

## Equality and Diversity Strategy Group (EDSG 3/14) **APPROVED**

### Notes and Action Points from Wednesday 19<sup>th</sup> Nov 2014, Crown Office.

#### Present

Lord Advocate	(Chair)
John Dunn	Head of East Federation
David Harvie	Head of West Federation
Liam Murphy	Head of North Federation
Ruth McQuaid	Equality Champion
John Service	West Federation Equality Network
Fiona Cameron	East Federation Equality Network
Gertie Wallace	Deputy Head of Policy Division, pp John Logue
Lynne McNaughton	Head of People and Learning, pp Janice Irvine
Sandy Mackie	Chair of Staff Disability Advisory Group
Nancy Darroch	Rep for Federation Business Managers
Jennifer Veitch	Head of Internal Communications
Karen Kennedy	Policy Adviser, Policy Division
Lynda Carnochan	Policy Trainee (Minutes)

#### Apologies

John Logue	Director of Serious Casework
Janice Irvine	Director of Human Resources
Sue Sandeman	Staff Information Manager, Crown Office Library
Lorraine Davidson	Head of Corporate Communications
David Casey	Chair of Proud in COPFS Network

#### 1. Welcome and Apologies

The Lord Advocate welcomed all to the meeting. Apologies were noted from those who were unable to attend, per above.

The minutes from the last meeting were approved, with no amendments.

#### 2. Matters Arising –

(1) Advocate Depute Training: LMcn advised that progress was being made but that no date had yet been set for training. The LA stressed the need for this work to be moved forward as it's an area in which we are potentially vulnerable.

(2) Awards Cabinet: ND advised that the sourcing of suppliers/costings is nearly complete. The LA stated that he is keen for CO Reception to showcase COPFS awards and achievements.

(3) Highlands and Islands schools, involvement in Public Speaking Competitions: LM advised that the team involved in this has been refreshed with three people from Inverness now included.

(4) Progress Reports from the 4 Federation Equality Networks – KK reported that this action has been completed.

(5) Trainees involvement in Public Speaking Competitions – KK reported that two of the current trainees had been involved in mini trials whilst at school but that not enough time had elapsed since the inception of the public speaking competitions for any students to be at the legal Trainee stage.

(6) After discussion it was decided that the new official name for Revenge Porn will be Intimate Image Abuse.

**ACTION POINT 1: LMcN to provide an update about proposed Advocate Depute equality training at the February meeting.**

**ACTION POINT 2: Policy (GW) and Comms (JV) teams to engage with Stakeholders on the proposed new name for "Revenge Porn."**

### **3. Update Reports from Federation Heads – compiled by Caroline Tomlin.**

**EAST** – JD gave an update for the East Federation. He described the success of the Edinburgh Sheriff Court Open Day and the use of the recently launched Communities DVD.

**WEST** - JS highlighted the collaborative work with the I AM ME Project in Paisley. The project aims to raise awareness of hate crime amongst school pupils through a hard hitting drama and training pack. RMcQ added that the Crown Agent was keen for COPFS to get involved in the Keep Safe Initiative and have fiscal offices recognised as "places of safety" for protected groups.

**NORTH** - LM advised that a recent Cyber-crime Awareness event had been well received, with around 50 people attending. The LA suggested that this be extended across the whole country. GW suggested that National, along with Age Scotland could run another event or create guidance for older people on the pitfalls of cyber crime.

**NATIONAL** – GW advised that National work was currently in an embryonic stage. ND and GW have brainstormed to generate ideas for national projects.

The LA remarked on the impressive nature of these projects and asked that his thanks be passed on to all those involved.

**ACTION POINT 3: JD (East), DH (West) and GW (National) to progress similar cyber-crime awareness events in their respective areas.**

### **4. Policy Updates**

#### **a) Human Trafficking Summit**

The LA was very impressed with the event and thanked those involved in its creation. Andrew McIntyre was commended for his presentation. GW advised that all the talks and presentations are now available on COPFS public web site.

#### **b) Antisemitic cases review**

KK provided details of the work carried out by COPFS and the police to identify antisemitic cases reported as a result of the Gaza conflict during the summer of 2014. 48 incidents had been reported to the police which resulted in 16 cases being reported to COPFS, a significant increase on numbers from previous years.

The LA had approved a letter to the Scottish Council of Jewish Communities (SCoJeC), to show support for the community and to also highlight our robust prosecution policy regarding all forms of hate crime. A copy of the COPFS response to the Westminster Antisemitism Inquiry report will be sent to SCoJeC in due course.

**ACTION POINT 4: KK to send a copy of the COPFS response to the Westminster Antisemitism Inquiry report to SCoJeC in due course.**

### **c) Asylum seekers work**

GW advised that the organisation is working towards its own prosecution policy in relation to offences committed by asylum seekers when they enter Scotland. RMcQ added that she had recently met with Gary Christie of the Refugee Council and Lorna Jack of the Law Society of Scotland and both were happy for COPFS to move forward on this. DH highlighted the issue of asylum seekers not knowing the local laws and the need for education/communication. The LA suggested that COPFS get involved in communication initiatives to promote the new drink driving limits, which are soon to be introduced.

