Policing Together - Presentation noted.

4 There was heard a presentation by Dr Victor Olisa, Police Scotland, in relation to 'Policing Together' programme for Equality, Diversity and Inclusion, advising of

(1) the aim of the Policing Together programme which was to ensure the values of integrity, fairness, respect and commitment to upholding human rights lie at the heart of all that Police Scotland do;

(2) the foundations of 'Policing Together' which come under the 4 headings namely Legal, Moral, Operation and Financial, driving an anti-racist anti-discriminatory Police Service;

(3) the public statement made by the Chief Constable in relation to the anti-discriminatory and anti-racist commitment;

(4) how significant events across the world had an impact on Policing in the UK and Scotland;

(5) the 'Talk Truth To Power' sessions, where colleagues with examples of lived experiences within the organisation and had experienced discriminatory behaviour;

(6) the range of work that was ongoing at all levels within Police Scotland to deliver on 'Policing Together';

(7) the 'Policing Together' strategy which was 'Police Scotland is welcoming, inclusive and representative of the communities we serve. Our people demonstrate our values, know that they belong and can fully be themselves';

(8) the 4 pillars of 'Policing Together' which provided structure were;

  (a) Leadership – where all colleagues are given the confidence to lead regardless of rank or grade, through 'your leadership matters' training package;

  (b) Training – to look at setting a foundation for equality, diversity and inclusion;

  (c) Communication – important to get this message out to everyone both within and outwith Police Scotland; and

  (d) Prevention – learning and sharing from any previous misconduct.

After consideration, the Partnership

(i) thanked Dr Olisa for his comprehensive and informative presentation;

(ii) were reassured that Dr Olisa believed that due to the strong background in supporting Equality, Diversity and Inclusion, the new Chief Constable would

support the former Chief Constables position and the statement he made in May 2023; and

(iii) noted that they would welcome a further update on this in the future as the Policing Together programme developed.