Inquiring Together: Collaborative research

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Introduction

- Background to what we did: participatory action research
- Methodology
- Findings
- Structure, scale and politics
- Recommendations

Participatory research

- Transformative change that brings about social justice;

- Takes a values stance

- Assumes knowledge is grounded in experience.

(Ospina, Burns and Howard, 2021)

Participatory Action Research

The sample populations were:

- Men with refugee or asylum-seeking status in Glasgow

- Unaccompanied asylum-seeking young people aged 18 – 25 in Glasgow

- Asian men in Dundee

- Asian women in Dundee

- Male and female Eastern Europeans in Banff

- Male and female Eastern Europeans in Fraserburgh

- Co-inquirers were police officers working at community level and seniors on steering Group

Samples included: RURAL & URBAN, 1ST, 2ND & 3RD GENERATION,
NATIVE SPEAKERS & THOSE FOR WHOM ENGLISH WAS AN ADDITIONAL LANGUAGE

Training

- Intercultural communication;

- Narrative inquiry research

Stage 1 - Cycles of inquiry

Three cycles of inquiry were held in a structured workshop format with each sample group, at which discussion will took place and the data was gathered and recorded.

Focus Group one was primarily about engagement and raising issues from life stories.

Focus Group Two explored previous experiences of crime and policing and barriers to communication and how to tackle these barriers.

The third focus group sought to develop guidelines for good police practice with these communities.

Stage Two – focus groups

Three additional focus groups were held;

- one with community workers;
- one with police officers, and;
- one with the Steering Group

to assist with data analysis and to process experiences of the project and to triangulate data

Stage Three

- Films were developed by Dundee City Council. Dundee City Council sought the opinion of 3 groups of BAME community members and police officers on these materials, as exemplars for Police Scotland on how the research findings might influence practice.

Findings:

Police in Scotland were highly regarded by participants, who did have trust in local policing.

Participating communities have significant gaps in their knowledge about the police.

Participants were concerned about contact with police affecting immigration status.

Research participants felt that when they had dealings with the Police, communication had been poor and, as victims, that they had committed a crime when being interviewed.

Community engagement is valued by both communities and police officers as an important tool in promoting community safety.
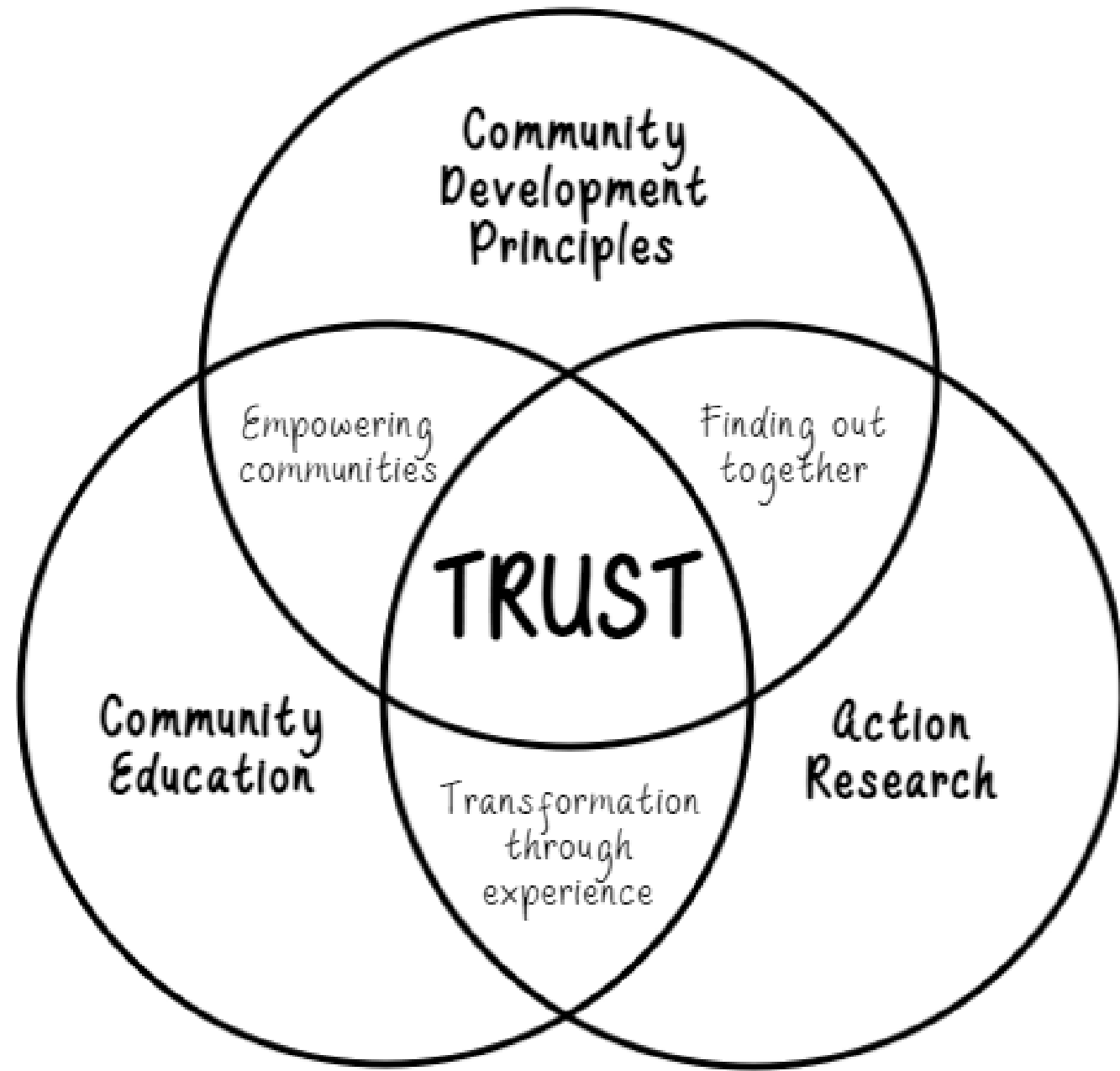
Structure, scale and politics

- As Bowling, Reinder and Skeptycki (2019) argue, "Most of the politics of policing is local". This plays out in local and community policing in various ways.