**ACTION POINT 5: JV to ensure COPFS involvement in communications on new drink-drive limit.**

### **d) Social Media Policy**

GW reported that the Social Media Policy will be published on 4<sup>th</sup> December.

### **e) Horizon Scanning**

- COPFS continues to work closely with Epilepsy Scotland and new guidance has been published on our public web site. The LA and COPFS staff are attending their 60<sup>th</sup> anniversary celebrations in Parliament this evening.
- Work is continuing on a Transgender policy for victims and witnesses
- A domestic abuse policy for COPFS staff is being created by HR.

## **5. Hate Crime DVD - Ruth McQuaid, Equality Champion**

RMcQ advised that work on the DVD was nearing completion and the team were working towards a launch date in spring 2015. Iain Logan has been working with the school team to create a training pack to accompany the DVD when used in schools. DH suggested that students in their final year of teacher training could be a very receptive target audience for the package. JV also suggested that there be a Schools Resource section on the COPFS public web site, which could then be publicised.

The DVD was played for the group and feedback was sought. All agreed that the scenarios conveyed a powerful message about the consequences of hate crime, both for the victims and the perpetrators. The LA suggested that the DVD should

end with a powerful message about the consequences of offensive behaviour, along with some signposting about where to seek help for those who have been affected by hate crime.

**ACTION POINT 6: RMcQ to create a short closing tag-line/message for the DVD and the contact details of appropriate support agencies.**

**ACTION POINT 7: JV to explore the feasibility of creating a Schools Resource section on COPFS public web site.**

## **6. Update on the Equality Act Project – written report from Ruth**

### **a) 2016 Hate Crime Conference**

The group agreed that such events were a highly effective way of engaging with protected community groups at a relatively low cost. KK advised that Policy Division has already begun planning for the 2016 conference and advised of the expected costs involved. It was agreed that Hampden had worked well and provided good value for money.

There was brief discussion about possible themes for the conference, including disability hate crime with a focus on mental health issues, gender based violence, asylum seekers and refugees, cyber crime and social media as a vehicle for hate crime.

ND reminded the group of the importance of working with all seven justice partners and having awareness of the Scottish Government's plans for future conferences. The LA recommended that the group agree an outline plan at next meeting and then engage with justice partners.

**ACTION POINT 8: KK to make a provisional booking with Hamden for the next hate crime conference in March 2016.**

**ACTION POINT 9: KK and RMcQ to create options paper on possible themes for the 2016 conference.**

### **b) Stonewall WEI (Workplace Equality Index)**

RMcQ advised that the COPFS entry had been submitted in September 2014. The questionnaire had changed this year, a tactic used every 4 years in order to keep organisation "on their toes" so it was difficult to predict if our responses were enough to retain our high position in the Index. However, she and DC had identified several low-cost actions that could help the organisation to make further progress and these were being pursued.

The LA stated that it was important to remember the very significant progress that COPFS had made since early 2000 and made reference to the Chhokar case. He noted that the Double Jeopardy application for the Chhokar case had been heard and the court judgement is eagerly awaited by COPFS staff.

**ACTION POINT 10: RMcQ and DC to progress the low-cost initiatives identified to support LGBT staff.**

### **c) Outreach and Respect Newsletters**

JV advised that Internal Communications are looking at branding for both publications and better use of the public web site and RSS feeds to distribute key messages. The LA suggested greater use of the COPFS Twitter feed to comment on current events.

## **7. Updates from Cross Justice project groups**

### **Criminal Justice Disability Group – Nancy Darroch**

ND advised that the group is now fully formed and functional, with a project plan in place for the 85 recommendations arising from the three disability hate crime reports. A major milestone was the creation of a Disability Advisory Group, and their first meeting is planned for December 2014.

ND also spoke about the UN Convention on the Rights of Disabled Persons. A 3 year action plan to cover 2015 – 2018 for all Scottish Government Directorates is being created. At present, only the Justice Directorate are in a position to meet the proposed targets.

### **Criminal Justice Sub Group – Ruth McQuaid**

**a) Future Workforce** – RMcQ advised that we are leading on this work with children. The event at Tulliallan which outlines the potential careers in Criminal Justice was filmed and a DVD will be made. Police Scotland are running focus groups to better understand the blocks to recruitment and progression of protected groups amongst their staff. KK and DC will be attending a police event in December.

**b) Mentoring** – RMcQ advised that COPFS will be participating in the Scottish Government's Mentoring Programme.

**c) Unconscious Bias Training** – A proposal that the senior executives from the 7 Justice sector organisations attend bespoke training will be submitted to the Justice Board in January 2015.

## **8. AOCB - none**

## **9. Date of Next meeting**

The next meeting is on Wed 11<sup>th</sup> February 2015, 2.30 – 4.30pm in Conference Room 1, Crown Office.