SCOTTISH POLICE
AUTHORITY

<div style="border:1px solid">**Agenda Item 5**</div>

Meeting	Authority Meeting
Date	**19 August 2020**
Location	**Video Conference**
Title of Paper	**Workforce Diversity, Inclusion and Equality in Policing**
Presented By	**DCC Fiona Taylor, People and Professionalism**
Recommendation to Members	**For Discussion**
Appendix Attached	**No**

PURPOSE

This paper outlines work being carried out by Police Scotland across a range of areas of equality, diversity and inclusion, as they affect both the workforce and the organisation's role within the criminal justice landscape. This paper seeks to provide a basis for meaningful discussion, and covers the following areas:

- Workforce profile for sex and race, split by Officers and Staff
- Positive action activity
- Training
- Grievance / Misconduct
- Custody

Members are invited to discuss the content of this paper.

1. BACKGROUND

1.1 The success of policing in Scotland comes largely from the legitimacy afforded to us by the communities we serve. Scotland is no different to other parts of the United Kingdom and beyond: we are acutely sensitive to events overseas and at home and the need to understand and respond to the dynamic nature of society. We know that success can only be optimised through a workforce that is broadly reflective of the communities of Scotland. A key driver for the Service is to make sure that we attract, develop and retain good people into policing, and enable them to deliver the best service possible. We need to invest in the development and progression of our people and improve the quality of our services to realise a modern, national service.

1.2 This is only possible where we gather, report, understand and act upon, workforce data that informs and assists us to make the right decisions towards this end. We use such information to guide decisions on further diversifying our workforce, ensuring we attract, retain and build the right mix of people, capacity, skills and talent across the Service, and in so doing meet the growing and changing demands on policing. Our leaders are required to promote our organisational ethics and values and must uphold our professional standards in the management and support of our people.

1.3 Police Scotland, as the second largest police service in the UK also has a unique position as a national service. We are striving to increase the diversity of our workforce through ensuring that our systems and processes for recruitment, progression and retention hold no barriers to those from under-represented groups. Our ambition as a service is to have a workforce that is broadly reflective of the social demography of Scotland. Success in achieving that ambition will result in a significant increase in the numbers of minority ethnic (BME and WME) recruits to our service, both as police officers and police staff. Whilst continuing the excellent work already undertaken to increase the number of female police officers, our particular ambition is to reduce the gender gap at promoted ranks to one that is more reflective of the overall ratio, which we will seek to continue to improve upon.

2.   FURTHER DETAIL ON THE REPORT TOPIC

2.1   WORKFORCE PROFILES AT 31/03/2020

2.1.1 Annually, we undertake Equality & Diversity Employment monitoring. From the data we have, it is evident that, whilst there are marginal changes in our workforce diversity, we have more to do to be more representative of Scotland as a society. We are committed to this and will outline our plans to do so in section 3 of this report.

2.2   Sex

2.2.1 The proportion of female Police Officers has increased from 31% to 32% between 31 March 2019 and 31 March 2020, representing an increase of 215 female officers in employment with us over this period. This places Scotland as having one of the highest proportions of women in UK policing.

2.3   Race

2.3.1 For clarity and ease of reference, the classifications used within this report, incorporate the following ethnic origin categories.

- BME[1] - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group.

- All Other White British - White English, White Northern Irish, White Welsh and White Other British.

- White Minority - White Irish, White Gypsy/Traveller, White Polish and White Other.

2.3.2 The race profile of our Officers and Special Constables remains proportionally unchanged in the above categories between 31 March

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[1] *'The Scottish Equality and Human Rights Commission produce guidance for the public sector in Scotland to support them in fulfilling their equality duties. Within this guidance the Commission direct the public sector in Scotland to use the same terminology for categories as used in the Scottish Census. This provides a consistent approach across Scotland for the public sector. The Scottish Census uses the terms Black Minority Ethnic (BME) and White Minority Ethnic (WME) which is therefore the terminology used by Police Scotland. England and Wales have their own respective Equality and Human Rights Commission and Census and so the terminology used in England and Wales can differ from that in Scotland including the use of BAME where Scotland uses BME.*

2019 and 31 March 2020. 2% of our Officers identify as White Minority and 1% identify as BME. 2% of our Special Constables identity as White Minority, and a further 2% identify as BME. We now employ 10 more Staff who identify their ethnic origin as BME.