- **UK migration policy:** There's a desire within Police Scotland to emphasise that people can report crimes without affecting immigration status. But reports of Police Scotland sharing information with the Home Office complicate this, and impacts community policing.

- **Police structures and accountability in Scotland:** Police Scotland is accountable in different ways to the Scottish government, to local government and to the Scottish Police Authority. This can be hard to get to grips with, though: it's not just a deficit in our participants' understanding. And problems within Police Scotland as an institution might affect community policing at a different scale

Recommendations:

Communities need accessible, basic information, in multiple languages, about Police Scotland.

Police Scotland should look at how local officers can engage more with communities, including by using the model developed through this project.

Police Scotland should make their interpreter service more accessible as current systems require language in English to get past the first stage of the phone call.

Training on intercultural communication and awareness needs to be a regular part of police CPD.

Police Scotland needs to (continue to) address structural issues

Taking Stock: Race Equality in Scotland

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Taking Stock
Race Equality in Scotland

RUNNYMEDE

Runnymede Perspectives

Edited by Nasar Meer, Smina Akhtar and Neil Davidson

RUNNYMEDE

Runnymede Perspectives

Scotland and Race Equality
Directions in Policy and Identity

Edited by Nasar Meer

Race Equality Policy Making in a Devolved Context: Assessing the Opportunities and Obstacles for a 'Scottish Approach'

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Abstract

There is a burgeoning literature that suggests that, across a number of social policy domains, 'Scotland is different'. Hitherto however, race equality policy has been largely overlooked and this article addresses this within the context of recent and historical developments in a devolved policy context. Adopting a mixed-method case-study analysis, including thirty-two semi-structured interviews with civil society and Scottish Government, the article shows how policy actors lack a consensus on the underlying causes of racial inequality, in ways that may impede policy making. In this sense, the article shows how Scotland 'orbits' around existing settlements, rather than necessarily setting off in a new course that goes beyond the fact of contingency. The implications of this analysis have a much broader relevance, including an account of how race equality policy opportunities encounter political obstacles, in a way that bears both specific and generalizable qualities. These include the role of policy coalitions in holding and promoting a coherent set of positions, the particularity of race as an idea or 'cognitive problem', and how prevailing narratives about national identities can feed into this process.

What will Happen to Race Equality Policy on the Brexit Archipelago? Multi-Level Governance, 'Sunk Costs' and the 'Mischief of Faction'

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Abstract

This article considers how one of the 'archipelago of contradictions' raised by Brexit is the prospect of unconventional policy change, in so far as it includes – amongst other options – 'returning' to prior conventions that were scaled up from the UK to the EU, and then returned to the UK through EU directives. To explore this, the paper divides UK equality legislation into three types: (a) that which was created in the UK (b) that which flows from membership of the European Union and (c) that which reflects an outgrowth of the two. The translation of this into social policy has typically taken a patchwork approach, including a discursive public function which addresses the rights of distinct groups as well as their modes of interaction. The scope and scale of existing equality approaches have therefore become central to the kinds of social and political citizenship achieved by Black and Minority Ethnic (BAME) Britons. While the dangers of Brexit rhetoric are apparent to see, we do not yet know how withdrawal from the EU revises (a), (b) or (c). The article makes a tentative attempt to shed light on these entanglements by focusing on public policies enacted to pursue race equality in particular.

The implications of EC Race Equality and Employment Directives for British anti-discrimination legislation

Nasar Meer

This paper examines the adoption of EC directives derived from Article 13 of the 1997 Treaty of Amsterdam. It argues that these directives are party to important changes in established legal responses to racial and religious anti-discrimination in Britain. It maps the interaction of specific British approaches and generic European Commission directives, as well as legally, with respect to human rights discourses, the Equalities and Human Rights Commission, and a Single Equalities Act. The article also reflects on whether Britain's approaches are being 'Europeanised'.

2002	The Scottish Executive's anti-racism campaign
2005	The Scottish Executive's race equality scheme
2006	The Scottish Executive's national strategy and action plan on race equality
2008	The Scottish Government's *Race Equality Statement* published
2012	Public Sector Equality Duty Scottish specific duties published (new specific duties for listed public bodies to help them meet the Equality Act 2010 general duty)
2016	Scottish Government's *Race Equality Framework for Scotland* published
2017	*A Fairer Scotland for All: Race equality action plan and highlight report 2017–2021* published
2020	Scottish Government announces the creation of a new Directorate of Equality, Inclusion and Human Rights

