

ASPS – Association of Scottish Police Superintendents

Purpose of grant

Scottish Ministers will pay grant to ASPS in recognition of its remit to promote efficiency and welfare within the Scottish Police Service. Within this remit the grant has been provided to assist the Association to meet the costs associated with the following expenditure by the Association:

- The salaries and on-costs of the President, General Secretary and Office Manager;
- Appropriate travel and subsistence expenses to meet the needs of the Association;
- Associated office costs and expenses; and
- Appropriate miscellaneous expenses.

Through provision of the grant the Scottish Government may ask the Association of Scottish Police Superintendents to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. ASPS will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in Police Negotiation Board matters, responses to consultation under the Police and Fire Reform (Scotland) Act 2012, giving evidence to the Scottish Parliament Justice Committees and general advice to Ministers.

Officials from the ASPS Executive will meet regularly with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, ASPS will submit a report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the ASPS will notify Scottish Ministers in writing. If an Annual report is published and covers this, it is regarded as an acceptable monitoring report.

DACA – Disability and Carers Association

Purpose of grant

Scottish Ministers will pay grant to the DACA in recognition of its role to provide advice, support and guidance to Police Officers, Police Staff and Special constables. Within this purpose the grant's primary use is to pay for general expenses incurred by the association.

The overall objectives of the association that Scottish Ministers expect to be achieved and reported on through this grant are:

- The provision of advice, guidance & support to members of the Association.
- To work in partnership with PsOS & SPA, whether through formal consultation on SOP's or other relevant procedural documents, or by providing representation on various working groups / sub committees, as relevant
- Work in partnership with the various PsOS Safer Communities sections in relation to reporting of Hate Crime by disabled members of the public, in order to assist in increasing confidence in and awareness of this process
- To work with other, relevant external partner organisations, whether in the disability or caring field, in order to maximise the potential benefits which could be achievable for both DACA members, and for the Organisation, but also for these third party organisations.
- The Association aims to undertake research into relevant developments and initiatives within the wider environment, and to highlight any benefits to the organisation.
- To provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. The DACA will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in working groups, giving evidence to the Scottish Parliament Justice Committees and advice to Ministers;

The DACA Chair and officials from the Scottish Government Police and Community Safety Directorate will meet regularly to discuss progress against the above objectives. In addition, the DACA will report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the DACA will notify Scottish Ministers in writing. If an annual report covers this, it is regarded as an acceptable monitoring report.

SCPOSA – Scottish Chief Police Officers Staff Association

Purpose of grant

Scottish Ministers will pay grant to SCPOSA in recognition of its remit to promote efficiency and welfare within the Scottish Police Service. Within this remit the grant has been provided to assist the Association to meet the costs associated with the following expenditure:

- The fees for the General Secretary;
- Appropriate travel and subsistence expenses to meet the needs of the General Secretary; and
- Appropriate miscellaneous expenses.

Through provision of the grant the Scottish Government may ask the Scottish Chief Police Officers Staff Associations to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. SCPOSA will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in Police Negotiation Board matters, responses to consultation under the Police and Fire Reform (Scotland) Act 2012, giving evidence to the Scottish Parliament Justice Committees and general advice to Ministers.

The grant is also provided to enable the General Secretary to support their members through the administration of the Association, including attendance at SCPOSA and CPOSA meetings and the provision of advice and support to the SCPOSA membership.

Officials from the SCPOSA Executive will meet regularly with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, SCPOSA will submit a report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met SCPOSA will notify Scottish Ministers in writing. If an Annual report is published and covers this, it is regarded as an acceptable monitoring report.

Scottish LGBTI Police Association (formally GPA – Gay Police Association)

Purpose of grant

Scottish Ministers will pay grant to the Scottish LGBTI Police Association in recognition of its role to promote equal opportunities for gay and bisexual police officers and police staff. Offer advice and support to gay and bisexual police officers and police staff. Improve relations between the police service and the gay community in Scotland. Within this purpose the grant's primary use is to pay for the full-time secondment of the National Executive Committee Scotland Officer of the Scottish LGBTI Police Association. The post will be jointly funded by the Scottish Government and the Police service of Scotland but will also include expenditure incurred by the duties of the post.

