



SEMPER Scotland Strategy

SEMPER Scotland is the primary staff association that exists to support and represent all minority ethnic employees on issues of equality in race, and to ensure that the Scottish Police Authority (SPA) and The Police Service of Scotland (Police Scotland) uphold the principles and practices of racial equality.

SEMPER Scotland is committed to inspiring a diverse and inclusive workforce that fully represents the changing demographics of Scottish communities to underpin policing and criminal justice that are essential for a safe and secure society in a flourishing nation.

SEMPER Scotland believes in and supports the vision of a thriving Scotland achieved through participation, inclusion and equality.

SEMPER Scotland Values

- ✓ Fairness & Equality
- ✓ Inclusion & Empowerment
- ✓ Leadership built on personal and organisational integrity
- ✓ Courage to pursue the right course of action
- ✓ Equal opportunity to learn and develop

Supporting Ethnic Minority Police employees for Equality in Race

SEMPER Scotland Purpose

Promote fairness and equality of opportunity within policing and support professional development for minority ethnic individuals.

- We will proactively promote the special skills and distinctive assets that minority ethnic employees bring to policing and highlight the clear operational business benefits and value added to the delivery of policing services in communities.
- We will be involved in the design, co-production and quality assurance of strategies, policies, procedures and practices to ensure the promotion of fairness and equality for an inclusive and diverse workforce.

Support the wellbeing and development of minority ethnic police employees through engagement, encouragement, mentoring, coaching and formal representation.

- We will engage with minority ethnic individuals and groups, in particular young adults, through dialogue, coaching and mentoring, prior to joining the police service, during the recruitment process and throughout the span of their career with the aim of ensuring the police service is fully representative of society in Scotland.

Shape and evolve organisational culture by positively challenging and influencing SPA/Police Scotland to learn and develop.

- We will collaborate with the SPA/Police Scotland, the Scottish Government, and other police staff associations to build a community of sharing best practice that values learning and improvement.
- We will identify and act proportionately in response to complaints, grievances, performance matters and management issues, offering assistance, professional advice and representation during interventions to achieve fair outcomes.

Provide safe and trusted channels of communication between minority ethnic communities and individuals ensuring that contact with SPA/Police Scotland is accessible to all.

- We will contribute our emotional, cultural and behavioural expertise to the design, co-production and implementation of legislation, strategy, policy and procedure on issues of race and equality in policing set within the framework of safeguarding the human rights of the citizens and communities we serve.
- We will provide a trusted, secure and confidential avenue for third party reporting and management referral for any officer or staff member.

Offer reasoned comment, critique and appropriate challenge on matters of race and equality, contributing to changing attitudes and behaviours within Scottish society.

- We will provide assistance and professional advice to the SPA/Police Scotland and the Scottish Government on issues of race and equality in policing, and in particular, on fair representation at all levels.
- We will offer professional opinion and credible comment to media and news outlets on matters of policing that affect minority ethnic employees.

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