Illustrated by Paola Rozo kiluteo@gmail.com

ADDRESSING RACE INEQUALITY IN SCOTLAND: THE WAY FORWARD

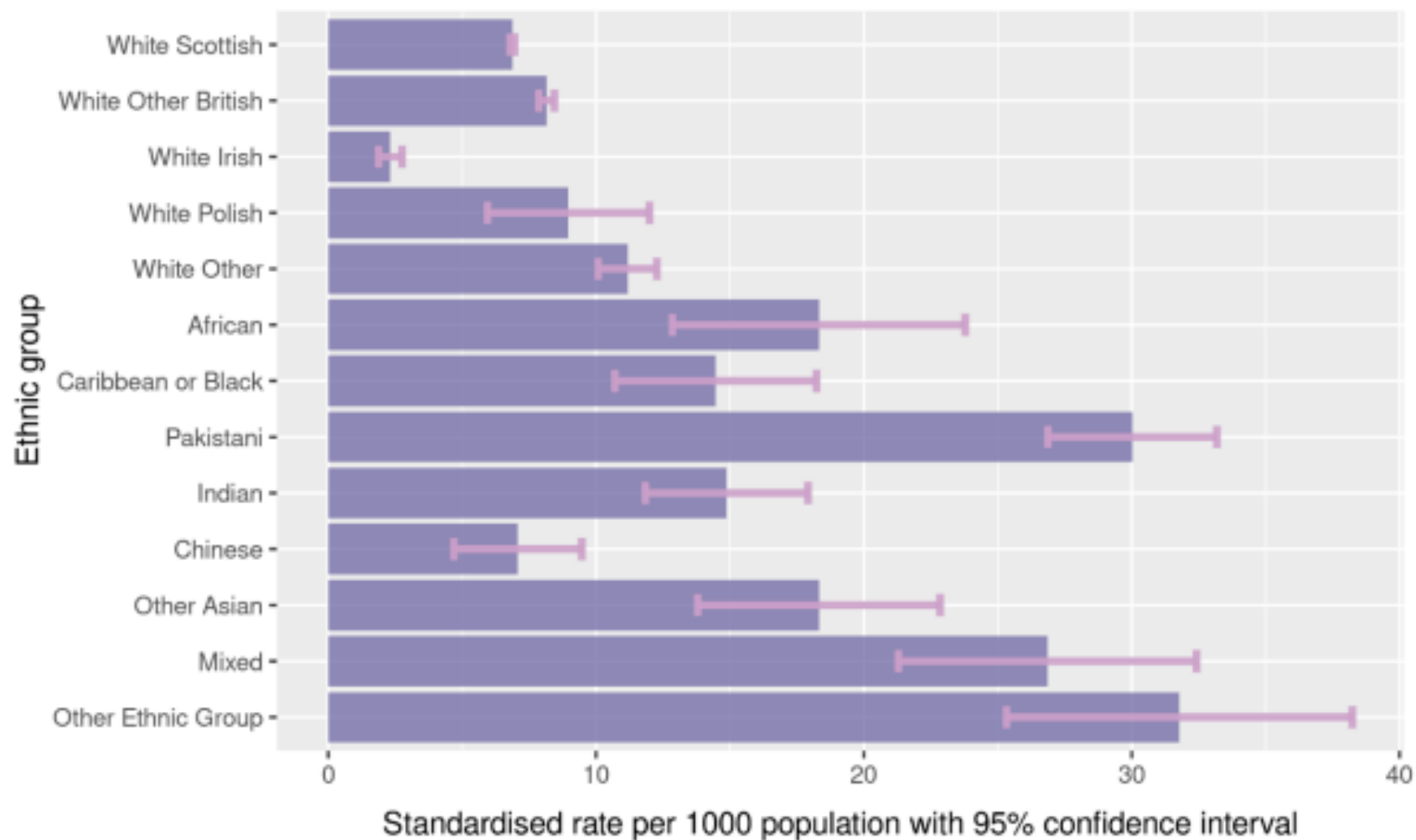December 2017

Kaliani Lyle
Independent
Race Equality
Adviser

"These results point to evidence of around a 2-fold increase in risk of admission to critical care or death due to COVID-19 among those of South Asian origin. This increased risk was particularly evident among the Pakistani group and was still apparent after accounting for deprivation, residential care home status and diabetic status."

