 86% |

OFFICIAL

Recent national [population data](#) reports 51% of the Scottish population are female and 49% are male. The split across the Authority reflects the national trends within the public sector where [data](#) shows that the majority of the workforce is female (70%).

Whilst it is noted that women are overrepresented within SPA it is important that we consider representation across grades within the organisation.

The table below shows the highest percentage of females are in the lowest pay quartile and the highest percentage of males are in the highest pay quartile.

| Pay Quartiles* 2021 | Female | Male |
|---------------------|--------|------|
| Lower | 32% | 10% |
| Lower Middle | 24% | 28% |
| Upper Middle | 28% | 19% |
| Upper | 16% | 45% |

This then has an impact on the Gender Pay Gap as illustrated in the tables below:

| AHE (£) | Female | Male | Pay Gap |
|------------------|--------|--------|---------|
| All SPA Staff | £22.51 | £25.11 | 10.4% |
| Grades 7 & Under | £19.54 | £21.78 | 10.3% |
| Grades 8 & Over | £28.07 | £30.67 | 8.5% |

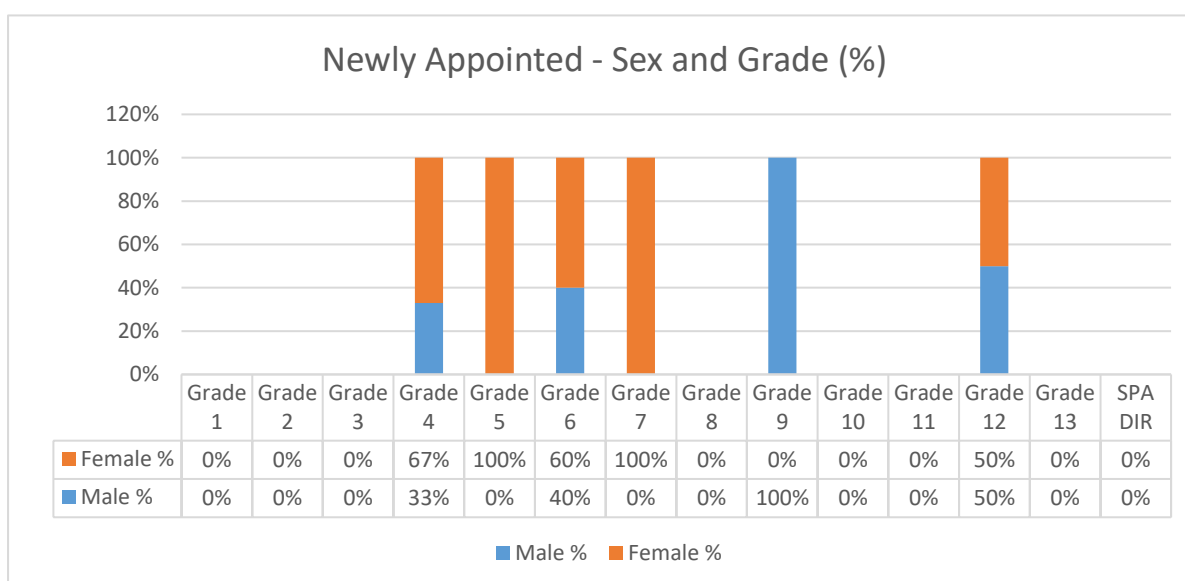
The table below also demonstrates a further impact on the Gender Pay Gap is the disproportionately higher number of females that work part time. 93% of those who are part-time are female.

OFFICIAL

| AHE (£) | Part Time (less than 1 FTE) | Full Time | Pay Gap |
|-----------|--------------------------------|-----------|---------|
| SPA Staff | £21.54 | £23.71 | 9.2% |

The median [gender pay gap](#) for all employees, including full and part-time employees, in Scotland was 10.9% in 2020. The UK gap was 15.5%.

The table below outlines staff newly appointed in 2020/21 based on sex and grade:



Given the low numbers overall it is difficult to draw any statistically significant conclusions from the available data, however the recruitment profile by grade does reflect a continued trend of disproportionately higher percentages of females being appointed to lower graded posts.

Key Insight and Action

The key area of focus in terms of sex is underrepresentation of females at higher grades.

Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence, seek to understand barriers to recruitment and/or progression of females to senior roles.

9. Sexual Orientation

84% of our workforce identify as heterosexual, a decrease of 1% from last year. As detailed, 9% of our staff population have chosen not to disclose information on their sexual orientation which is significantly higher than the 2.5% of the population who chose not to respond within the 2011 census.

| | Lesbian, Gay, Bisexual | Heterosexual | Chose Not to Disclose | Other | Not Recorded |
|--|------------------------|--------------|-----------------------|-------|--------------|
| Overall Workforce (as at 31 March 2021) | 5.4% | 84.4% | 8.9% | 0% | 1.3% |
| Recruitment (during 2020/21) | 7% | 50% | 7% | 0% | 36% |
| Promotion (during 2020/21) | 7% | 86% | 7% | 0% | 0% |
| Leavers (during 2020/21) | 13% | 73% | 13% | 0% | 0% |

According to 2018 [Scottish Government data](#), around 3% of the Scottish population identify as lesbian, gay, bisexual, or other and 95% identified as straight or heterosexual; with Scottish Government recognising that this is likely an under-reflection of the population split.

The Authority supports all employees and works to ensure that all LGBT+ employees are accepted without exception and that our policies and processes remain inclusive and considerate.

SPA will continue to work with staff to encourage disclosure and raise awareness around the importance of this information in relation to identifying and implement suitable, supportive measures. Although representation of gay, lesbian and bisexual staff at 5% is higher than the 2.2% identified within the Census (2011), we will undertake further consideration of our data to ensure there are no structural or cultural barriers in place, particularly considering 13% of leavers in 2020/21 identified as lesbian, gay and bisexual (recognising point made at section 1.4 that this comes from a relatively small data set).

The data below outlines that those who identify as lesbian, gay and bisexual are disproportionately highly represented at Grade 8 and above, which explains the negative pay gap. Given the small numbers involved, statistical variations can exist and therefore it is difficult to draw any clear conclusions.

OFFICIAL

| Grade | LGB | Heterosexual | Other | Choose not to Disclose | Not Recorded |
|--------------------------|------------|---------------------|--------------|-------------------------------|---------------------|
| Grade 7 and Below | 5% | 85% | 0% | 10% | <1% |
| Grade 8 and Above | 7% | 84% | 0% | 7% | 2% |
| SPA Staff Profile | 5% | 84% | 0% | 9% | 1% |

| AHE (£) | LGBT | Other | Pay Gap |
|----------------|-------------|--------------|----------------|
| SPA Staff | £24.40 | £23.30 | -4.7% |

Key Insight and Action

Through engagement with diversity staff associations, trades unions and consideration of research and evidence, seek to understand the barriers to recruitment and retention for those from LGBTI community.

Work with Police Scotland to understand steps being taken to appropriately record non-binary status.

Engage with Senior Leaders within SPA to encourage interest in the LGBTI Reverse Mentoring Programme.

10. Training and Development

It is important that there is equal access to training, supporting our staff to enhance the skills and knowledge to do their jobs and to further develop their careers. We have invested in learning and development by funding an extensive programme of learning as well as supporting individual requests for funding. We have also delivered in house online training including sessions on Equality and Diversity. However there is a need to address data gaps to support assessment of the extent to which there is equal access to training.

Key Insight and Action

Work with Police Scotland to:

- Address data gaps in relation to training and development
- Work with Police Scotland to implement EDI Refresher Training
- embed EDI consideration into training and leadership development programmes
- improve and develop accessible EDI SOPs, guidance documents and tools

11. Board Diversity

The Gender Representation on Public Boards (Scotland) Act 2018 sets an objective for public boards to have 50% female non-executive members. The Authority works proactively with the Scottish Government's Public Appointment Team, who are responsible for appointing the Authority members, to improve the Board's diversity and gender balance.

