**Police Scotland**



**Equality Engagement Questionnaire**



**Easy Read**



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| --- | --- | --- |
| A black man in a wheelchair pointing to himself. To his side is a document called 'Equality Act'. | Police Scotland is writing a new set of Equality Outcomes.  We do this every 4 years because of the Equalities Act 2010. | |
| A woman thinking. | This is a survey to find out what you think. | |
| A group of adults from diverse backgrounds. | We want to hear opinions from lots of different protected groups. | |
| A black woman standing in front of five silhouettes of people as a group. She points to herself. | Protected groups means people who are part of these groups:   * age * disability * gender reassignment * marriage and civil partnership * pregnancy and maternity * race * religion or belief * sex * sexual orientation | |
| A group of people all pointing to the same document on the table in front of them. | **How will this survey help?**  This survey will help us write the new Equality Outcomes for 2021 – 2025. | |
| Website Link on a computer screen | This survey is **not** about reporting crime.  There are ways to contact Police Scotland. Find out more online. Go to:  [**https://www.scotland.police.uk/contact-us/**](https://www.scotland.police.uk/contact-us/) | |
| **Click on the box of the answer you agree with and a tick will appear.**  **If you change your mind you can click on it again to untick it.**  **If you are filling out a paper copy, tick the box of the answer you agree with.**  **If you have more to say, write your answer in the ‘Type your answer here’ spaces.**  **If you don’t know the answer to a question, miss it out.** | | |
| A man in hi-viz pointing to the right above a row of black dots, to show 'begin'. | **The Survey**  **Questions about you** | |
| A woman with a clipboard asking another woman questions. Both are smiling. | **1. Are you answering as yourself or are you answering for an organisation?** | |
| A smiling woman pointing to herself, her hand flat on her chest. | I am answering as myself. |  |
| I am answering for someone else. |  |
| I am answering for an organisation. |  |
| I am answering as someone who works for Police Scotland. |  |
| A ticklist with a green tick in the first box but the next box is unticked. | If you ticked ‘I am answering for an organisation’ please answer question 2 below.  If you are not answering for an organisation please miss out question 2. | |
| A woman with a clipboard asking another woman questions. Both are smiling. | **2. Which of these protected groups does your organisation work with?** | |
| A group of people from diverse cultural backgrounds, ages and abilities. | Age |  |
| Disability |  |
| Gender reassignment |  |
| Marriage and civil partnership |  |
| Pregnancy and maternity |  |
| Race |  |
| Religion or belief |  |
| Sex |  |
| Sexual orientation |  |
| All of these groups |  |
| None of these groups |  |
| Police Scotland logo | If you work for Police Scotland please answer question 3 below.  If you don’t work for Police Scotland please miss out question 3. | |
| A woman with a clipboard asking another woman questions. Both are smiling. | **3. What is your job at Police Scotland?** | |
| 2 police officers. | Police Officer |  |
| Police Staff |  |
| Special Constable |  |
| I don’t want to say |  |
| A ticklist with a green tick in the first box but the next box is unticked. | If you ticked ‘Police Officer’ please answer question 4 below.  If you didn’t tick ‘Police Officer’, please miss out question 4. | |
| A woman with a clipboard asking another woman questions. Both are smiling. | **4. Which rank do you hold at the moment?** | |
| A female member of Police Scotland staff. | Constable |  |
| Sergeant |  |
| Inspector |  |
| Chief Inspector |  |
| Superintendent |  |
| Chief Superintendent |  |
| Executive |  |
| Police Scotland logo | If you work for Police Scotland please answer question 5 below.  If you don’t work for Police Scotland please miss out question 5. | |
| A woman with a clipboard asking another woman questions. Both are smiling. | **5. How many years have you worked for Police Scotland?** | |
| A collection of calendar years. | Less than 1 year |  |
| 2 to 3 years |  |
| 4 to 5 years |  |
| 6 to 8 years |  |
| 9 to 10 years |  |
| 11 to 15 years |  |
| 16 to 20 years |  |
| 21 to 25 years |  |
| 26 to 30 years |  |
| More than 30 years |  |