2.3.3   We continue to see a decrease in the number of those who "Choose not to Disclose" for the protected characteristic of Race for all staff groups. Reducing this further remains a priority for us. We are developing a communications plan to encourage colleagues to provide us with their personal details to ensure we have up to date and relevant demographic information. This helps us to identify specific issues and develop solutions to ensure equality of opportunity for all staff.

2.4   Disability

2.4.1   The disability profile of our Officers, Staff and Special Constables remains proportionally unchanged between 31 March 2019 and 31 March 2020, at 3%, 7% and 1% respectively. Numerically however, we have 19 more Officers and 23 more Staff at 31 March 2020 who have told us they have a disability than at 31 March 2019.

2.5   Sexual Orientation

2.5.1   The number of staff identifying as Lesbian, Gay or Bi-sexual has increased across all of our workforce. This has not yet affected the proportion of police officers and police staff which remains the same as the previous year at 3%. There has been an increase from 4% to 5% for our Special Constables.

2.6   Transgender

2.6.1   Less than 1% of our workforce identify as Transgender.

2.7   Religion or Belief

2.7.1   The number and proportion of Police Officers and Police Staff identifying their Religion or Belief as "None" continues to increase. Further, the number of Police Officers, Police Staff and Special Constables identifying their Religion or Belief as "Church of Scotland" continues to decrease when compared to the Workforce Profile at 31/03/2019. This trend has also been identified within the most recent Scottish Social Attitudes Survey undertaken in 2018.

2.7.2 The proportion of those identifying as Roman Catholic has remained constant for police officers and police staff. The proportion of those identifying as All Other Religions remains the same for all staff groups when compared to the Workforce Profile at 31/03/2019. Muslim is the most common religion for those categorised as All Other Religions for all staff groups.

2.8 Police Officer Rank Profile at 31/03/2020 – Sex and Race

2.8.1 The proportion of females in the promoted ranks of Sergeant and above has increased from 25% to 27% in 2019/20. During the same period, the proportion of those in promoted ranks remained the same for those who identify as BME and White Minority at 1% respectively. Whilst there has been no change in proportions, the number has increased for those identifying as BME from 40 to 44, and from 43 to 49 for those who identify as White Minority.

2.9 POSITIVE ACTION ACTIVITY

2.9.1 The Police Scotland People Strategy 2018-21 and associated Recruitment Framework sets out our commitment to positive action to attract high calibre individuals from a diverse range of backgrounds to our organisation.

2.9.2 The Positive Action Team (PAT) was established in 2017, initially as a function within Safer Communities. It was, however, identified from an early stage that the PAT would be more effectively placed within People & Development – Recruitment, where it now plays a key role in attracting under-represented groups to join the police service.

2.9.3 The PAT's original remit was exclusively to promote the organisation to those from an ethnic minority background; however the team has widened their reach to support recruitment across other protected characteristics including sex and sexual orientation. The PAT further supports other priority areas within the organisation, such as remote and rural recruitment efforts, and takes forward the spirit of the Armed Forces Covenant signed by the Chief Constable in 2018 which lays down Police Scotland's obligations in supporting serving and former members of the Armed Forces.

	Q1 BME/ WME	Q2 BME/ WME	Q3 BME/ WME	Q4 BME/ WME	Total	Total Intake	%
2017 2018	19	18	15	11	**63**	694	**9%**
2018 2019	16	14	22	7	**59**	894	**7.6%**
2019 2020	19	17	9	13	**58**	1042	**5.6%**

2.9.4   The table above summarises the BME/WME recruitment statistics over the last 3 years. The total number of BME/WME officers recruited has remained steady, however as a result of increasing recruitment overall, numbers have declined in percentage terms.

2.9.5   The 2011 Scotland census showed the population as 3% Asian/BME and 1% Eastern European/WME. This 4% total of minority ethnic groups continues to be used as a benchmark within most Scottish organisations for diversity of workforce representation.