The Police and Fire Reform (Scotland) Act 2012 allows for Scottish Ministers to appoint up to 15 members to the Authority (minimum 10). The terms and appointment dates of members vary and therefore gender representation can change throughout the year. For the purpose of this report, the gender representation has been noted in the table below at 1 April for 2019, 2020, 2021 and 2022.

| Year | Total Members | Female | % of Female |
|--------------|---------------|--------|-------------|
| 1 April 2019 | 13 | 6 | 46% |
| 1 April 2020 | 11 | 5 | 45% |
| 1 April 2021 | 13 | 7 | 53% |
| 1 April 2022 | 12 | 7 | 58% |

The SPA can confirm that as at 1 April 2022, the Gender Representation Objective of 50% female non-executive members is met.

Since 1 April 2019, there have been a number of members step down at the end of their term or resign from post early. These are listed in the table below:

OFFICIAL

| Financial Year | Total Member Resignations /End of term | Female Resignation / End of term | % of Female |
|----------------|--|----------------------------------|-------------|
| 2019-2020 | 2 | 1 | 50% |
| 2020-2021 | 4 | 1 | 25% |
| 2021-2022 | 0* | 0 | 0% |

* 1 Member passed away

Two recruitment processes have been run by Public Appointments Scotland since 2019 to fill member vacancies. In October 2020, a Public Appointments campaign was launched seeking a new Chair for the Authority. This was followed by a separate process seeking six new members launched in November 2020. In terms of encouraging applications our focus has been on encouraging applications from diverse groups rather than focusing solely on female appointments. Details of the appointments made and the female gender breakdown of appointees is listed in the table below.

| Recruitment Round | Appointments made | Female Appointments | % of Females Appointed |
|-------------------|-------------------|---------------------|------------------------|
| 2020 (Chair) | 1 | 0 | 0% |
| 2020 (Members) | 6 | 3 | 50% |
| 2021 (Members) | 0 | 0 | 0% |

In addition to the appointments made between 1 April 2019 and 31 March 2022, four members had their appointment terms extended, three of which were female.

The recruitment process for appointing members to the Scottish Police Authority is entirely independent of the Authority and rests with the Scottish Government's Public Appointments team. Information in relation to the number of applications received, the number of successful female applicants or details of any positive action steps taken to encourage applications from women is held by the Scottish Government's Public Appointments team.

The SPA does play a supporting role throughout the recruitment process with communication support and engagement activity to promote the vacancies and the work of the Authority.

Key Insight and Action

The Authority's Strategic Business Management team will support the Public Appointments Team to promote Board member roles and related outreach activity aimed at encouraging a diverse pool of applicants.

12. Overarching Actions

The report has articulated actions related to specific groups and themes. An overarching assessment of the data and our equality outcomes has identified actions to support the broader EDI agenda to sit alongside the specific actions already outlined. These are detailed below:

- Work with Police Scotland, informed by engagement with relevant staff associations, trades unions and relevant research and evidence, to improve confidence of staff and officers to disclose diversity data; reducing, over time, the percentage who choose not to disclose with a specific focus on sexual orientation, gender reassignment and race;
- Assess the extent to which recruitment processes are inclusive through the development of written procedures that are supported by an EqHRIA;
- Engage with Police Scotland on the development and implementation of inclusive recruitment and retention strategies and positive action activities;
- Engage with Police Scotland in order to analyse and enhance available leaver information and identify any issues / concerns raised by those from minority groups;
- Engage with Police Scotland on the development of bespoke development programmes to increase promotion opportunities for under-represented groups; and
- Seek to understand why 36% of new recruitments from 2020/21 have not recorded their protected characteristic information by 31 March 2021 and take action based on these insights.

13. Conclusion

We recognise that equality monitoring is a means and not an end in itself. It helps us understand how well we reflect the communities we serve. Work on reporting to date indicates improvement in some areas, however we remain committed to gathering robust data from our workforce, and to increasing self-disclosure response rates. We are making progress, and our plans are set out in this report to demonstrate areas we plan to focus on for the year ahead.