Public Health Scotland COVID-19 Statistical Report

As at 30 November 2020

Publication date: 2 December 2020

A Management Information release for Scotland

Figure 16: Rates of COVID-19 hospitalisation or death by ethnic group as at 30 September 2021
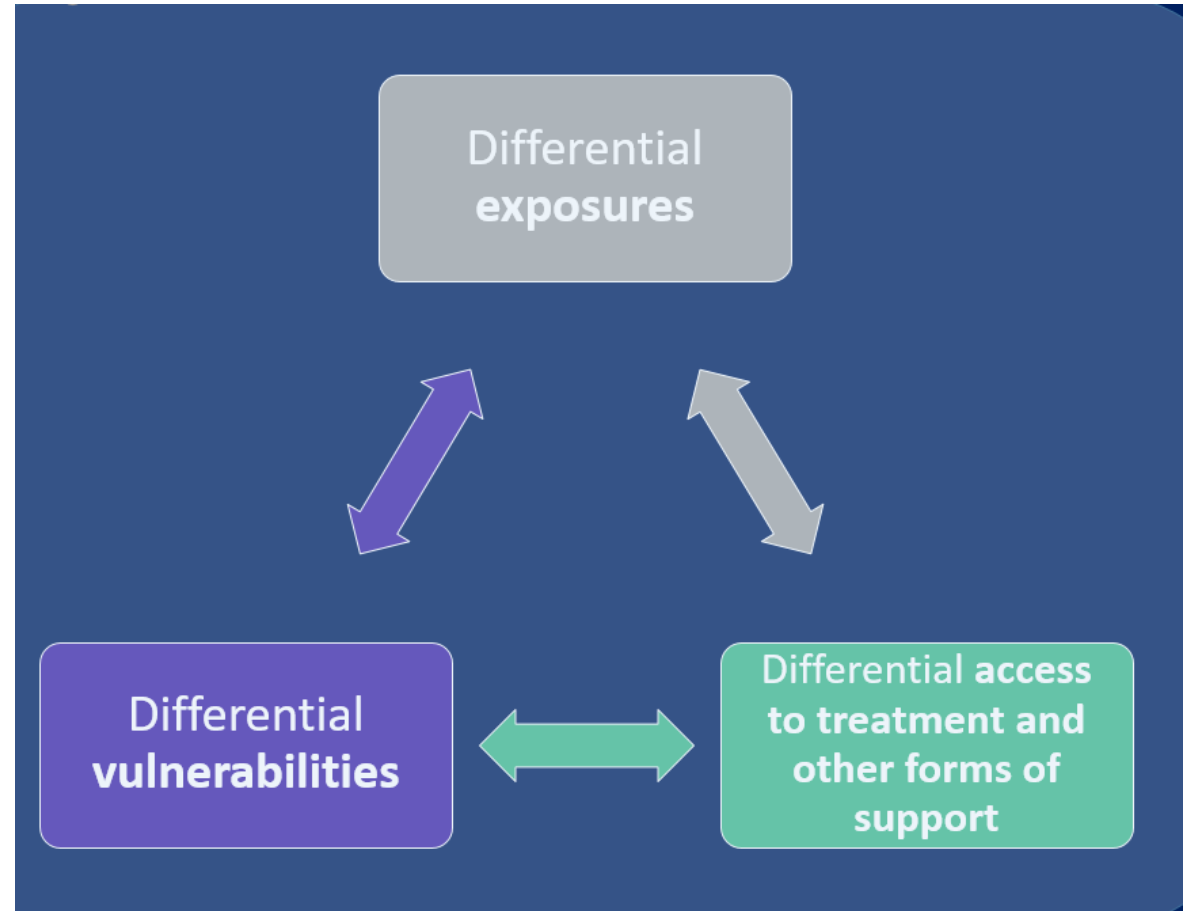
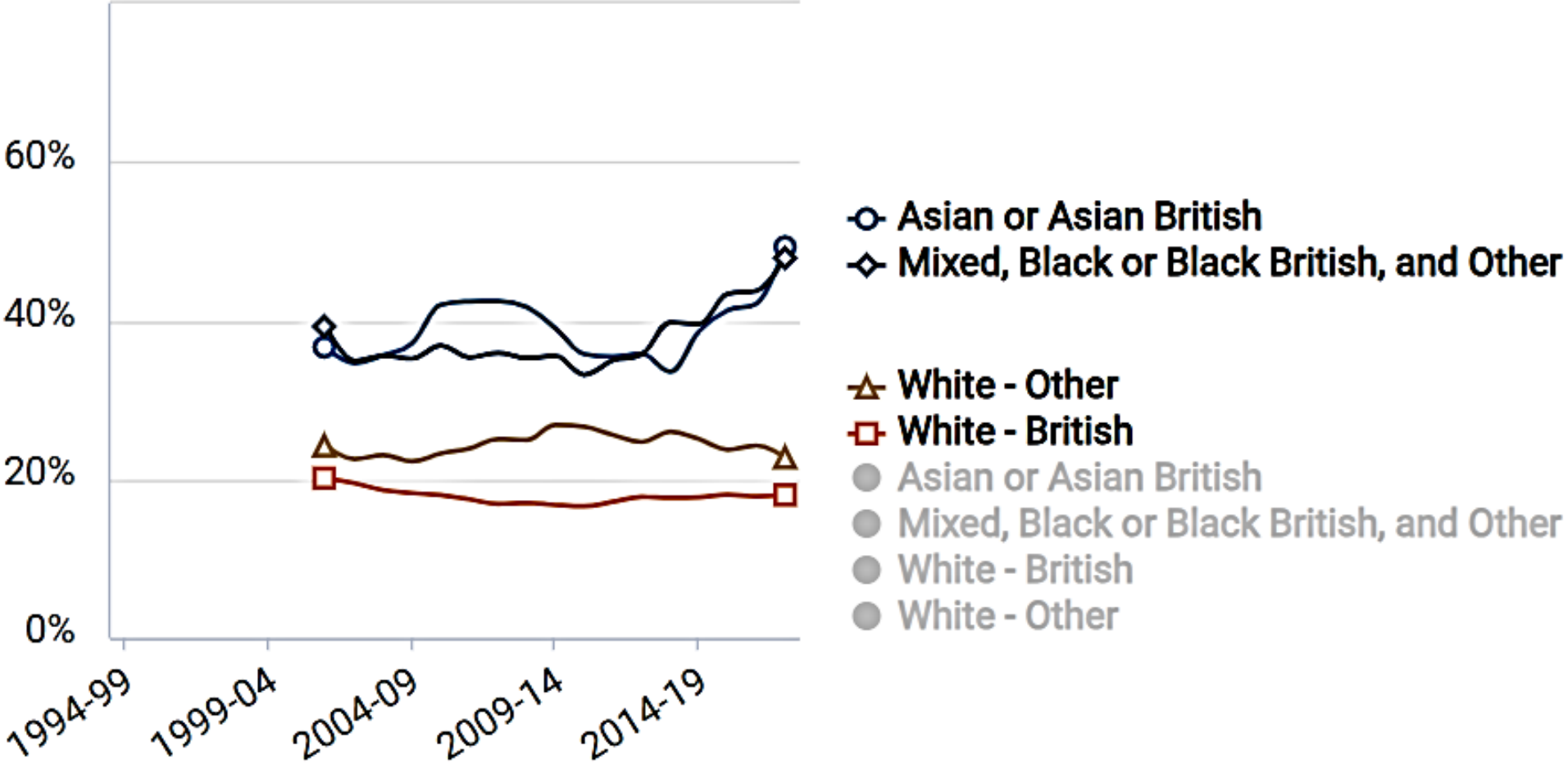# Expert Reference Group on COVID-19 and Ethnicity

Overview

An Expert Reference Group on COVID-19 and Ethnicity has been established to consider and inform the Scottish Government's approach in relation to the impacts of COVID-19 on Minority Ethnic (ME) communities. This was in response to reports at a UK-wide and international level that some ME groups may be at risk of experiencing disproportionate effects, both in terms of adverse health outcomes and in a wider context, including economically.