2.9.6   The flagship race diversity event held by the Positive Action Team is the 'Introduction to Policing Programme' (ITPP) which is designed to support members of minority ethnic communities to learn more about policing through awareness events and ongoing support through the recruitment process. The ITPP commenced in 2017 and initially offered attendees a 4 day programme at the Scottish Police College. Following feedback and evaluation, the length, structure and location of the event has been revised to increase accessibility and is now a one day event which (prior to the impact of COVID-19) was hosted in a variety of locations around Scotland. This has enabled local policing divisions to become involved, allowing input from local officers which helps to provide an accurate reflection of the nature of policing in each area.

2.9.7   Between April 2019 and March 2020, 12 BME focussed events were held in venues across E, D, Q, G, V, J, C and A divisions with a total of 262 attendees, resulting in 54 applications to date. Analysis on conversion rates is limited to anecdotal feedback from attendees however it is unfailingly positive in terms of the quality of the event. We are aware that some candidates may currently be prevented

from applying as a result of UK residency status, however many indicate an intention to apply at a future date.

2.9.8 The ITPP is just one recruitment 'product' offered by the PAT. 2019 saw the introduction of 'Discover Your Journey' events which, in response to feedback, offered a less structured, 'drop-in' style event open to all. Between August 2019 and January 2020, 13 Discover Your Journey events attracted a total of 709 attendees. Due to the limitations of manual recording, conversion rates are not yet available.

2.9.9 As a policing organisation, the Positive Action Team was one of the first in the UK to host a dedicated LGBT+ recruitment event in October 2019. The event, which was supported by the Force Executive was widely publicised on social media, attracted highly positive support from our staff association and LGBT+ colleagues who provided inputs on the day from their personal experiences. The event attracted 44 attendees, from which we secured 20 applications and this has resulted in four recruits currently awaiting appointment.

2.9.10 Women in Policing Recruitment events held in Inverness and Aberdeen in October 2019 were supported by members of the Force Executive and offered prospective female candidates the opportunity to hear from a variety of officers in specialist and non-specialist roles across the organisation. This was in an attempt to demystify and dispel any fears or uncertainties about the requirements of policing. 65% of attendees at our WIP events have pursued an application, with the overall number of recruits in 2018/19 and 2019/20 rising from 33% female to 40% female.

2.9.11 The Positive Action Team hosted a bespoke recruitment event in Shetland in November 2019 which, following focussed promotion by both PAT and local officers, saw 17 attendees, of which 7 applied to join Police Scotland. Two recruits will be joining as police constables in our September 2020 intake. Recruitment efforts in 'hard to reach' areas were further supported by the PAT in April 2020 when, as a result of Covid-19 restrictions, a phone-in recruitment session was organised and promoted for prospective candidates in Argyll and Bute. 27 phone calls were taken and seven applications generated. These candidates currently remain live in the selection process.

2.9.12 As previously mentioned, in support of the Armed Forces Covenant, the Positive Action Team has established a close relationship with the Wounded-Injured-Sick Armed Forces charity which supports

veterans who have been discharged from the armed forces on medical grounds and seeks to identify employment opportunities in civilian roles, ideally utilising their military skills and expertise. In early 2020, a veteran was successfully placed within the Operational Planning Department in Tayside division with a further placement planned in E division for later this year.

2.9.13 Understandably, much of the typical outreach work carried out by the Positive Action Team has been paused subject to Covid-19, and with the redeployment of team members to support local policing. This, however, has presented the opportunity to engage virtually with communities. In July 2020 the PAT hosted 4 days of 'phone in' opportunities for BME candidates which generated 43 phone calls. It is as yet too soon to report on application conversion rates. The team has developed a comprehensive online recruitment event, the first of which will be hosted on 20 August via MS Teams. A further nine events are planned through to November 2020. PAT members maintain contact with current and prospective candidates via a highly popular 'closed' Facebook page which is interactive and allows members to share experiences and establish support networks.

2.9.14 Since limited face to face recruitment activity resumed in June 2020, the Positive Action Team has introduced fitness workshops to allow candidates to be provided with training advice and the opportunity to regularly gauge their improvement in fitness test performance.

2.9.15 Work is ongoing at present to undertake a full review of the Standard Entrance Test (SET) with a view to reducing any adverse impact on minority ethnic candidates, particularly those for whom English is not their first language. Analysis of SET performance across 2018/19 showed the pass rate for White Scottish candidates was 83.9% compared to 62.3% of BME candidates. The review is being led by an external provider who are leaders in educational and occupational assessment. The revised SET is currently in the testing phase and further details of the outcome of the testing will be provided to the Scottish Police Consultative Forum prior to formal changes being agreed.

