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Justice Sub-Committee Clerks  
Room T2.60  
The Scottish Parliament  
Edinburgh  
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Dear Convener,

**Justice Sub-Committee on Policing – 26 October 2017**

Thank you for the correspondence received from the Committee Clerk dated 26 October 2017, following my attendance at the Justice Sub-Committee round table evidence session.

At the evidence session I committed to providing some follow up information in relation to

- Community Impact Assessments,
- Risk Assessments,
- Diversity training and
- The retention of Black and Minority Ethnic (BME) officers.

Please find attached a supplementary written submission that covers these topics in addition to providing some examples of Community Engagement initiatives undertaken by Police Scotland.

I trust you find this information useful, however please do not hesitate to contact me if any additional information is required.

In addition to the provision of this information I note with interest during our discussion on 26 October 2017 that you highlighted an example of unsympathetic treatment displayed by some officers.

I understand from the discussion that this information was provided to you during a visit to an asylum seekers housing project in Glasgow. I highlighted within the evidence gathering session that I expect the highest of professional standards to be displayed by officers of Police Scotland and would like to express my disappointment with the engagement experience outlined.

I would however be obliged if detail of the project mentioned could be provided and I would seek an opportunity to arrange community based officers to visit to ensure that support, information and a future point of contact could be provided to ensure a positive representation of policing within Scotland can be provided.

Yours sincerely

John McKenzie  
Chief Superintendent

**WRITTEN SUBMISSION  
JUSTICE SUB-COMMITTEE ON POLICING  
POLICE SCOTLAND – ENGAGEMENT WITH BME COMMUNITIES**

The purpose of this submission is to provide further information following the Justice Sub-Committee round table evidence session on 26 October 2017.

**Community Impact Assessment (CIA)**

Across the country, on a daily basis, there are numerous events and incidents which have the potential to impact upon our communities and associated tensions. Police Scotland continually assess such events and complete CIAs as required.

A CIA is a tool used to help record, monitor and develop appropriate interventions to address the impact of events or incidents on the community and take appropriate action in relation to community tensions. Where information is available beforehand, it is used as a proactive document and forms part of the dynamic risk assessment process.

A CIA is used to ensure that confidence in the police response to such incidents is maintained and where possible, enhanced. CIAs are not just for incidents involving serious crime however may be put in place for any incident that affects an individual, their family or a community.

Strained relationships may develop within or between specific communities or against particular institutions, based on real or perceived events or information. Such tensions may be fed by fear, prejudice, circumstance, specific actions, media reporting and may develop over a long period.

The benefits of a CIA include affording a dynamic assessment of community tensions so as to assist in restoring 'normality' to the groups or areas affected; provides a means to record and monitor actions, the decisions taken and the corresponding rationale; provides a summary of risks and tensions in relation to an incident; assists in identifying communities/persons disproportionately affected and to assist decisions around areas such as resource deployment.

In relation to risk assessments, both spontaneous incidents and planned operations will often present complex issues. Even when all reasonably practicable controls have been implemented there may still remain a residual risk. The assessment process is undertaken to determine the level of risk and inform the control measures required to mitigate risk identified.

With regards the specific question posed by Mr Finnie during the evidence gathering session linked to UK Border Agency enforcement visits the CIA process is fundamental in determining the impact on the community and whether a deployment by Police Scotland is necessary. It is highlighted that a Police presence is not always assessed as necessary during operational activity undertaken by the UK Border Agency.

## **Diversity Training**

It is recognised that the pool of police officers and police staff that are qualified to deliver Equality and Diversity training is diminishing. To this end, the need for additional members of staff to be trained has been identified and is currently being progressed. Previous training for trainer's courses have been facilitated under legacy force arrangements and there is a need for a standardised national course for Police Scotland, which is currently being developed.

The development team, comprising of two Equality and Diversity specialists, are in the process of creating the required course and have conducted a number of meetings to date. It is hoped that their course proposal will be ready to be quality assured and piloted within the next month with the first formal course running shortly thereafter.