The creation of the Expert Reference Group is one of the five key actions being taken forward by the Scottish Government in response to COVID-19's impact on ME communities. The other four actions are: an ongoing programme of work to understand the data in relation to any disproportionate risks and impacts on ME groups; the publication of workplace assessments to ensure that ME staff working in health and social care settings receive the support they need; a targeted marketing campaign ran throughout May, to ensure ME communities received core public health messages in accessible formats, and; direct engagement with ME communities and representatives, to listen to and address concerns, and outline Scottish Government work.

The Group, which will consist of academics and other expert advisers alongside Scottish Government officials, will work to contribute to the Scottish Government's emerging approach, and advise on proposed actions to mitigate the harms felt by ME communities in relation to COVID-19. The Group will feed into the work of the Race Equality Action Plan Programme Board, as well as make strong links with the COVID-19 Advisory Group and other key groups as necessary.

# Proportion of people in relative poverty after housing costs, Scotland 2017-22

Legend:
- Asian or Asian British
- Mixed, Black or Black British, and Other
- White - Other
- White - British
- Asian or Asian British
- Mixed, Black or Black British, and Other
- White - British
- White - Other

Source: Family Resources Survey

The employment gap for the minority ethnic population aged 16-64 has increased between 2017 and 2019

16.4%
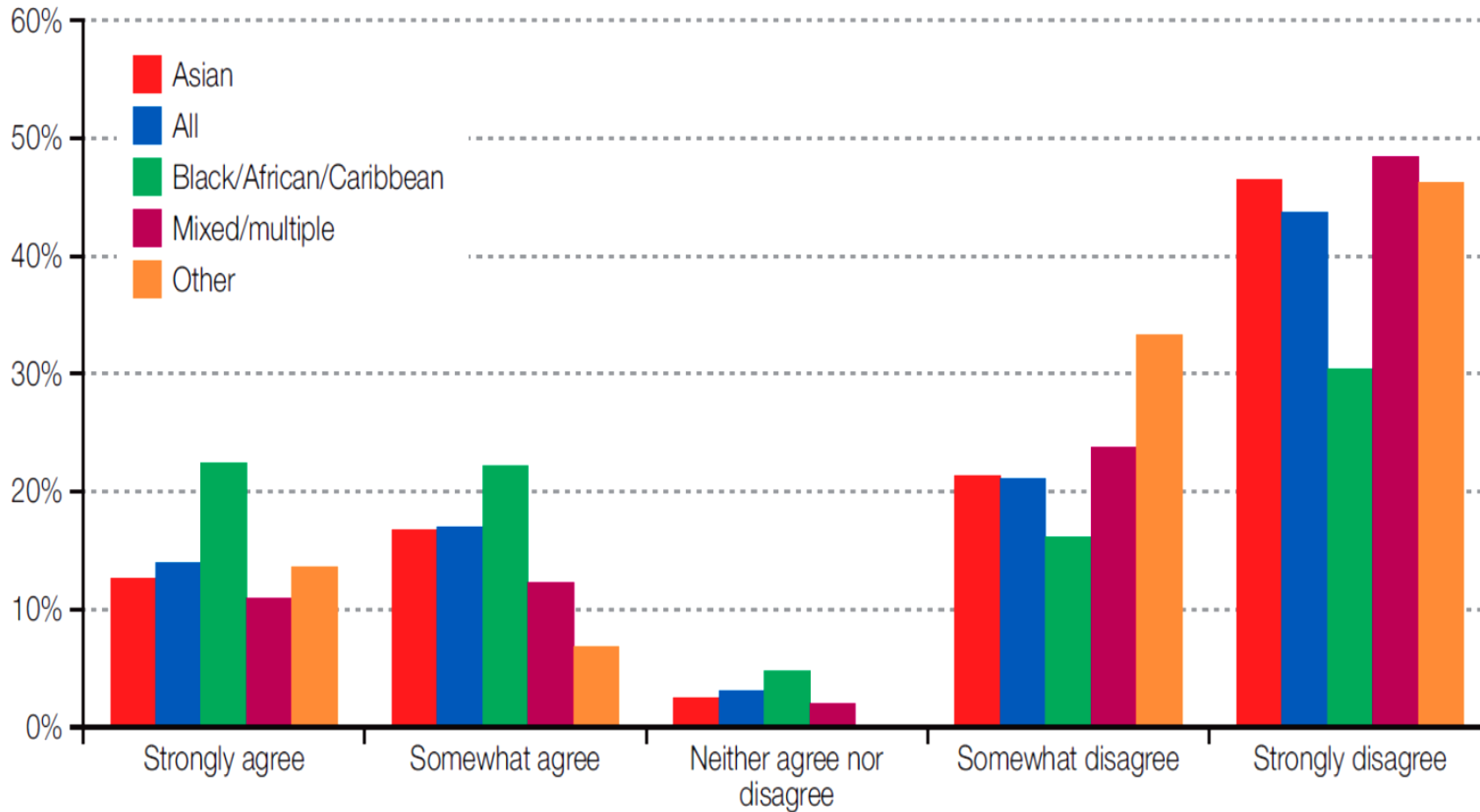
14.4%

2017

2019

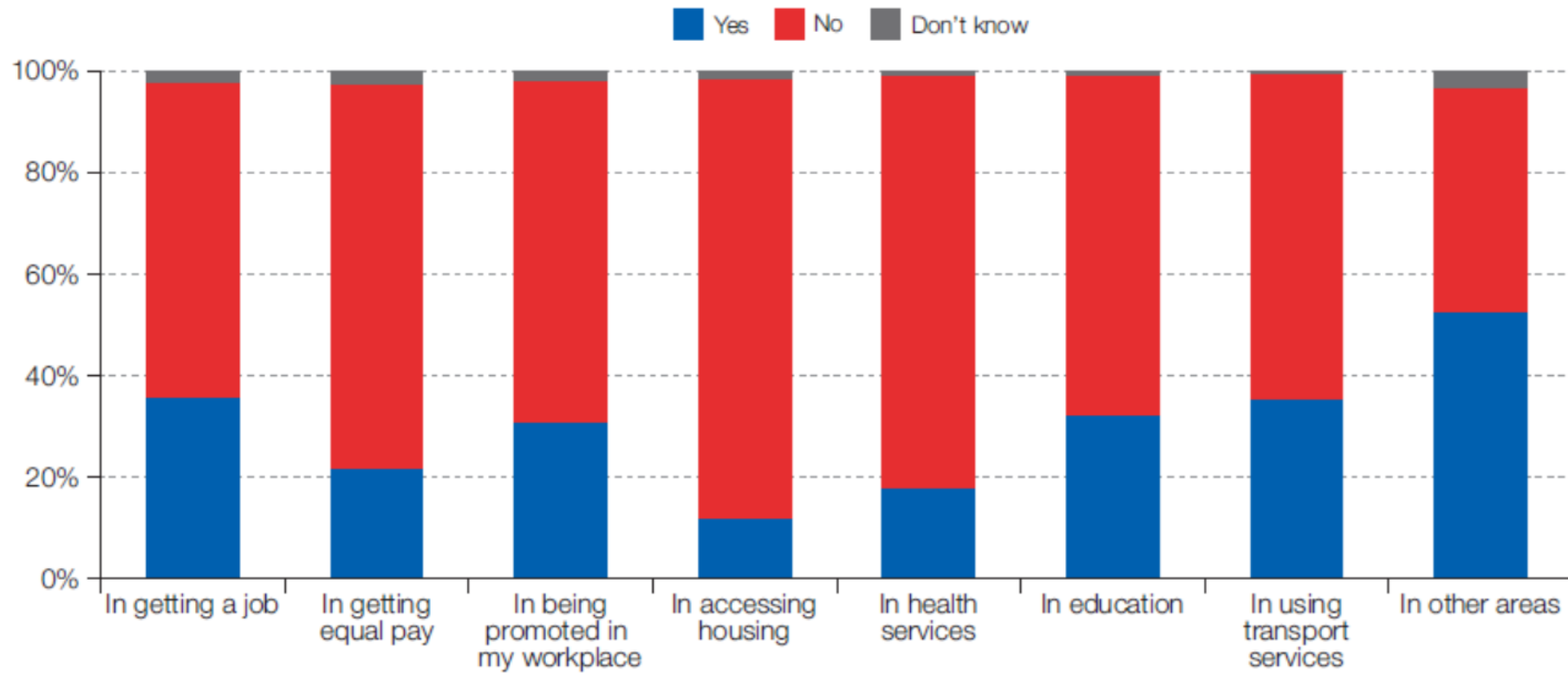Number of hate crimes recorded by the police
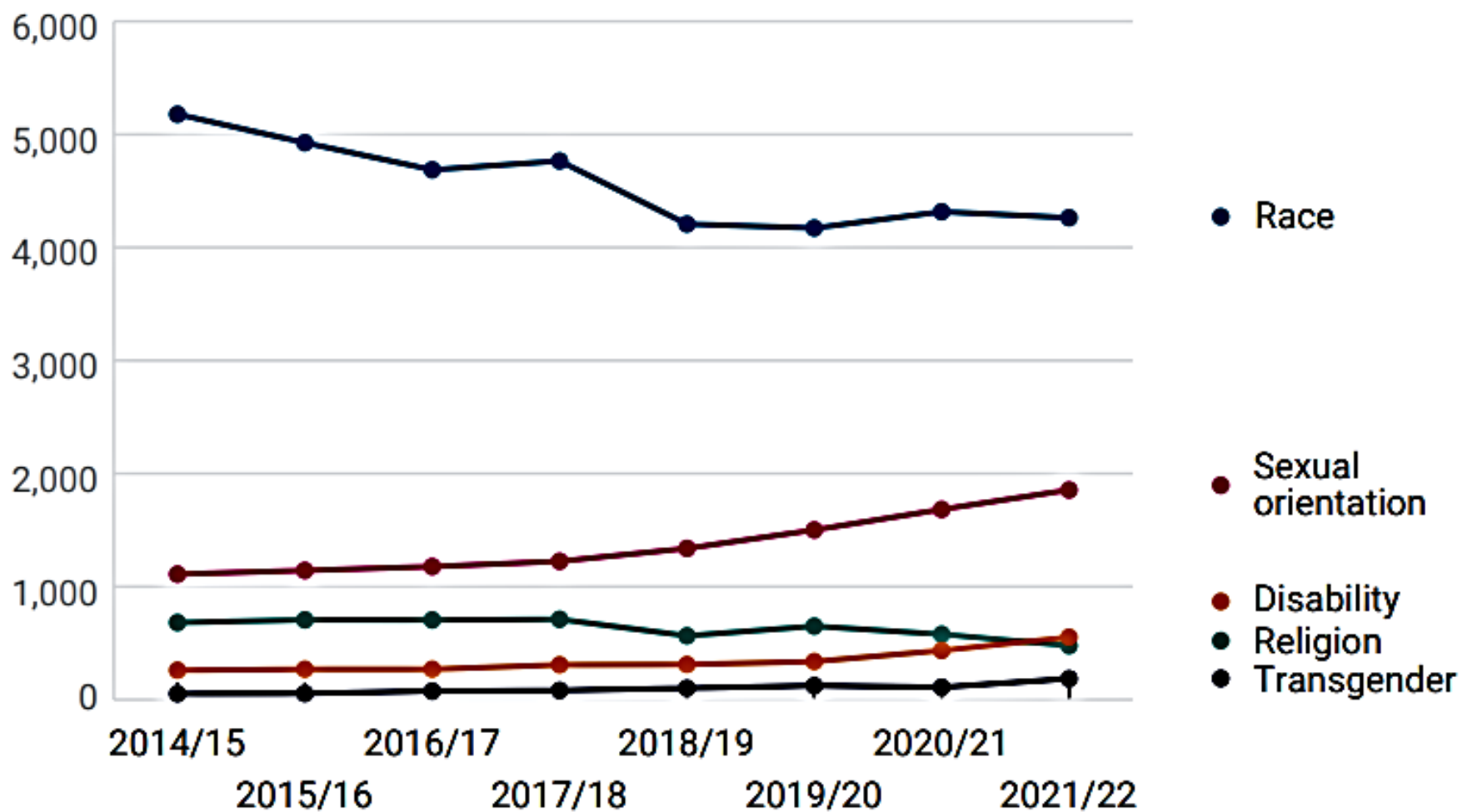
(Source: Scottish Government)

