

Police Scotland and Scottish Police Authority

Joint Equality Outcomes for Policing 2021



Equality Outcomes for Policing 2021



The Equality Act says that Police Scotland must produce equality outcomes at least every four years.



An equality outcome is work we will do to make sure we are treating everyone equally.



There must be a report at least every two years to say if the outcomes are working well.

The plan will follow the law of the Equality Act to:



- stop discrimination and treat people equally.
- make sure people have the same choices and chances.
- make sure there are good relationships between people who share a protected characteristic and people who do not.



Characteristics describe us as people.

A characteristic is how you see yourself or a group that you feel part of.

A protected characteristic is one that is covered by the Equality Act.



The protected characteristics in the Equality Act are:

- age



- disability



- gender reassignment.

This is usually called being trans or transgender.

This means you do not identify as the sex on your birth certificate.

For example: a person who was born female decides to spend the rest of their life as male.



- marriage and civil partnership



- pregnancy and maternity



- race.

This means how we describe our background.

People from an ethnic group might have the same language, culture or religion.



- religion or belief



- sex

Sex means if you are a man or a woman.

- sexual orientation.

Sexual orientation means what kinds of people you love or have sexual or romantic feelings about.

This might be:

- only men
- only women
- both men and women
- or neither.



We looked at our equality outcomes from previous years to see if they worked well.



We looked at facts and figures.



We asked people what they thought of our equality outcomes.



We used this information to help us develop the new Equality Outcomes.

They link with other Police plans.

Our new Equality Outcomes for 2021

Equality Outcome 1

Reporting hate incidents – confidence and support



Victims, witnesses and organisations feel confident to report hate incidents.

A hate incident is when a person is targeted because of who they are.

For example a person is attacked because they have a disability.



A victim is the person the crime happens to.

Witnesses are people who saw the crime happen.



Victims, witnesses and organisations will get an equal level of response and support.

Equality Outcome 2

Accessible services and communication



People will be able to get services and information from Police Scotland in ways that are right for them.

Equality Outcome 3

How we involve people.



People from protected groups will be listened to.

Their information and experiences will be used to make our services better.

Equality Outcome 4

Violence against women and girls – confidence and support.



Women and girls at risk of becoming victims of violence, and those facing violence, are safer and confident that the police will respond to their needs.

Equality Outcome 5

Information about our staff.



We will get facts and figures about the diversity of our workforce.

We will use these facts and figures when we make decisions and plans.



Diverse means having a mix of different kinds of people – men and women, young and old people, people of different ethnic backgrounds, people from both poor and more wealthy backgrounds, disabled and non-disabled people.

Equality Outcome 6

Leadership



Our leaders have the right skills and feel confident to lead on equality, diversity, inclusion and human rights.

Equality Outcome 7

Staff Retention



Retention means keeping the staff we already have.

We want to make sure we do not lose a lot of staff from any one of the protected characteristic groups.

Equality Outcome 8

How we get new staff and how people can get a different job in the police force.



We have ways for people to apply to the police force or to get a different job in the police force.

These ways must be inclusive and treat everyone equally.



The full version of this report is available on our [website](#).