2.9.16 The Positive Action Team continues to maximise engagement opportunities with all diversity staff associations through monthly meetings and will soon attend the first meeting of a short life working group to explore and work with the STUC Black Workers' Committee in relation to the recruitment and retention of BME colleagues.

2.9.17 2020 will see the introduction of Positive Action to Staff Recruitment as referenced in the People and Development annual delivery plan 2020/21. This will be included in the PAT quarterly reporting.

2.10   DIVERSITY TRAINING

2.10.1 Our Equality and Diversity training links directly to the Strategic Priority to 'Empower, enable and develop our people'. Every new Officer or member of Staff joining our service receives training from a competent E&D instructor.

2.10.2 In 2018, a Short Life Working Group was established to review the delivery of Equality and Diversity Training within the Service. Amongst other things, a need was identified to continue to upskill our E&D instructors, increase the cadre of instructors, update/refresh training materials and content and to benchmark and evaluate best practice across partner organisations. Work has been ongoing since then to achieve this with twelve workshops delivered in 2019, and more planned for this year (currently postponed due to COVID-19).

2.10.3 In terms of essential E&D training, all new officers and staff receive the same full day Equality and Diversity training package. Content was last reviewed in 2019, and further modernisation work is ongoing. This will be incorporated into the new probationer training programme that will roll out from December 2020.

2.10.4 The force's Critical Incident Management Exercise training programme (known as CIMplexity) is provided for Inspectors and above, and is designed as an immersive training exercise. It considers strategic decision making (using the National Decision Model) around a Critical Incident scenario, set against the ethics and values of Police Scotland. The scenario specifically looks at how diversity can be linked to criticality and plenary discussions centre around the language we use, the way we communicate, the behaviour we display and how these are received outside the organisation. Case studies are discussed throughout, and in addition to the fictional scenario, these focus on learning from recent and relevant Scottish operational examples. There are elements of equality and diversity which raise awareness (forced/arranged marriage, honour based violence and cultural difference) within the exercise and the storyline. One standing element is an advisory syndicate, (see below) with a "critical friend" that offers live cultural advice into the "playing" syndicates and provides a presentation on the second day – this is particularly well

received. Also included is a Media Masterclass focussing on internal and external communications and strategies. On each occasion, there is an advisory syndicate, chaired by a senior police officer and made up of partners such as Scottish Government, SPA, SF&RS, HMICS, COPFS, Equality & Human Rights Commission, Stonewall, Interfaith, NISAG members, Scottish Universities, third sector representatives and independent lay advisers. Consistently, there is hugely positive feedback about the benefits of bringing together our partners and stakeholders, who experience the exercise alongside police officers, allowing discussions to take place and contacts to be made. Of particular note is the feedback about the mutual understanding gained about the policing perspective alongside the advisory perspective. The course also benefits from the participation of members of our Diversity Staff Associations. From its inception the course has been supported by the Force Executive with the vast majority of the current executive having undertaken the course. To date, this training has been delivered to over 500 senior Officers and has the support of not only the Force Executive and SPA but also partners from across Scotland, who were all involved in providing external scrutiny and perspective during the design process back in 2012.

2.10.5 To support Officers and Staff gain access to flexible training resources at a time and in a place that works for them, the Service launched its 'How To' platform last year. This web-based learning platform enables users to take a proactive approach to their professional development. It has a bank of over 2,000 learning resources covering a wide range of subjects including E&D related topics such as unconscious bias. The platform can be accessed via the intranet, home computers and mobile phones enabling access at any time. This has received very positive feedback, and received more than 5681 hits in May alone. We have subsequently secured the platform for a further three years.

2.11 GRIEVANCE & ETHNICITY

2.11.1 The following information provides the Race profile for those whose grievances were concluded between 01 April 2018 and 30 June 2020 where the grievance was resolved. The profiles for other protected characteristics are currently being analysed.

2.11.2 **Police Officers**

The following table shows the Race profile of grievances concluded between 01 April 2018 and 30 June 2020.