'I have experienced discrimination in Scotland in the last 5 years' (2015) /
'I have experienced discrimination in Scotland in the last 2 years' (2017, 2019)

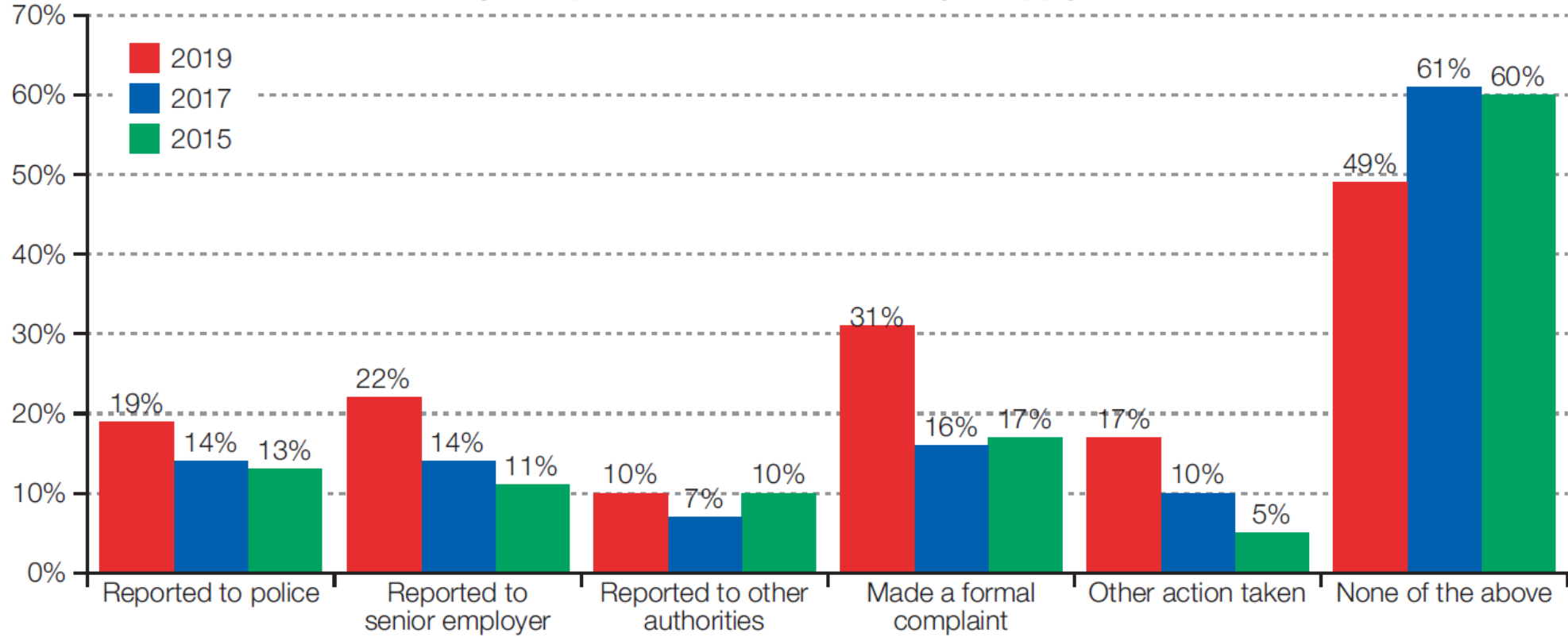Meer and Survation (2015 n=502 | 2017 n=504 | 2019 n=501)

'I have experienced discrimination in Scotland in the last 5 years' (2015) /
'I have experienced discrimination in Scotland in the last 2 years' (2017, 2019)

Yes   No   Don't know

In getting a job | In getting equal pay | In being promoted in my workplace | In accessing housing | In health services | In education | In using transport services | In other areas

Meer and Survation (2015 n=502 | 2017 n=504 | 2019 n=501)

In which if any of the following ways have you taken action as a result of the discrimination you experienced? Select as many as apply.