The overall objectives of the post holder that Scottish Ministers expect to be achieved and reported on through this grant are:

- To oversee, direct and support the work and aims of Scottish LGBTI Police Association throughout the Scottish Police Service;
- To liaise and work with Chief Constables, the Scottish Police Authority Board and the Scottish Government to take forward their Equality and Diversity agendas;
- To represent Scottish LGBTI Police Association at a strategic, national level and sit, where appropriate, on national committees and forums;
- To assist in the provision of Equality and Diversity training within Scottish Forces and provide specialist advice pertaining to Lesbian, Gay and Bisexual (LGB) issues;
- To Chair the Executive Committee of Scottish LGBTI Police Association;
- To engage and liaise with other staff associations and national and local support groups, in furtherance of the Scottish LGBTI Police Association aims and the Police Service of Scotland/Scottish Police Authority/Scottish Government Equality and Diversity objectives;
- Offer assistance to the Police Service of Scotland and Senior Investigating Officers in the strategic management of critical incidents, including homophobic/biphobic hate crimes, affecting the 'LGB community';
- Work with the Police Service of Scotland and the Scottish Police Authority to manage sexual orientation monitoring at all levels of the police service and help them achieve their Equality Outcomes and Public Sector Equality Duty;
- Work with Force Executive and the Scottish Police Authority Board to promote the Equality Act and the development of inclusive equalities policies throughout the police service;
- Work with the Police Service of Scotland, Scottish Police Authority and the Scottish Government to assist with homophobic hate crime legislation implementation in Scotland;
- Work with the Police Service of Scotland and the Scottish Police Authority to review current Equality and Diversity policies and effect mainstreaming across all other areas;
- Develop and produce resources for tackling homophobic/biphobic bullying and homophobic/biphobic hate crime affecting LGB people in Scotland;
- Liaise with Stonewall Scotland regarding their Diversity Champions and Workplace Equality Index programmes and Police Service of Scotland participation in these schemes;

- Work with the Equalities and Human Rights Commission (EHRC) to identify opportunities for the development of protective legislation and employment case law concerning sexual orientation;
- Work with the Police Service of Scotland to identify local opportunities to celebrate the valuable contribution of gay/lesbian and bisexual staff during LGBT history month, Pride, IDAHOT and other significant dates in the ‘LGBT calendar’;
- Identify opportunities to increase access to Scottish LGBTI Police Association and improve the range of services and support available;
- Represent Scottish LGBTI Police Association on the Board of the European LGBT Police Association (EGPA) and share areas of best practice with police forces across Europe and Internationally;
- To support, advise and co-ordinate the work of Force, Agency and Regional Scottish LGBTI Police Association representatives encouraging local initiatives;
- To provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers.
- The Scottish LGBTI Police Association will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in working groups, giving evidence to the Scottish Parliament Justice Committees and advice to Ministers.

Further objectives and performance targets may be set as part of the annual budgeting cycle.

The Scottish LGBTI Police Association Officer and officials from the Scottish Government Police and Community Safety Directorate will meet regularly to discuss progress against the above objectives. In addition, the Scottish LGBTI Police Association will submit a report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the Scottish LGBTI Police Association will notify Scottish Ministers in writing. If the annual report covers this, it is regarded as an acceptable monitoring report.

SEMPER - Supporting Ethnic Minority Police staff for Equality in Race

Purpose of grant

Scottish Ministers will pay grant to SEMPER Scotland in recognition of its remit to promote race equality and to support and empower minority ethnic staff within the Scottish Police Service. Within this remit the grant has been provided to assist SEMPER SCOTLAND to meet the costs associated with the following expenditure:

- All or a proportion of the salary and on-costs for the Secretary;
- Associated office costs and expenses;
- Appropriate travel and subsistence expenses to meet the needs of the Federation;
- Appropriate miscellaneous expenses.

Through provision of the grant the Scottish Government may ask SEMPER Scotland to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. SEMPER Scotland will also contribute to the development of informed policy and legislation on policing issues. This includes responses to consultation under the Police and Fire Reform (Scotland) Act 2012, giving evidence to the Scottish Parliament Justice Committees and general advice to Ministers.

Officials from SEMPER Scotland Executive will meet regularly with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, SEMPER Scotland will submit a report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met SEMPER Scotland will notify Scottish Ministers in writing. If an Annual report is published and covers this, it is regarded as an acceptable monitoring report.