APPENDIX A - SPA EQUALITY DIVERSITY AND INCLUSION ACTION PLAN 2022/23

| OVERARCHING ACTIONS | | |
|--|--|-----------|
| Activity | Owner | Timeline |
| Work with Police Scotland, informed by engagement with relevant staff associations, trades unions and relevant research and evidence, to improve confidence of staff and officers to disclose diversity data; reducing, over time, the percentage who choose not to disclose with a specific focus on sexual orientation, gender reassignment and race | Workforce Governance Team and SPA Forensics Representative | Mar 2023 |
| Assess the extent to which the recruitment process is inclusive through the development of written procedures that are supported by an EqHRIA. | Workforce Governance Team (dependent on Police Scotland) | June 2023 |
| Engage with Police Scotland on the development and implementation of inclusive attraction strategies and positive action activities. | Workforce Governance Team (dependent on Police Scotland) | Jan 2023 |
| Engage with Police Scotland in order to analyse and enhance leaver information and identify any issues / concerns raised by those from minority groups. | Workforce Governance Team (dependent on Police Scotland) | June 2023 |

OFFICIAL

| | | |
|---|---|-----------------|
| Engage with Police Scotland on the development of bespoke development programmes to increase promotion opportunities for under-represented groups | Workforce Governance Team (dependent on Police Scotland) | Mar 2023 |
| Seek to understand why 36% of new recruitments from 2020/21 have not recorded their protected characteristic information by 31 March 2021 and take action based on these insights. | Workforce Governance Team (dependent on Police Scotland) | Dec 2022 |
| TARGETED ACTIONS | | |
| Activity | Owner | Timeline |
| Age | | |
| Create opportunities of employment for younger people through a Modern Apprenticeship Approach | SPA Corporate Management (dependent on Police Scotland) | Dec 2022 |
| Undertake outreach work with schools and communities aimed at inspiring, attracting and recruiting young people and promoting the SPA as an employer. | EDI Forensics Sub-Group. | Mar 2023 |
| Disability | | |
| Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence, seek to understand whether or not the low levels of disability disclosure are likely to be an accurate reflection of our workforce or if staff with a disability are choosing not to disclose this | Workforce Governance Team and SPA Forensics Representative | Jan 2023 |
| Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence, identify any potential structural barriers in place that may impact differentially on staff with a | Workforce Governance Team and SPA Forensics Representative | Jan 2023 |

OFFICIAL

| | | |
|---|--|-----------|
| disability (e.g. absence management policies or pressure on workloads/services). | | |
| Pregnancy and Maternity | | |
| Work with Police Scotland to develop improved and meaningful data in relation to pregnancy and maternity, particularly in relation to retention following return to work | Workforce Governance Team (dependent on Police Scotland) | June 2023 |
| Race | | |
| Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence seek to understand the barriers to recruitment and retention of those from minority ethnic backgrounds. | Workforce Governance Team and SPA Forensics Representative | Jan 2023 |
| Sex | | |
| Through engagement with diversity staff associations, trades unions and consideration of relevant research and evidence seek to understand barriers to recruitment and/or progression of females to senior roles. | Workforce Governance Team and SPA Forensics Representative | Jan 2023 |
| Sexual Orientation | | |
| Through engagement with diversity staff associations, trades unions and consideration of research and evidence, seek to understand the barriers to recruitment and retention for those from LGBTI community. | Workforce Governance Team and SPA Forensics Representative way | Jan 2023 |
| Work with Police Scotland to understand steps being taken to appropriately record non-binary status. | Workforce Governance Team (dependent on Police Scotland) | June 2023 |

OFFICIAL

| | | |
|---|---|-------------------------------------|
| Engage with Senior Leaders within SPA to encourage interest in the LGBTI Reverse Mentoring Programme. | Workforce Governance Team | Jan 2023 |
| Training and Development | | |
| Work with Police Scotland to confirm data gaps in relation to training and development | Workforce Governance Team (dependent on Police Scotland) | June 2023 |
| Work with Police Scotland to implement EDI Refresher Training | Workforce Governance Team (dependent on Police Scotland) | By Dec 2022 |
| Work with Police Scotland to embed EDI consideration into training and leadership development programmes | Workforce Governance Team (dependent on Police Scotland) | By Mar 2023 |
| Work with Police Scotland to improve and develop accessible EDI SOPs, guidance documents and tools | Workforce Governance Team (dependent on Police Scotland) | By Mar 2023 |
| Board Diversity | | |
| Strategic Business Management to consider and implement outreach activity to support future member recruitment. | Head of Strategic Business Management | Prior to next recruitment campaign. |