****

**A Fair and Inclusive Police Service for Scotland**

**(Final)**

We are seeking views to help shape the development of our new Equality Outcomes. Police Scotland has a legal duty, under the Equalities Act 2010, to identify equality outcomes every 4 years to ensure that we can deliver the best service possible for all of our communities and our staff.

It is important to us that our Equality Outcomes are representative of the views and priorities of the diverse communities we serve. The survey talks about protected groups - by this we mean people or groups who identify with one of the protected groups detailed in the Equality Act 2010. These are:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

This survey provides the opportunity for you to provide your views and opinions which will help shape these new outcomes. The Equality Outcomes for 2021-25 along with strategic priorities in the Police Scotland/SPA Joint Policing Plan for 2021-2022 will provide the focus of our work over the next four years.

The survey should take no longer than 15 minutes to complete.

Thank you for taking the time to contribute to this priority area for Police Scotland. Your views are important to us.

Please note that this platform is not about reporting crime or providing information about an incident, or making a complaint. To find out ways to contact Police Scotland, please visit: <https://www.scotland.police.uk/contact-us/>.

**Introductory questions**

1. Are you answering as yourself or on behalf of an organisation?

|  |  |
| --- | --- |
| I am answering as myself | 1 |
| I am answering on behalf of someone else | 2 |
| I am answering on behalf of an organisation | 3 |
| I am answering as an employee of Police Scotland | 4 |

ASK IF Q1 = 3

1. Which of the following protected groups – if any – does your organisation represent or work with?

|  |  |
| --- | --- |
| Age | 1 |
| Disability | 2 |
| Gender reassignment | 3 |
| Marriage and civil partnership | 4 |
| Pregnancy and maternity | 5 |
| Race | 6 |
| Religion or belief | 7 |
| Sex | 8 |
| Sexual orientation | 9 |
| All of the above | 10 |
| None of the above | 11 |

ASK IF Q1 = 4

1. Which of the following best describes your role at Police Scotland

|  |  |
| --- | --- |
| Police Officer | 1 |
| Police Staff | 2 |
| Special Constable | 4 |
| Prefer not to say | 4 |

ASK IF Q3 = 1

1. Which rank do you currently hold?

|  |  |
| --- | --- |
| Constable | 1 |
| Sergeant | 2 |
| Inspector | 3 |
| Chief Inspector | 4 |
| Superintendent | 5 |
| Chief Superintendent | 6 |
| Executive | 7 |

ASK IF Q1 = 4

1. How many years of service do you have?

|  |  |
| --- | --- |
| Less than one year | 1 |
| 2 – 3 years | 2 |
| 4 – 5 years | 3 |
| 6 – 8 years | 4 |
| 9 – 10 years | 5 |
| 11 – 15 years | 6 |
| 16 – 20 years | 7 |
| 21 – 25 years | 8 |
| 26 – 30 years | 9 |
| More than 30 years | 10 |
| Prefer not to say | 11 |

**Accessibility of Police Scotland**

1. To what extent do you agree or disagree with the following statement: Police Scotland is accessible?

|  |  |
| --- | --- |
| Strongly agree | 1 |
| Agree | 2 |
| Neither agree nor disagree | 3 |
| Disagree | 4 |
| Strongly disagree | 5 |
| Don’t know | 6 |

1. In your opinion, what can Police Scotland do to become more accessible?

[Free-text response]

**Response to crimes and other incidents by Police Scotland**

1. To what extent are you confident to report a crime or other incident to Police Scotland?

|  |  |
| --- | --- |
| Very confident | 1 |
| Fairly confident | 2 |
| Neither/nor | 3 |
| Not very confident | 4 |
| Not at all confident | 5 |
| Don’t know | 6 |

1. To what extent are you confident that Police Scotland will respond to crimes or other incidents in an appropriate way?

|  |  |
| --- | --- |
| Very confident | 1 |
| Fairly confident | 2 |
| Neither/nor | 3 |
| Not very confident | 4 |
| Not at all confident | 5 |
| Don’t know | 6 |

1. Hate crime is defined as ‘any crime which is perceived by the victim or any other person, as being motivated (wholly or partly) by malice and ill-will towards a social group’. There are currently 5 social groups protected under hate crime legislation in Scotland: disability, race, religion, sexual orientation and transgender identity.

