

Fife Division

In Fife, we have a Disability Consultation Group made up of experts/practitioners working in the field of disability. These practitioners are either attached to a voluntary/charitable or public body.

A Lay Advisory Group also meets approximately 8 weekly at Fife Division Office, and is made up of community members and some organisations, who collectively through their expertise can advise on a whole range of protected characteristics. These Lay Advisors must be able to disseminate information back to their community. They are not paid a retainer or monies, other than travelling expenses incurred as a result of attending the meetings.

A Faith Leaders Group made up of representatives of various faiths meets from time to time and is run by a local community officer.

There is also staff groups of various protected characteristics and there are a number of bodies that we contact for advice such as e.g. Gay Police Association.

All of these groups have direct access to the Equality Delivery Group which is made up of Local Area Chief Inspectors and chaired by the Chief Superintendent, as is the Lay Advisory Group.

If an individual wanted to be a Lay Advisor or part of the consultation process they can contact Fife Division and ask for the Equalities Unit.

Greater Glasgow, Ayrshire, Lanarkshire, Argyll and West Dunbartonshire and Renfrewshire and Inverclyde Division

The use of Community Advisors is an important strand of community engagement, in developing trust and confidence in the service that the police provide. This engagement also enables greater accountability and provides the Police Service with improved direct access to communities in order to reassure or assess concerns in response to critical incidents.

Community Advisors provide advice to senior investigation officers, police incident officers and others as necessary in respect of diversity related matters within their area of expertise. They are available to respond to the request for assistance at short notice, including outwith office hours.

We know that some forces previously advertised vacant posts. However, we are currently working on a new community/lay advisor model which will take in to account best practices from all the policing areas and once this has been agreed a job description will be made available.

Tayside Division

Over the past 10 years our Community Advisers have acted as critical friends and provided constructive feedback and advice in relation to our policies, practices etc. to ensure that we provide a fair and equitable service to all who live and/or work in or visit Tayside and, to advise in respect of impact of our policies on their communities.

Previously potential advisors have been identified by Community Liaison Officers and the Force Diversity Adviser who carried out informal interview by phone or personally before discussing the matter with the chair. If supported, the potential adviser was invited to a future meeting as an observer and to have an opportunity to meet the chair, who had final say in whether a member joins, and to meet other members. After this meeting the individual decided whether they wished to join or not and the chair decided whether to accept them as a member or not.

We did publish an application form on line to encourage involvement in our strategic and divisional community advisory groups but take up was poor. Direct contact /discussion and encouragement to get involved has worked much better for us.

In Tayside Division Community Advisory Groups still exist but meetings and recruitment of advisers are on hold until new structures have had time to settle and revised guidance regarding community advisers is in place. Our Community Constables are continuing to work proactively with community groups in their areas to ensure any issues or concerns they have being addressed.

Our Diversity Adviser would, however, be pleased to receive a brief letter of application with contact details and some information about your area of knowledge / expertise. This will be considered when an opportunity arises to fill a vacancy in your particular area of expertise.

Please find attached a copy of the Policy Terms of Reference re Community Advisers.

Dumfries and Galloway Division

The former Dumfries and Galloway Constabulary has not set up any public liaison groups or committees specifically for liaison with equality/diversity groups. Good relations established and maintained through direct contact and partnership working with local equality/diversity groups provides the opportunity for such groups to become involved and to work alongside the police in a variety of matters.

Dumfries and Galloway Constabulary / Division does not have community advisers or special community advisers.

Edinburgh City, the Lothians and Scottish Borders Division

The Police Service of Scotland inherits a proud tradition from the former eight regional forces of protecting and safeguarding our minority communities. The strong relationships that have been established at a local level to engage with minority communities will remain in place and, indeed, be built upon as the service matures.

Police in the Edinburgh, Lothians and Scottish Borders areas have developed excellent links with a variety of community groups that represent minority communities. They attend meetings, carry out surgeries and take part in community events to engage with all communities, including minority communities. Initiatives such as the use of restorative justice to deal with the juvenile perpetrators of hate crime and multi agency case conferences for repeat victims have all had a positive impact on the relationships and understanding of the needs of minority communities.