	Police Offices Grievance Profile	**Police Scotland Profile at 31/03/2020**
Ethnic Origin	**%**	**%**
White Scottish	76%	78%
All Other White British	6%	8%
White Minority	2%	2%
BME	3%	1%
Choose not to Disclose	13%	7%
Not Recorded	0%	3%

Analysis tells us that there was no common grievance reason observed for those identifying as BME, and that Bullying/Harassment was the most common reason for grievance for all of the other ethnic origin categories.

We can show from the table below the resolution stage at which the above grievances were concluded.

Stage Resolved	**%**
Informal	7%
Stage 1	68%
Stage 2	14%
Stage 3	1%
Not Stated	11%

Further analysis has informed us that:
- 100% of those who identified as BME had their grievances concluded either informally or on conclusion of Stage 1.
- 100% of those who identified as White Minority had their grievances concluded at Stage 1.
- 83% of those who identified as Other White British had their grievances concluded at Stage 1.
- 63% of those who identified as White Scottish had their grievances concluded at Stage 1; 14% at Stage 2; 1% at Stage 3; 6% informally and 15% the stage at which it was concluded was not stated.

2.11.3 Police Staff

The following table shows the Race profile of grievance concluded between 01 April 2018 and 30 June 2020.

	Police Staff Grievance Profile	Police Scotland Profile at 31/03/2020
Ethnic Origin	**%**	**%**
White Scottish	81%	84%
All Other White British	5%	7%
White Minority	0%	1%
BME	2%	2%
Choose not to Disclose	10%	4%
Not Recorded	2%	2%

Analysis tells us that there was no common grievance reason observed for those identifying as BME or Other White British (taking account of the small numbers involved). 'Other' was the most common grievance reason for those identifying as White Scottish.

The table below shows the proportion at which stage of the process the grievance was concluded.

Stage Resolved	**%**
Informal	5%
Stage 1	74%
Stage 2	17%
Stage 3	2%
Not Stated	2%

Further analysis has informed us that:
- 100% of those who identified as BME had their grievances concluded at Stage 1.
- 50% of those who identified as Other White British had their grievances concluded at Stage 1 and 50% at Stage 2.
- 73% of those who identified as White Scottish had their grievances concluded at Stage 1; 15% at Stage 2; 3% at Stage 3; 6% informally and 3% the stage at which it was concluded was not stated.

Drawing conclusions on this data based on such low numbers of grievances from those identifying as BME or White Minority is not possible without further more detailed analysis across all of the ethnic origin categories.

2.12   MISCONDUCT & ETHNICITY

2.12.1 Procedural justice plays an integral part in public trust and confidence in policing and is underpinned by fair and equitable internal processes and outcomes. The Ethnic Origin Profile for Police Officers who are suspended or on restricted duties due to matters of misconduct is indicated in the table below. The information is based upon aggregated self-classified equality and diversity data.

	Police Scotland Police Officers at 31/03/2020		Suspended / Restricted Police Officers at 27/07/2020	
Ethnic Origin	**%**	**No:**	**%**	**No:**
White Scottish	78%	13743	79%	94
All Other White British	8%	1489	7%	8
White Minority	2%	341	2%	<5
BME	1%	253	2%	<5
Choose not to Disclose	7%	1312	10%	11
Not Recorded	3%	555	0%	0

Similar information for Sex is displayed below:

	Police Scotland Police Officers at 31/03/2020		Suspended / Restricted Police Officers at 27/07/2020	
Sex	**%**	**No:**	**%**	**No:**
Male	68%	11984	83%	101
Female	32%	5709	17%	20

2.12.2 When broken down by Ethnic Origin, the pattern for duty restricted/suspended officers broadly speaking mirrors the overall force demographics however when broken down by sex, there is some disparity between the force demographic versus the percentage of male and female officers who are duty restricted or suspended. It is difficult to offer any rationale for this disparity without further detailed research of the specifics of each case.

2.13   POLICE CUSTODY & ETHNICITY

2.13.1 Police Scotland uses the National Custody System (NCS) to manage persons coming into police custody, inclusive of those persons who are temporarily lodged in police custody whilst en-route to a further destination (i.e. court/prison), those who come into a police station for privacy to conduct a strip search under the Misuse of Drugs Act and those persons who attend at a Police Station on a voluntary basis to be interviewed in connection with an ongoing criminal enquiry.