Staff to be trained as Equality and Diversity trainers will be selected from the Leadership, Training and Development Department and as such, will already possess a wealth of training experience.

## **Staff Retention**

The subject matter of Officer and Staff retention was highlighted during the evidence gathering session based on the commentary to the effect that retention rates relating to members from BME backgrounds is disproportionately low. To assist with this point management information was sought from Police Scotland People and Development Division. The statistical data provided suggests no evidence, from the period 2015-2017, of any disproportionate impact in respect of BME Police Officers leaving the organisation compared with other Protected Groups or White Majority Ethnic Officers. The summarised findings are as follows:

**1 April 2015 to 31 March 2016** - 1% of all leavers from the organisation identified themselves as BME. This figure is statistically proportionate to the number of BME officers within Police Scotland.

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Whilst the statistics do not indicate a disproportionate number of leavers it is clear that Police Scotland requires to understand the reasons for persons leaving the organisation to ascertain if any learning points exist. As such we do not simply accept the figures and continue to work to understand the wider context.

## **Police Scotland – Proactive Community Engagement Initiatives**

Police Scotland recognises that proactive, positive engagement with key communities and stakeholders across the protected characteristics, at a national and a local level, is essential for developing and implementing informed policies and practices that meet the needs of all our communities. This sometimes involves developing innovative ways to engage, where traditional approaches have previously produced limited results.

Continuous and regular engagement with a variety of faith and community support groups allows for their views to be fed back to ongoing work and for policing to learn and evolve their approach to meet the needs of new and emerging groups. Parallel to the work at a local level, engagement with national community organisations such as the Scottish Council of Jewish Communities (SCoJeC), the Muslim Council of Scotland (MCS), Christian Faith groups and Interfaith Scotland has been improved and also personalised with more regular and meaningful contacts. Such personalised strategic engagement has allowed for cooperation in relation to positive activities such as the development of the Muslim Council of Scotland's Best Practice Guidelines for their members.

The following examples highlight a fraction of the engagement carried out across the country by Police Scotland;

### **International Women's Group**

Glasgow Division is working with a number of local groups including the International Women's Group, comprising mostly women from the Middle East who have negative perceptions about the police and little or no confidence to report or engage with officers. Regular weekly sessions take place to help overcome their fears and concerns through awareness about the law in Scotland and support available, using Arabic language literature. The women have also met with a member of the Police Executive team and some now feel sufficiently confident that they are considering involvement in the Police Scotland Youth Volunteer Scheme.

### **Uniting Nations in Scotland (UNIS)**

Formed in 2013, UNIS is a Glasgow based Refugee and Asylum Seeker support group which was developed and is run by volunteers from a wide range of backgrounds.

The group meets every Monday evening and there are in the region of 30 – 60 participants, coming from a range of nation backgrounds, including Syrian, Iraqi, Iranian, Yemeni, Sudanese, Gambian, Kurdish and Pakistani.

G Division officers have been involved since the formation of the group however one officer has been the constant presence for the past four years. Police involvement helps to break down perceived barriers and myths around the mistrust of authority as well as assist group members transitioning to life in Scotland. Additionally, officers regularly deliver inputs on policing, law, gender equality, hate crime and online safety in addition to listening to and assisting with issues raised.

Following a visit of the [former] Lord Advocate, the group, in tandem with Law students were fundamental in developing the 'Guide to Scots Law' booklet which is now widely used by public bodies across the country and is available in 11 different languages.

The group is primarily of Muslim background however other faith groups are present. In an effort to build inter faith relations the police officer has facilitated periodic attendance from members of the Jewish community to address the group, all of which has been positively evaluated.

