



Please see the below update regarding SEMPER Scotland's strategy, which outlines completed achievements carried over from 2023/24, those met for 2024/25, and tasks ongoing for Year 1: 2025/26.

Activities achieved/continuing

- Establishing language bank on Intranet (achieved).
- Non-native English Speakers Workshop (achieved).
- Familiarisation sessions for specialist areas (continuing)..
- Representing members in formal and informal disputes (continuing).
- Police Scotland recruitment events (continuing).
- Normalising Spaces Secondment to the college (achieved).
- Black History Month activities (achieved).

Further Details

- One Employment tribunal and three live grievances (Race-related discrimination). One was resolved due to SEMPER Scotland's early and direct intervention. Through the handling of these cases, SEMPER Scotland has been able to inform organisational learning and continues to work alongside Police Scotland and the Scottish Police Federation to improve handling of race-related discrimination cases.
- SEMPER Scotland has been approached by various BME officers and First Line Managers, such as those from Divisional Training, Grievance Management and Local Policing, seeking advice regarding the unique challenges faced in supporting BME officers and staff. They also expressed a desire to broaden their knowledge to better equip themselves in serving our diverse communities.
- Engagement with external stakeholders, specifically on partnership working to reduce the perceptions of migrant communities and improve understanding and communications. SEMPER Scotland aims to support Police Scotland to

engage with these communities and enable positive first contact and outcomes to these service users. These stakeholders include:

- RAC.ED
 - CRER
 - Kelvingrove Museum
 - Edinburgh University
 - Glasgow University
 - Vodafone
 - Radiant and Brighter
 - SIPR
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- Through constructive dialogue, SEMPER Scotland successfully supported Police Scotland to not only acknowledge SEMPER Scotland's perspective but to incorporate relevant materials into Police Scotland training programmes. This has enabled Police Scotland to address these issues both holistically and practically, bridging this educational gap.
 - Another success was the organisation's recognition of a key issue highlighted by SEMPER Scotland regarding changing demographics. This was conveyed through a presentation that explained why the 2024 riots in England did not affect Scotland. While this was a positive outcome, data gathered from various sources suggested that Scotland could face similar challenges in the future if it does not evolve alongside its communities. The significance of this presentation was that SEMPER Scotland was invited to a closed session with the wider senior management team (SMT).
 - SEMPER Scotland authored and presented a paper to Police Scotland highlighting how the National Decision-Making model cannot be competently applied without unconscious bias training. Contrary to what was reported to the Scottish Police Authority (SPA), the training was not a one-off occurrence. The paper highlighted the critical importance of ongoing unconscious bias training in enhancing police officers' decision-making processes.
 - SEMPER Scotland authored and presented a paper to the SPA regarding Police Scotland's 'MyCareer' process which directly impacted the promotion prospects of BME officers. The paper had broader implications, and despite numerous discussions, the necessary changes were not forthcoming. By escalating this issue to the SPA and holding Police Scotland accountable, SEMPER Scotland was invited to participate in discussions. As a result, the 'MyCareer' programme was reviewed, partially decommissioned, and is being replaced with an iteration of the former promotion process.
 - SEMPER Scotland participated in the BHM external video produced by Police Scotland to promote the month's activities. The video has been published on all external Police Scotland Socials.