| I don’t want to say |  |
| A woman with a clipboard asking another woman questions. Both are smiling. | **Questions about how accessible Police Scotland is** | |
| Police Scotland logo | **6. What do you think about this next sentence?**  **Police Scotland is accessible.** | |
|  | Tick YesTick YesI really agree |  |
| Tick Yes I agree |  |
| I don’t agree or disagree |  |
| Cross No I disagree |  |
| Cross NoCross No I really disagree |  |
| I don’t know |  |
| A man holding a red cross, his thumb down. 3 dots separate him from an image of the same man, a larger image, holding a greed tick and with his thumb up, smiling. | **7. Please tell us what Police Scotland can do to be more accessible?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| 2 police officers listening to 2 young people and writing down notes. | **Questions about how well Police Scotland respond to crimes and other incidents** | |
| 2 police officers talking with 2 older people. | **8. How confident do you feel about telling Police Scotland about a crime or something that’s happened?** | |
|  | Tick YesTick YesI feel very confident |  |
| Tick YesI feel quite confident |  |
| I have mixed feelings |  |
| Cross NoI don’t feel confident |  |
| Cross NoCross NoI really don’t feel confident at all |  |
| I don’t know |  |
| A police officer writing notes. | **9. How confident do you feel that Police Scotland will respond well to a crime or something that’s happened?** | |
|  | Tick YesTick YesI feel very confident |  |
| Tick YesI feel quite confident |  |
| I have mixed feelings |  |
| Cross NoI don’t feel confident |  |
| Cross NoCross NoI really don’t feel confident at all |  |
| I don’t know |  |
| 2 women holding hands. Behind them 2 other people are talking unkindly about them. | **Hate Crime is when someone commits a crime because they hate or are prejudiced against the victim because the victim is part of a group**.  There are 5 groups protected in Scotland. These are:   * disability * race * religion * sexual orientation * transgender identity | |
| 2 police officers listening to a man explain something. | **10. How confident are you that Police Scotland will respond in the right way to hate crimes?** | |
|  | Tick YesTick YesI feel very confident |  |
| Tick YesI feel quite confident |  |
| I have mixed feelings |  |
| Cross NoI don’t feel confident |  |
| Cross NoCross NoI really don’t feel confident at all |  |
| I don’t know |  |
| A woman running away from an angry man. | **11. This question is about violence against women and girls.**  **How confident are you that Police Scotland will respond to these crimes or other incidents in the right way?** | |
|  | Tick YesTick YesI feel very confident |  |
| Tick YesI feel quite confident |  |
| I have mixed feelings |  |
| Cross NoI don’t feel confident |  |
| Cross NoCross NoI really don’t feel confident at all |  |
| I don’t know |  |
| A woman smiling standing next to a green tick list. | **12. Please think about the way Police Scotland responds to crimes or things that have happened.**  **What are we doing well?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| A woman looking disappointed as she stands next to a red crossed list. | **13. Please think about the way Police Scotland responds to crimes or things that have happened.**  **What can we do better?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| The shape of the coronavirus. | **Questions about the COVID-19 pandemic** | |
| 2 police officers talking with 2 older people. | **14. What do you think about this next sentence?**  **The coronavirus has changed the way I’m in contact with Police Scotland.** | |
|  | Tick YesTick YesI really agree |  |
| Tick YesI agree |  |
| I don’t agree or disagree |  |
| Cross NoI disagree |  |
| Cross NoCross NoI really disagree |  |
| I don’t know |  |
| A woman with a clipboard asking another woman questions. Both are smiling. | **15. Please tell us how the coronavirus has changed the way you’re in contact with Police Scotland.** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| A receptionist sitting behind a perspex screen. 2 women are the other side. | **Because of the coronavirus, Police Scotland had to stop meeting people face-to-face as much as before.**  **16. How has this changed the way you talk with the police?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| Police Scotland logo | **Questions about working for Police Scotland** | |