## **Ethnic Minority Deaf Club**

The Glasgow Asian Deaf Club was established to support Deaf people from ethnic minority communities. It is soon to be renamed as it has developed to include members from across Scotland and all minority communities. In May, officers from the national Equality and Diversity Unit attended an event for members of the group to engage with Police Scotland. The officers delivered a presentation in British Sign Language (BSL) covering topics such as hate crime awareness, highlighting contact and reporting methods and discussing barriers for Deaf communities to accessing services. Those in attendance included Deaf people from Syria, Russia, Poland, and Scottish Asian communities.

## **Third Party Reporting**

In Lanarkshire, Officers regularly present Third Party Reporting training to equality and community groups. By way of example, during an 'International Day Against Homophobia' (IDAHO) event in Hamilton the Lanarkshire Ethnic Minorities Action Group (LEMAG) asked to receive additional local training. This was carried out by police in conjunction with South Lanarkshire Council's Equality & Diversity Co-ordinator. In an attempt to break down barriers, all presenters emphasise the fact that if any hate incident is reported directly to the police then it will be subject to robust and thorough investigation.

## **Child Abuse and neglect**

Engagement with equality groups, community leaders and Independent Advisory Groups helps to increase reporting of child abuse and neglect amongst marginalised groups and thereby provide early intervention and support tailored to need.

Towards this aim, Police Scotland are actively involved with community based and support groups to gain a better understanding of the child abuse picture within Scotland. Female Genital Mutilation (FGM) is an embedded cultural practice and therefore policing recognises the importance of positive engagement with other professionals, communities and statutory and voluntary organisations. Recently, Police Scotland supported a planned Faith Leaders Declaration which brought together faith leaders from various communities and religions throughout Scotland to publicly condemn the practice of FGM.

## **Syrian Refugee Driving Event**

Police in Fife noted that many of their Syrian refugees have been seeking to drive in Scotland with some coming to the attention of the authorities over driving offences. In response, a "Syrian Driving" event was organised by local officers in partnership with many local agencies and support workers. Road Policing Officers assisted in delivery of the programme with interpreting facilities available.

A number of ESOL teachers working with the Syrian families were invited to the event, as well as a representative from Fife, Tayside and Central PF Office, Fife Council Syrian Project Leads, Link Living staff working alongside the families supporting them on a daily basis, and Fife Community Safety Partnership Staff. The

event was very well attended by the Fife Syrians. Throughout the presentation, numerous questions were asked in relation to driving, driving licences, insurance, MOT and road tax as well as child restraints and child safety seats. Fife Community Safety Partnership offered a number of child safety seat surgeries across Fife to assist with safety issues.

All of the ESOL teachers were provided with the PowerPoint on a pen-drive so they could refer to the legislation at later dates with the families. Follow up drop-ins to ESOL classes across Fife, are being arranged by this department along with Road Safety and Road Policing Officers to provide further advice and information.

### **Police Scotland Youth Volunteers**

This is amongst of the fastest-growing youth volunteer programmes in the UK. It currently has over a thousand members, 12% of which represent minority ethnic backgrounds.

In each divisional group there are 24 youths aged 13-18 years from all backgrounds. Aiming for a complement of 25 per cent of young people from more challenging backgrounds, PSYV strives to be as inclusive as possible. In 2015-2016 it achieved well over this target with 32 per cent of new recruits having experienced life challenges, with some experiencing more complex issues.

A snapshot survey carried out by an independent evaluator showed that the young people were more confident at school; more respectful at home; it made them think of the challenges that they might have to face in the future; and of applying the life skills learnt through PSYV to be a responsible mature adult.

The Glasgow group recently won the prestigious Volunteer Glasgow Inspire Award.

### **Community Advisors / National Independent Strategic Advisory Group (NISAG)**

In order to assist policing to better understand the communities we serve, Police Scotland currently has 36 Community Advisors who are available to provide specialism, knowledge and experience across a wide range of community groups.

Drawn from within this Community Advisors cadre, there are six members who form the NISAG and provide high level strategic advice on topical issues affecting the Force. Within the NISAG, there is representation from Polish, Jewish and Kurdish communities.