SPF - Scottish Police Federation

Purpose of grant

Scottish Ministers will pay grant to SPF in recognition of its remit to promote efficiency and welfare within the Scottish Police Service. Within this remit the grant has been provided to assist the SPF to meet the costs associated with the following expenditure:

- All or a proportion of the salaries and on-costs of the Chairperson, Deputy Chairperson, Secretary and Deputy Secretary;
- Associated office costs and expenses;
- Appropriate travel and subsistence expenses to meet the needs of the Federation;
- Appropriate capital items; and
- Appropriate miscellaneous expenses.

Through provision of the grant the Scottish Government may ask the Scottish Police Federation to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. SPF will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in Police Negotiation Board matters, responses to consultation under the Police and Fire Reform (Scotland) Act 2012, giving evidence to the Scottish Parliament Justice Committees and general advice to Ministers.

Officials from the SPF Executive will meet regularly with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, SPF will report to the Scottish Ministers on how the objectives for the previous financial year have been met. They should report any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the SPF will notify Scottish Ministers in writing.

SPMA – Scottish Police Muslim Association

Purpose of grant

Scottish Ministers will pay grant to the SPMA in recognition of its purpose to promote a strong, inclusive and cohesive working relationship between the Scottish Police and the diverse Muslim communities across Scotland; in the development and delivery of services, support, policies and practice that demonstrate equality, dignity, respect and nurture a positive understanding and acceptance of faith, diversity and tolerance for all citizens and staff. Within this purpose the grant's primary use is to pay for an administrative assistant to provide support to the Executive officers of the Scottish Police Muslim Association. The grant monies may also include expenditure incurred by the duties of the administrative post and the general functions of the Executive committee.

Within the main purpose set out above the Scottish Police Muslim Association (SPMA) aims to:

- Provide direct grassroot support to Muslim police officers and staff members;
- Provide strategic level direction to the Police service and other agencies in policy development;
- Provide knowledge on Islamic matters; forge a stronger relationship between the Muslim community and the Police;
- Advise the Police Service of Scotland and all police officers and staff on issues in relation to Islam and the diverse Muslim community;
- Be a conduit between the Muslim community across Scotland and the Police Service of Scotland;
- Promote dialogue and engagement between the Muslim youth and the Police service; and
- Encourage Faith communities, in developing an inter-faith dialogue around tolerance, law & order and respect for Diversity.

Through provision of the grant the Scottish Government may ask the Scottish Police Muslim Association to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. The SPMA will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in working groups, giving evidence to the Scottish Parliament Justice Committees and advice to Ministers.

Officials from the SPMA Executive will regularly meet with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, the SPMA will submit a report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the SPMA will notify Scottish Ministers in writing. If the annual report covers this, it is regarded as an acceptable monitoring report.

SWDF – Scottish Women’s Development forum

Purpose of grant

Scottish Ministers will pay grant to the SWDF in recognition of its role to promote gender equality and eliminate discrimination with the police service in Scotland.

Within this purpose the grant’s primary use is to pay for the administrative support provided by a full time senior administrator post, based within the Police Service of Scotland.

The overall objectives Scottish Ministers expect to be achieved and reported on through this grant are:

- a. To provide advice and input to the Police Service of Scotland to update ACPOS’ Gender Agenda.
- b. To raise the profile of gender equality issues through a communications strategy which will promote gender equality for police officers and police staff in Scotland. The communications strategy should include, but not be limited to, up to date information on a website, newsletter and conferences and events.
- c. To promote flexible working patterns to male and female police officers and staff.
- d. To identify and support development opportunities for male and female police officers and police staff. To promote these opportunities throughout the year and demonstrate their success at a conference which will be held at least annually.
- e. To collate statistical information from the Police Service of Scotland and the Scottish Police Authority on a quarterly basis that sets out, but is not limited to, any issues that may arise under the gender equality headings. This information should include details relating to recruitment, promotion and leavers by gender.
- f. To provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. The SWDF will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in working groups, giving evidence to the Scottish Parliament Justice Committees and advice to Ministers.

Further objectives and performance targets may be set as part of the annual budgeting cycle.

The SWDF Chair and officials from the Scottish Government will meet on a quarterly basis to discuss progress against the above objectives. In addition, the SWDF will submit a report to Scottish Ministers by 1 June each year detailing quantitative and qualitative evidence to show how the objectives for the previous financial year have been met. The report should also set out any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the SWDF will notify Scottish Ministers in writing. If the annual report covers this, it is regarded as an acceptable monitoring report.