2.13.2 The NCS system is used primarily to facilitate due legal process and support the care and welfare requirements of those in custody and is designed around those key points. This will include data on whether a person is injured when presented in custody as part of the care and welfare vulnerability question set. However, other data is collected as part of the process including the ethnicity of the person which is required in every case.

2.13.3 Data was drawn using a date range of those coming into custody between 1 April 2019 and 31 March 2020. Within this timeframe, 5.5% of those coming into custody identify as BME, and only 0.7% of all custodies who are injured identify as BME. This compares with 21% of all custodies who were injured identifying as White.

2.13.4 Reviewing data in terms of those held in custody for court, again the data does not show any disproportionality based on ethnicity with those identifying as BME being less likely to be held for court than those who are White. Overall, BME individuals accounted for 4.5% of all those held for court.

2.13.5 It is not currently possible to determine an ethnicity profile for those 'injured' whilst in custody. If a person is injured in custody this is classified an 'adverse incident' as defined in the Care and Welfare of Prisoners Standard Operating Procedure and we record this on an Episode Report. Such incidents can be categorised as: Accident, Cell Damage, Complaint, Concealment, Feigned Illness, Medical, Self-Harm, Suicidal, Violent/Weapons. Each episode report also includes a summary of what happened and what action was taken. In order to provide an ethnicity profile each record would have to be manually accessed and in 2019/2020 there were 4,059 episode reports recorded on NCS. Ultimately the system does not provide this as it was designed to facilitate the management of the legal and care/welfare requirements of an individual whilst they are in Custody, not as a data management information system.

2.13.6 By way of reassurance, once logged on the system the episode report is recorded and displayed clearly so those managing the care and welfare of the custody can see there has been some form of adverse incident, and can read the details to ensure an appropriate care plan is in place. Should that person come into custody again, the fact that there had been a previous episode is highlighted on booking-in so that appropriate care is in place. Episode reports are also monitored regularly by CJSD Custody Cluster Inspectors.

2.13.7 CCTV is fitted and used in all our custody suites for the safety of prisoners, officers and police staff. The Independent Custody Visitor Scheme also provides scrutiny of custody centres and acts as an independent body in the prevention of torture and other cruel, inhumane or degrading treatment or punishment. Custody visitors are representative of as wide a cross section of the community as possible and aim for a balance of age, gender and ethnic background.

2.14   HATE CRIME & ETHNICITY

2.14.1 It would be advantageous to have accessible data which provided an overview of the specific ethnic groups impacted by crime, as this would provide greater understanding of the trends and harms affecting specific minority communities. We record data on hate crime but, it is not possible to extract data which provides an accurate profile of other crimes impacting different ethnicities and minority communities.

2.14.2 Police Scotland does not have a national crime recording system on which this data is captured as crime data is currently held across the country on different (legacy) systems. The Data Standards Council (Core Operational Solutions) has established a working group to consider and consolidate standard questions and information recorded on all national systems. This includes considering Ethnicity and will ensure consistency and integrity in how this data is recorded and captured on police systems.

2.14.3 With regard to hate crime/incidents, data is available from the Interim Vulnerable Persons Database which provides a breakdown of crime and incidents affecting the 5 broad protected characteristics, Race, Religion, Disability, Sexual Orientation and Transgender. This data provides an indication of the level of incidents affecting protected groups, however doesn't provide an accurate number of crimes affecting people from minority communities, particularly as the nominal data can have more than

one person recorded against a crime/incident. Although this is the system on which all hate crime/incidents are recorded and drawn from, it was not designed for this purpose.

Our Hate Crime Management Data[2] report for March 2020 reports that in the financial year 2019/20 there were 6,745 hate incidents reported to Police Scotland which was an increase of 306 incidents from the previous year. Sometimes there is more than one aggravator recorded for a crime. The following table shows the number of reports for each type of aggravator at Force level for the last two full financial years, and confirms that by far the most common perceived reason for a hate incident is Race, followed by Sexual Orientation.