Thinking about hate crime, how confident are you that Police Scotland will respond to these crimes or other incidents in an appropriate way?

|  |  |
| --- | --- |
| Very confident | 1 |
| Fairly confident | 2 |
| Neither/nor | 3 |
| Not very confident | 4 |
| Not at all confident | 5 |
| Don’t know | 6 |

1. Thinking about violence against women and girls, how confident are you that Police Scotland will respond to these crimes or other incidents in an appropriate way?

|  |  |
| --- | --- |
| Very confident | 1 |
| Fairly confident | 2 |
| Neither/nor | 3 |
| Not very confident | 4 |
| Not at all confident | 5 |
| Don’t know | 6 |

1. Thinking about the way Police Scotland responds to crimes or other incidents, what are we doing well?

[Free-text response]

1. Thinking about the way Police Scotland responds to crimes or other incidents, what could we be doing better?

[Free-text response]

**Impact of the Coronavirus pandemic**

1. To what extent do you agree or disagree with the following statement: The Coronavirus has impacted the way I am able to interact with Police Scotland?

|  |  |
| --- | --- |
| Strongly agree | 1 |
| Agree | 2 |
| Neither agree nor disagree | 3 |
| Disagree | 4 |
| Strongly disagree | 5 |
| Don’t know | 6 |

1. Please describe the ways – if any – the Coronavirus pandemic has impacted the way you are able to interact with Police Scotland.

[Free-text response]

1. Due to the Coronavirus pandemic, Police Scotland has had to reduce face-to-face contact with the public. What impact – if any – has this had in the way you might communicate with the police?

[Free-text response]

**Working for Police Scotland**

ASK IF Q1 = 1~3

1. What would encourage or discourage you from working for Police Scotland?

[Free-text response]

ASK IF Q1 = 4

1. To what extent do you agree or disagree with the following statement: I have experienced or witnessed hate crime in the course of my duties?

|  |  |
| --- | --- |
| Strongly agree | 1 |
| Agree | 2 |
| Neither agree nor disagree | 3 |
| Disagree | 4 |
| Strongly disagree | 5 |
| Don’t know | 6 |

ASK IF Q1 = 4

1. How might Police Scotland better support officers and staff who experience or witness hate crime in the course of their duties?

[Free-text response]

**Demographics**

ASK IF Q1 = 1~2 OR 4

1. Which of the following best describes you?

|  |  |
| --- | --- |
| Male | 1 |
| Female | 2 |
| Non-binary (gender neutral) | 3 |
| Other (Please specify) | 4 |
| Prefer not to say | 5 |

[Free-text box – Please specify]

1. Do you consider yourself to be Trans or to have a Trans history?

|  |  |
| --- | --- |
| Yes | 1 |
| No | 2 |
| Prefer not to say | 4 |

1. Which of the following age groups best applies to you?

|  |  |
| --- | --- |
| 10-15 | 1 |
| 16-19 | 2 |
| 20-29 | 3 |
| 30-39 | 4 |
| 40-49 | 5 |
| 50-59 | 6 |
| 60-69 | 7 |
| 70+ | 8 |
| Prefer not to say | 9 |

1. Which of the following options best applies to you?

|  |  |
| --- | --- |
| Heterosexual/Straight | 1 |
| Gay | 2 |
| Lesbian | 3 |
| Bisexual | 4 |
| Other | 5 |
| Prefer not to say | 6 |

1. Do you consider yourself to have a disability?

|  |  |
| --- | --- |
| Yes | 1 |
| No | 2 |
| Prefer not to say | 3 |

1. Please choose one option that best describes your ethnic group and background.

|  |
| --- |
| **White** |
| Scottish | 1 |
| Other British | 2 |
| Irish | 3 |
| Gypsy/traveller | 4 |
| Polish | 5 |
| Any other white ethnic group | 6 |
| **Mixed or multiple ethnic group** |
| Any mixed or multiple ethnic group | 7 |
| **Asian, Asian Scottish or Asian British** |
| Pakistani, Pakistani Scottish or Pakistani British | 8 |
| Indian, Indian Scottish or Indian British | 9 |
| Bangladeshi, Bangladeshi Scottish or Bangladeshi British | 10 |
| Chinese, Chinese Scottish or Chinese British | 11 |
| Any other Asian group | 12 |
| **African** |
| African, African Scottish or African British | 13 |
| Any other African group | 14 |
| **Caribbean or Black** |
| Caribbean, Caribbean Scottish or Caribbean British | 15 |
| Black, Black Scottish or Black British | 16 |
| **Other ethnic group** |
| Arab, Arab Scottish or Arab British | 17 |
| Any other ethnic group | 19 |
| Prefer not to say | 20 |

1. What religion, religious denomination or body do you belong to?

|  |  |
| --- | --- |
| No religion | 1 |
| Church of Scotland | 2 |
| Roman Catholic | 3 |
| Other Christian | 4 |
| Buddhist | 5 |
| Hindu | 6 |
| Jewish | 7 |
| Muslim | 8 |
| Sikh | 9 |
| Any other religion | 10 |
| Prefer not to say | 11 |