



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 24 of 2015

Ref: CS/LS

19 May 2015

Dear Colleague

Scottish Parliament Equal Opportunities Group - Consultation

The above group has asked the SPF Equality Secretary to provide evidence in respect of the challenges faced by ethnic minorities on a multitude of issues.

For the Police Service of Scotland these issues may include accessing employment support and advice; the experiences of ethnic minorities in employment; and the measures being taken – and those that are still required – to achieve positive outcomes in employment.

In particular

Employment support and advice-

- what provisions are in place to help people from ethnic minorities to access employment support and advice;
- what provisions are in place to recognise and address the lower employment rates among some ethnic minority groups compared to others;
- are there any innovative approaches being taken to address the challenges some people from ethnic minorities may experience in trying to access employment advice and support?

Recruitment, retention and promotion—

- what evidence is there that discrimination in recruitment, retention and promotion is an issue in PSOS;
- what are the barriers that lead to unequal outcomes (including lower rates of employment and employment segregation)?
- Promoting positive action—
- what measures are being taken within PSOS to tackle workplace discrimination and segregation;
- is there a need for a scheme within PSOS that recognises positive action taken by employers (a “double tick” scheme for example);
- what are the examples of good practice within PSOS that have improved outcomes, and if so what has been the key to their success?

Please provide any comments/observations you may have to your area secretary by **Monday 1 June 2015**.

Yours sincerely

Calum Steele
General Secretary