The police have also been working in partnership with independent bodies such as the Edinburgh and Lothian Regional Equality Council (ELREC) and the Edinburgh Interfaith Association (EIFA). This demonstrates our commitment to working in partnership with various organisations to engage with, listen to and respond to all our communities.

Such schemes as Remote Reporting gives every member of the community an opportunity to report matters remotely and anonymously if necessary to the police and each protected characteristic has a remote reporting agency that has a knowledge and expertise of working with that particular community.

Diversity Lay Advisors were established in the former Lothian and Borders police service in 2002. The aim of the current Diversity Lay Adviser Scheme is to adopt a strategic approach to diversity issues that encourage trust and confidence in policing amongst all communities. Their objectives are to critically appraise organisational policies, practises and procedures and in particular to monitor, review and advise what appropriate action could be taken in relation to:

- *Hate crimes and hate incidents*
- *Equality Impact Assessments and*
- *Critical Incident management*

Should you be interested in becoming part of that scheme, then please contact the City of Edinburgh Council, who, independently administer the scheme.

Forth Valley Division

At present The Forth Valley Division are members of the LGBT Development Group, which has members from all of our inter-agency partners i.e. NHS Forth Valley, Education (including Falkirk Colleges), Stirling Council, Falkirk Council, British Transport Police, Terrence Higgins Trust, Transgender groups, Stirling University Students Assoc and LGBT Youth Scotland. This group looks at what all organisations are doing with regards to LGBT Issues.

We are also a member of the Multi Agency Hate Response Strategy, which includes all of our Corporate Partners including Stirling, Clacks and Falkirk Councils, NHS Forth Valley, COPFS, Central Scotland Regional Equality Council, Stirling University, Falkirk Colleges. This Group looks at all forms of Hate Crime and Issues within the Forth Valley Area.

We also run the Lay Advisors Group, which has members from all communities within the group. The Lay Advisors are used by the Division for advice should there be an issue involving their community. They have also previously been used to shape policies and procedures that may have an impact on their communities.

A member of the public can join the Lay Advisors group, but due to the delicate nature of some of the issues discussed they would have to pass a vetting procedure. This is due to them being able to gain access to confidential Police information.

Aberdeen City, Aberdeenshire and Moray Division

The list of the local groups we liaise with on diversity or ethical issues.

Grampian Regional Equality Council

Multi-Ethnic Aberdeen Ltd

Aberdeen Interface Group

Aberdeen University Muslim Group

Gay Mens Health

Grampian P Folk

North East Scotland Transgender Group

Aberdeen College LGBT Group

Stonewall.

The Safer Communities Inspector in Aberdeen advised that the lead for the Community Engagement and Citizen Focus for the National Safer Communities Model would be better placed to assistance with this request.

Highlands and Islands Division

For the last few years Highland & Islands Division, formally Northern Constabulary, have had an established Community Advisory Group (CAG) chaired by the previous Deputy Chief Constable. The establishment of the CAG was to bring together community leaders from many of the diverse communities that make up the Highland & Islands of Scotland as well as partner organisations. It was to keep members informed and to give them a voice both at a strategic level but with direct links in at a tactical level through local appointed contacts. The CAG has the following representation:-

Organisation
SWANS
Church of Scotland
SHIMCA
Highland Indian Association
Inverness Polish Association
SWANS/NTPA/Equality Network
Inverness Women's Aid
Youth Convenor, Highland Council
Inverness Access
Health and Happiness
Inverness Masjid
Highland User Group
Area Procurator Fiscal
Northern Constabulary, Head of Support Services
Northern Constabulary, Safer Communities Inspector
Highland LGBT Forum Chair
Baha'l Faith
Highland Council
People First
Northern Constabulary
Northern Constabulary, Head of Corporate Services
Highland LGBT Forum Secretary
Arts in Merkinch/HUG (Spirit Advocacy)

<i>Autism Rights Group</i>
<i>Support in Mind</i>
<i>ADHD</i>

Although we have moved to the Police Scotland I can confirm that the Highland & Island Division of Police Scotland will retain the CAG and this was recently chaired by the Functional Support Chief Inspector and will be developed as we move forward.