- SEMPER Scotland took the initiative and drafted Terms of Reference (TOR), which established a framework for staff association autonomy and operational independence. This was SEMPER Scotland's response to the command-and-control approach that Police Scotland had been adopting. Given this unique operational autonomy, SEMPER Scotland is confident it can hold the Force accountable, ensuring all officers, staff and the public receive the best possible service from Police Scotland.
- SEMPER Scotland has a video blog as part of the Tutor Constable Training package. The video highlights the unique challenges BME officers and staff face when English is not their first language. Additionally, it emphasises that cultural differences necessitate a tailored approach rather than a 'one-size-fits-all' solution. (Working in Partnership with Learning Training and Development (LTD))
- SEMPER Scotland delivered inputs to four probationer cohorts and four Policing Together local engagements during the third quarter of 2024/25. Both events generated significant new applications from BME officers and Allies alike. To quote one of SEMPER's latest members, "I did not know there were more like me who were going through the same issues. They kept making me feel as if I was stupid". Of note, the probationer inputs have recently been discontinued, much to SEMPER Scotland's dismay.
- SEMPER Scotland organised a familiarisation session for the role of a Protest Liaison Officer. This initiative was undertaken to support equality of opportunity for Black and Minority Ethnic (BME) officers as it relates to increasing knowledge of entry requirements for and nature of specialist roles and to enhance equal opportunity. Such initiatives also seek to help the Force recognise the valuable contributions of BME officers when engaging with BME communities in Scotland.
- SEMPER Scotland's article published on 09/12/2024, titled "Is Police Scotland's Workforce Survey Glossing Over Critical Issues?" is a reflection of Police Scotland's attempt to undermine significant concerns expressed in the Staff Survey. SEMPER Scotland's members felt that their feedback was undermined when the organisation failed to adequately address their critical comments. Notably, only BME officers reported experiencing racism.
- SEMPER Scotland's article, published on 18/10/2024, titled "Importance of Acknowledging Differences - Menopause Awareness", responded to the menopause material being circulated in Police Scotland. The article predominantly highlighted managers' understanding of menopause as it relates to non-BME women in policing. SEMPER Scotland's contribution was aimed at promoting awareness among first and second line managers regarding the different impact of menopause on BME women.
- SEMPER Scotland gave evidence at the Sheku Bayoh Inquiry. [REDACTED] statement to the Sheku Bayoh Inquiry was insightful in relation to the experiences of BME officers and staff within Police Scotland. As

the then General Secretary of SEMPER Scotland, she provided a unique perspective on the challenges faced by BME employees in policing, including issues of recruitment, retention, and career development. Her testimony shed light on the impact of institutional racism and the need for cultural change within the Force. This evidence was particularly beneficial in highlighting the importance of staff associations like SEMPER Scotland in supporting BME officers and staff, as well as advocating for policy and practice changes to promote equality and inclusivity in policing.

- SEMPER Scotland identified and halted work on VIPER Forms being distributed to communities in Scotland, as the language used was not fully reflective of the needs of diverse communities. This was swiftly resolved through direct intervention by SEMPER Scotland. The department in question was asked to improve working practices to ensure that outward-facing documents receive appropriate equality and diversity scrutiny and to consider providing translated advisory information.
- Several consultations have been completed, such as:
 - Posting and Transfer 30/12/2024
 - DESC Feedback 16/12/2024
 - Mental Health Place of Safety 15/11/2024
 - Corporate Parenting Plan 04/11/2024
 - NDM and Bias Training Nov. 2024
 - IVPD Data Input Standards 14/10/2024
 - Crime investigation 02/10/2024
 - DSDAS October 2024

Some of the feedback SEMPER Scotland provided had broader implications which across Scotland, leading to these issues being escalated for wider consideration. While conducting these assessments, SEMPER Scotland identified critical shortcomings in the EQHRIA process, which are currently being addressed by Police Scotland.

- In October 2024, SEMPER Scotland reconnected with Stirling University through their cultural team to share how students were celebrating Diwali away from home. This initiative began in 2023 and will now be an annual feature.
- SEMPER Scotland is working closely with the team responsible for delivering anti-racism training to all officers in Police Scotland. SEMPER Scotland has expressed concern over the dilution of the training material to make it more acceptable to internal stakeholders. This adjustment does not reflect the true essence of being anti-racist. It is crucial to get this right, as it will establish a solid foundation for all future initiatives. Getting it wrong will not only impact the present but will also jeopardise any meaningful progress in this area.

- SEMPER Scotland collaborated closely with the G Division Senior Management Team (SMT) to host our first West BME Forum. The feedback from attendees has been overwhelmingly positive, with officers requesting that these forums be held frequently rather than just annually. The BME Forum is designed to serve as a direct conduit between BME officers and staff and the Senior Management Team. The discussions held during this forum have already led to lasting changes within the West Area Command. SEMPER Scotland has been asked to work with E Division to replicate this as they have acknowledged this positive impact.