Legend:
- 2019 (red)
- 2017 (blue)
- 2015 (green)

Action	2019	2017	2015
Reported to police	19%	14%	13%
Reported to senior employer	22%	14%	11%
Reported to other authorities	10%	7%	10%
Made a formal complaint	31%	16%	17%
Other action taken	17%	10%	5%
None of the above	49%	61%	60%

"One of our professional stake holders was a very senior police officer who spoke at length about institutional racism and believed that Police Scotland was institutionally racist. We were not allowed to include a synopsis of it in the conference report because there was widespread panic in Government that that would hit the press and look terrible." (Ryic3)

Expert Reference Group on COVID-19 and Ethnicity

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Recommendation 7:

Accountability - Independent Oversight Commission

- An Observatory which brings together quantitative and qualitative data on ethnic and racial inequalities in Scotland.
- A repository which holds historical and current evidence.
- Collaboration between the Scottish Government and all other relevant stakeholders.
- Co-production led by those who are most affected by its outcome.

Recommendation 10:

Corporate Accountability

- An antiracist progress measure should be included in the performance objectives of all Scottish Government Directors and Chief Executives (or equivalent) of every public body in Scotland.

Equality Diversity, Inclusion and Human Rights Independent Review Group

Dr Victor Olisa QPM

Policing is a protean term….

Crime-fighter

Peace keeper

OFFICIAL

Policing by consent and police governance

➡ According to the academics David H Bayley and Philip C Stenning every democracy confronts a fundamental problem regarding policing:

➡ How can elected governments create and manage police so they act in the public interest while avoiding the temptation to use them for their own partisan advantage?

Police Governance

➤ Governance structures are designed to stop politicians directing the police in ways that they should not, while also preventing the police from:

- ➤ claiming too much independence;

- ➤ avoiding oversight;

- ➤ and evading political accountability.

Peelian Principles – Policing by consent

➡ Policing in the UK is different from policing in most other countries because it is based on the concept of policing by consent.

➡ This is encouraged through the set of policing principles contained in the 'General Instructions' issued to new officers in 1829, the first of which is…

➡ *"to prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment"*.

Policy, Governance and Funding

- **Home Office** in England and Wales
- **Safer Communities Directorate** in Scotland
- **Department of Justice** in Northern Ireland
  - National bodies
    - College of Policing
    - National Police Chiefs Council
    - **In Scotland** – The Scottish Police Authority

Oversight

➡ All police forces in the UK are subject to oversight by an independent body.

➡ The purpose of such oversight is to ensure that the quality of policing keeps improving.

England and Wales

- In England and Wales, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) is responsible for independently assessing and reporting on the efficiency and effectiveness of police forces.

- Since 2017, it has also been responsible for inspections of England's fire and rescue services.

Scotland

His Majesty's Inspectorate of Constabulary in Scotland (HMICS) provides independent scrutiny of both Police Scotland and the Scottish Police Authority (SPA).

The Police and Fire Reform (Scotland) Act 2012 reaffirmed its role, providing HMICS with wide ranging powers to look into the "state, effectiveness and efficiency" of Police Scotland and the SPA.

Scottish ministers can direct HMICS to investigate any issue related to the SPA or Police Scotland.

HMICS also has a role in providing professional advice and guidance on policing in Scotland.

Scrutiny

- According to the Criminal Justice Alliance, there are many independent inspectorates and groups who scrutinise different parts of the criminal justice system at a local, national and international level.

- However, they face a range of barriers which prevent them from fully holding criminal justice bodies to account and driving change.

Scrutiny…cont.

➥ They found that Community Scrutiny Panels — independent groups made up of members of the public that meet regularly to scrutinise their local police forces — face a range of barriers which limit their effectiveness.

IRG - genesis

- Genesis – In the 2018, the Rt. Hon Dame Elish Angiolini, DBE KC was commissioned to undertake an independent review of complaints handling, investigations and misconduct in relation to policing in Scotland.

- Through her Preliminary Report (June 2019) and Final Report (November 2020), Dame Elish delivered 111 recommendations for improvements to systems, procedures and the legislative framework, creating a platform for bold reform of this complex landscape.

- The IRG was formed to meet one of these recommendations.

IRG - membership

- The membership of the IRG is made up of people from wide range of professional backgrounds that include,

- academics,

- legally qualified professionals,

- third-sector activists,

- equality, diversity and inclusion professionals,

- senior managers from local authorities,

- senior leaders in public scrutiny organisations, such as Equality and Human Rights commission and retired police officers.

IRG - philosophy

➥ With such a broad range of experience, the IRG decided that the best to bring about change was to work with Police Scotland in a way that included all the elements of

➥ scrutiny,

➥ oversight,

➥ inspection,

➥ advisory

➥ and collaboration.

IRG - examples

➡ Areas of focus:

➡ Culture

➡ Strategic direction

➡ Training and Development

➡ Sex Equality and Tackling Misogyny

➡ Examples:

➡ valuation tools for measuring result and progress

➡ Close advisory work with executive officers leading SETM work

Thank you!

▶Discussion to follow..