

---

## **Monitoring Requirements**

### ***Race Relations Act 1976 (Statutory Duties)(Scotland) Order 2002 – (Broken down by ethnicity)***

1. *Number of staff in post;*
2. *Number of people applying for employment;*
3. *Number of staff applying for training;*
4. *Number of staff applying for promotion;*
5. *Number of staff receiving training;*
6. *Number of staff benefiting or suffering detriment as a result of our performance assessment procedures.*
7. *Number of staff that are involved in grievance procedures;*
8. *Number of staff who are subject of disciplinary procedures; and*
9. *Number of staff that cease employment*

### ***CSP Race Equality Scheme Additional Requirements (Not required by legislation but force has committed itself to monitor this).***

1. *All complainers (against police) broken down by ethnicity*

### ***ACPOS National Performance Indicators***

1. *Number of racist incidents per 1000 population*
2. *Number of recorded offences of racially aggravated harassment*

3. *Number of recorded offences of racially aggravated conduct*
4. *Number of recorded offences of racially aggravated harassment that are cleared up*
5. *Number of recorded offences of racially aggravated conduct that are cleared up*
6. *Number of recorded complaints of racist behaviour per 1000 staff*
7. *Number of recorded complaints of racist behaviour found to be substantiated per 1000 staff*
8. *Number of 3rd party reports of racist incidents to police via agreed multi agency mechanisms, as a % of total racist incidents*
9. *Number of minority ethnic staff as a percentage of total staff*
10. *Number of applications received from minority ethnic persons as a percentage of total applications*
11. *Number of successful applications by minority ethnic persons as a percentage of the total successful application*
12. *Proportion of exit of employment of minority ethnic staff against proportion of exit of employment of all staff*
13. *Proportion of minority ethnic officers in each rank against proportion of all officers in that rank*
14. *Proportion of minority ethnic support staff at different levels against proportion of all support staff at that level*
15. *% of staff trained to an appropriate standard of diversity awareness in accordance with NEOTS*
16. *% of staff trained to an appropriate standard of diversity awareness in accordance with NEOTS*