Items carried over and prioritised include:

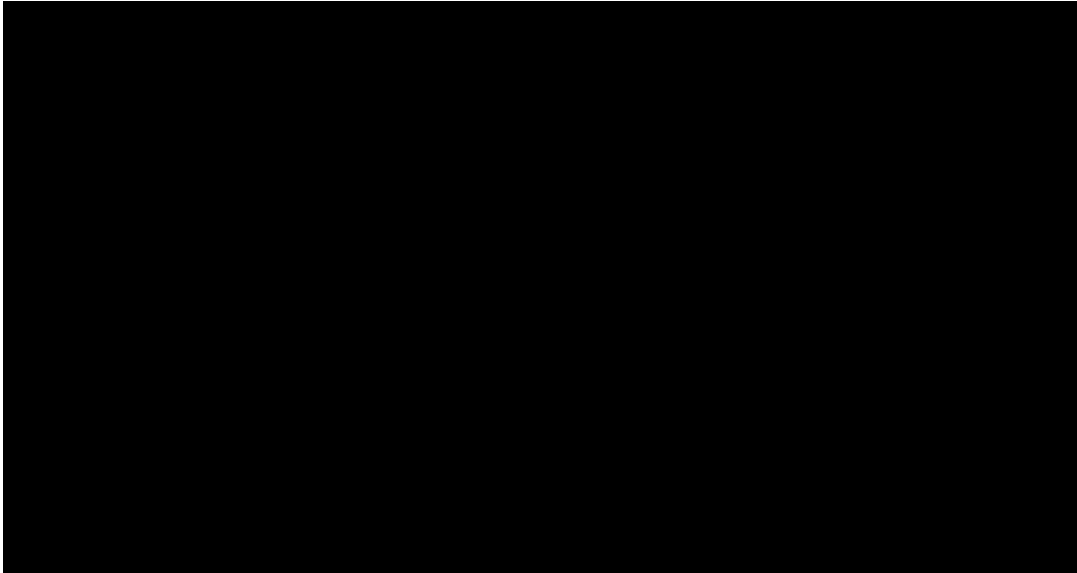
- Organise Familiarisation Sessions for specialist areas.
- Improve SEMPER Scotland's communication tools including bulletins, social media, member updates and literature.
- Participate in Police Scotland Recruitment events.
- Respond appropriately to requests for consultations on policies and operational procedures.
- Work closely with Her Majesty's Inspectorate of Constabulary in Scotland (HMICS) Thematic Inspection Teams to highlight areas for improvement and good practices.
- Update SEMPER Scotland's Skills Database for use in operational policing, special operations and divisional equality and diversity units. Continue to request the recording, recognition and utilisation of the specific skills and qualifications of BME officers and staff.
- Provide support, advice and recommendations to the Service's Equality, Diversity and Inclusion (EDI) Secretariat and Divisional Boards. Represent members in formal and informal disputes of inappropriate behaviour, unfair treatment and incivility in the workplace.

Ongoing engagement with stakeholders will continue, including but not limited to:

- The Association of Police Superintendents in Scotland.
- The Scottish Police Federation.
- Scottish Police Authority.
- Members of the Force Executive, Divisional Commanders and other senior officers and police staff.
- HMICS Thematic Inspection Teams.
- Scottish Parliament Cross Party Groups.
- Police Scotland committees, Short Life Working/Divisional Groups.
- External race equality agencies, including Coalition for Racial Equality and Rights (CRER), Council of Ethnic Minority Voluntary Sector Organisations (CEMVO), European Network Against Racism (ENAR), Scottish Institute for Policing Research (SIPR) and the Black Leaders Network.

After such a great start to SEMPER's Foundation Building, we look forward to continuing the momentum that will take us into Year 2 2026/27 which will be the Implementation and Engagement phase of our Strategic Plan.

Committee Members



Chair

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Opening Balance @ 1st April 2024	£60,891.41
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Closing Balance	£60,118.26
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