	2018/2019	2019/2020
Race	4090	3945
Religion	456	501
Race & Religion	82	82
Multiple Aggravators (inc Race or Religion)	116	169
Disability	261	270
Sexual Orientation	1221	1304
Transgender	87	92
Multiple Aggravators (excl Race or Religion)	35	43

2.14.4 The Scottish Government Justice Analytical Unit is due to restart a deep dive of the data Police Scotland holds in relation to hate crime, which had commenced earlier in the year prior to COVID-19. We continue to work to enhance our data recording systems. Safer Communities Equality & Diversity Unit conducts daily monitoring of hate crimes and tensions during the COVID-19 pandemic and leads on the Community Impact Assessment process for emerging events or incidents which may give rise to tensions. This process allows

[2] The management information data for crime recorded in the current financial year are provisional, because these are highly likely to experience re-classification and/or no-criming as investigations proceed. It usually takes between one and two quarters for the data to settle and for most of the natural revisions to take place. Consequently due to the small figures associated with hate crime at the beginning of a new financial year, fluctuations in data can take place in the short term. Comparisons between data produced by Police Scotland to that of the Scottish Government Justice Analysis cannot be made. This is because the Scottish Government use 'snapshot' data that is not refreshed if a crime is no-crimed or reclassified. This means Police Scotland management information data provides the current most recent data as at the point of data extraction. However it is important to note that the data produced by Scottish Government are published as the official recorded crime statistics.

the Service to assess impact and set in place mitigating measures in partnership with appropriate services and communities themselves.

3.   NEXT STEPS

3.1   In Police Scotland, we continually strive to diversify our workforce and appreciate that there is more to do in this regard. To this end we have identified a number of activities in our People and Development Annual Delivery Plan for 2020/21 that we believe will impact positively on our workforce profile, as follows:
   - We will undertake research to identify the barriers to under-represented groups joining Police Scotland;
   - We will identify, monitor and publish robust data to meet all external requirements and to inform internal decision making/focus and investment;
   - We will consult on, and agree a new recruitment system that mitigates against unconscious bias which includes an anonymised process;
   - We will deliver bespoke development programmes to increase promotion opportunities for under-represented groups – especially BME and females.

4.   CONCLUSION

4.1   This paper demonstrates the focus and range of actions that have and continue to be taken in order to attract and recruit people from different backgrounds into our workforce, and we know we must go further to encourage greater diversity.

4.2   Furthermore, this paper shows no significant disproportionality in our management of employee relations and we are reassured that there is no evidence of managers treating any particular group of the workforce unfairly.

4.3   The custody management information regarding ethnicity does not highlight any concerns regarding disproportionality of individuals coming into police custody.

5.   FINANCIAL IMPLICATIONS

5.1   There are no financial implications associated with this paper.

6.   PERSONNEL IMPLICATIONS

6.1   Our People Strategy and annual delivery plan is designed to ensure we have a modern workforce, operating in a modern

environment that is relevant for our time. Some of the activities will have an impact on our personnel and the way in which they currently work. We will proactively engage with our stakeholders and staff associations to ensure we work collectively in the best interest of our people so we can best serve the communities of Scotland.

7.   LEGAL IMPLICATIONS

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

8.   REPUTATIONAL IMPLICATIONS

8.1   There are reputational implications. Our People Strategy and annual delivery plan operationalises the organisation's strategic priorities and commitments to provide the best possible working environment in which our workforce can thrive. Getting this right enables our workforce to provide the best possible service to the public which will positively enhance the reputation of Police Scotland both in terms of service provision and as an employer of choice.

9.   SOCIAL IMPLICATIONS

9.1   Our plans are designed to diversify our workforce by encouraging people from under-represented groups in society to consider a career with us. Having a diverse workforce that is increasingly representative of society increases our relevance to all our communities and impacts positively on our legitimacy to police in Scotland.

10.   COMMUNITY IMPACT

10.1   Without a well skilled, supported and motivated workforce our service delivery to local communities could be compromised.

11.   EQUALITIES IMPLICATIONS

11.1   Elements of the People Strategy and annual delivery plan are designed to tackle the barriers to recruitment, promotion and retention from under-represented groups. This will impact positively by ensuring we are accessible as an employer to all our communities.

12. ENVIRONMENT IMPLICATIONS

12.1 There are no environmental implications.

RECOMMENDATIONS

Members are invited to discuss the content of this report.