



Influencing Community Wellbeing Through a Diverse Police Service

Safer Communities/ Supt Ann Bell / 09/10/2019 / Version 1

Our Journey 2017 - Present

- 2 National Recruitment venues
- 4 new officer intakes annually of around 200 recruits
- Scottish Government Race Equality Framework 2016 – 2030
- Positive Action as tool to improve diversity of workforce



OUR JOURNEY - ATTRACTION

- Scottish National Performance Framework
- “You can’t be what you can’t see”
- Corporate arrogance



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INTRODUCTION TO POLICING PROGRAMME

- Four day programme
- Free to attend – in the community
- Improve trust and confidence
- Win hearts and minds
- Facebook/Mentors/Fitness
- Life changing



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Introduction to Policing Programme

POSITIVE ACTION TEAM



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Feedback from Students

- “so I just thought the police was a white job for white people and unless you’re a white guy with a white name, you weren’t getting in”.
- “In Glasgow, we are such a diverse community....we need different people....”
- “The Positive Action Team are always there.....You can pick up the phone.....They understand the barriers that there is to being a female ethnic minority officer because that’s what they do.....”



Police Scotland Discover **YOUR** Journey

Scotland is an increasingly diverse country and Police Scotland want to represent this change.

Police Scotland is running one day events aimed at encouraging you to 'Discover your Journey' towards considering a career in policing. The courses are designed to provide an insight into the role of a police officer/special constable

During the day attendees will receive inputs from specialist departments, speak to police officers and learn about the recruitment process.

The dates are:

**Nelson Street Police Station, Mounthooly
Way, Aberdeen , AB24 5EQ**

**11.00am – 3.00pm
Saturday 20th April 2019**

For more information and to reserve a space please email: **recruitmentpositiveactionteam@scotland.pnn.police.uk** providing your name and contact number or request to join our closed Facebook page at: **'Police Scotland Positive Action'**



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 scotland.police.uk



PHOTO SHOT

DISCOVER YOUR JOURNEY

- One day programme
- Free to attend
- Open to everyone
- Community based venues



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PROGRESS

- Hijab/Turban
- Probationer Numbers -31 March 2019
 - 3% Black and Minority Ethnic
 - 4% White Minority Ethnic



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PC Gurvinder Singh – My Journey

- Why I decided to join Police Scotland
- Family/Community Concerns
- Introduction to Policing Programme
- Language and Cultural Skills





The future



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