| If you work for Police Scotland, please miss this question 17. | |
| Thumb up | **17A. What would make you want to work for Police Scotland?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| Thumb down | **17B. What would make you not want to work for Police Scotland?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| Police Scotland logo | If you work for Police Scotland, please answer questions 18 and 19. | |
| Police Scotland logo crossed out in red. | If you don’t work for Police Scotland, please miss out questions 18 and 19. | |
| 4 young people calling an older lady names. | **18. What do you think about this next sentence?**  **I have seen hate crime while I’ve been working.** | |
|  | Tick YesTick YesI really agree |  |
| Tick YesI agree |  |
| I don’t agree or disagree |  |
| Cross NoI disagree |  |
| Cross NoCross NoI really disagree |  |
| I don’t know |  |
| A police officer | **19. How can Police Scotland do a better job of supporting officers and staff who have seen hate crime or been the victim of hate crime while they work?** | |
| A man relaxed as he types into a laptop on his lap. | Type your answer here. | |
| A woman with a clipboard asking another woman questions. Both are smiling. | **Questions about you** | |
| If you are answering for an organisation, please miss out questions 20 to 26. You have finished, thank you. | |
| Silhouettes of 2 people against red backgrounds, one marked M and one marked F. | **20. Do you think of yourself as:** | |
| Male |  |
| Female |  |
| Non-binary or Gender neutral  (I don’t see myself as only male or only female) |  |
| In another way  (please type here:  ……………………. |  |
| I don’t want to say |  |
| A silhouette central to 2 faded silhouettes, labelled 'T' | **21. Do you think of yourself as transgender or that you have a transgender history?**  Transgender means you see yourself differently from your birth sex (male or female). | |
| Yes |  |
| No |  |
| I don’t want to say |  |
| A woman with a clipboard asking another woman questions. Both are smiling. | **22. How old are you?** | |
| A woman in a wheelchair smiling and pointing to herself. | 10 to 15 years old |  |
| 16 to 19 years old |  |
| 20 to 29 years old |  |
| 30 to 39 years old |  |
| 40 to 49 years old |  |
| 50 to 59 years old |  |
| 60 to 69 years old |  |
| 70 years old or older than 70 |  |
| I don’t want to say |  |
| A man and woman hugging.  2 men holding hands. | **23. Sexual orientation means what kinds of people you love or have sexual or romantic feelings about.**  **Do you think of yourself as:** | |
| Heterosexual or straight |  |
| Gay |  |
| Lesbian |  |
| Bisexual |  |
| Another sexual orientation |  |
| I don’t want to say |  |
| A woman who is a wheelchair user pointing upwards to indicate 'me' | **24. Do you have a disability?** | |
| Yes |  |
| No |  |
| I don’t want to say |  |
| A group of people with a wide range of cultural backgrounds. | **25. What is your ethnicity?**  Ethnicity is the word we use to describe our background.  People from an ethnic group might have the same language, culture or religion.  **What best describes you?** | |
|  | **White** | |
|  | Scottish |  |
|  | Other British |  |
|  | Irish |  |
|  | Gypsy or Traveller |  |
|  | Polish |  |
|  | Another white ethnic group |  |
|  | **Mixed or several ethnic groups** | |
|  | Mixed ethnic group or several ethnic groups |  |
|  | **Asian, Asian Scottish or Asian British** | |
|  | Pakistani, Pakistani Scottish or Pakistani British |  |
|  | Indian, Indian Scottish or Indian British |  |
|  | Bangladeshi, Bangladeshi Scottish or Bangladeshi British |  |
|  | Chinese, Chinese Scottish or Chinese British |  |
|  | Another Asian group |  |
|  | **African** | |
|  | African, African Scottish or African British |  |
|  | Another African group |  |
|  | **Caribbean or Black** | |
|  | Caribbean, Caribbean Scottish or Caribbean British |  |
|  | Black, Black Scottish or Black British |  |
|  | **Other ethnic group** | |
|  | Arab, Arab Scottish or Arab British |  |
|  | Another ethnic group |  |
|  | I don’t want to say |  |
|  | **26. What religion do you belong to?** | |
| No religion |  |
| Church of Scotland |  |
| Roman Catholic |  |
| Other Christian |  |
| Buddhist |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Another religion |  |
| I don’t want to say |  |
| A man in hi-viz at the end of row of dots, his hand up to show 'stop'. | **This is the end of the survey.**  **Thank you.** | |