

# Corporate Policy and Strategy Committee

10.00am Tuesday 26 February 2013

## Lay Diversity Advisers Scheme Arrangements Post April 2013 – referral from Committee

Item number	7.5
Report number	
Wards	City wide

### Links

Coalition pledges	<a href="#">P32</a>
Council outcomes	<a href="#">CO5, CO15, CO21, CO23</a>
Single Outcome Agreement	<a href="#">SO4</a>

### Carol Campbell

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# Terms of Referral

## Lay Diversity Advisers Scheme Arrangements Post April 2013

### Terms of Referral

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On 25 January 2013, the Police and Fire Reform Pathfinder Committee considered a report on the future of the Lay Diversity Adviser's Scheme beyond 1 April 2013.

The Pathfinder Committee agreed:

- 1) To continue to operate the Lay Diversity Advisers Scheme within the City of Edinburgh on a pilot basis for a period of 2 years with effect from 1 April 2013.
- 2) To appoint 9 members to the Scheme and to delegate the necessary arrangements to the Director of Corporate Governance.
- 3) To refer the report to the Corporate Policy and Strategy Committee for consideration of the associated financial implications.
- 4) To request a meeting with the Scottish Police Authority to discuss future plans for the Scheme.

### For decision/action

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The Pathfinder Committee has referred the attached report to the Corporate Policy and Strategy Committee for decision on the financial implications associated with continued operation of the Lay Diversity Advisers Scheme from 1 April 2013. If agreed, the long term funding of the scheme will be highlighted with the S.P.A.

### Background reading / external references

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[Equality Act 2010 – Guidance](#)

## Links

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<b>Coalition pledges</b>	P32	Develop and strengthen local community links with police
<b>Council outcomes</b>	CO5	Our children and young people are safe from harm and do not harm others within their communities
	CO15	The public is protected
	CO21	Safe residents, visitors and businesses feel that Edinburgh is a safe city
<b>Single Outcome Agreement</b>	CO23	Well engaged and well informed communities and individuals are empowered and supported to improve local outcomes and foster a sense of community
	SO4	Edinburgh's communities are safer and have improved physical and social fabric
<b>Appendices</b>	None	

# Police and Fire Reform Pathfinder Committee

10.00am Friday 25 January 2013

## Lay Diversity Advisers Scheme Arrangements Post April 2013

Item number	5.4
Report number	
Wards	City wide

### Links

Coalition pledges	<a href="#">P32</a>
Council outcomes	<a href="#">CO5, CO15, CO21, CO23</a>
Single Outcome Agreement	<a href="#">SO4</a>

### Alastair D Maclean

Director of Corporate Governance

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# Executive summary

## Lay Diversity Advisers Scheme Arrangements Post April 2013

### Summary

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Lothian and Borders Police Board currently operates a Lay Diversity Advisers Scheme comprising 16 volunteers who undertake independent scrutiny of Lothian and Borders Police in terms of hate crime monitoring across the Force area. The role of Lay Advisers has recently been expanded to include critical incidents, public protection and equality impact assessments.

On 28 September 2012, the Police and Fire Reform Pathfinder Committee heard a presentation from the Alun Evans, Convener, Lay Diversity Advisers Forum expressing concerns about the future of the Scheme beyond 31 March 2013.

The Committee agreed:

- 1) To confirm the Committee's commitment to the Lay Diversity Advisers Scheme.
- 2) To request a meeting with the Scottish Police Authority to discuss the benefits of the Scheme and its future.
- 3) To continue to receive annual reports from the Scheme.

### Recommendations

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The Police and Fire Reform Pathfinder Committee is asked:

- a) To continue to operate the Lay Diversity Advisers Scheme within the City of Edinburgh on a pilot basis for a period of 2 years with effect from 1 April 2013.
- b) To appoint 9 members to the Scheme and to delegate the necessary arrangements to the Director of Corporate Governance.
- c) To refer the report to the Corporate Policy and Strategy Committee for consideration of the associated financial implications.
- d) To request a meeting with the Scottish Police Authority to discuss future plans for the Scheme.

### Measures of success

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Not applicable.

## Financial impact

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Lay Diversity Advisers are eligible to receive an honorarium of £1000 in each financial year subject to satisfactory completion of duties. This sum is met currently from the Lothian and Borders Police Board budget.

## Equalities impact

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The Lay Diversity Advisers Scheme is aligned to the nine [protected characteristics](#) defined in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## Sustainability impact

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Not applicable.

## Consultation and engagement

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Not applicable.

## Background reading / external references

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[Equality Act 2010 – Guidance](#)

## 1. Background

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- 1.1 The concept of Lay Advisers developed from findings in the report on the Stephen Lawrence Inquiry in 1999 regarding institutional racism in the Metropolitan Police Force.
- 1.2 Lothian and Borders Police Board established its Lay Diversity Advisers Scheme in 2002. The Scheme currently comprises 16 volunteers and undertakes independent scrutiny of Lothian and Borders Police in terms of hate crime monitoring across the Force area. The role of Lay Advisers has recently been expanded to include critical incidents, public protection and equality impact assessments.
- 1.3 The Force and the Board have valued the Scheme since its inception in 2002 and it received favourable comment from Her Majesty's Inspector of Constabulary in Scotland in the recent Best Value Audit and Inspection Report.

## 2. Main report

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- 2.1 On 1 April 2013, Lothian and Borders Police Board will cease to exist as an organisation and its property, rights, liabilities and obligations will transfer to the Scottish Police Authority.
- 2.2 The role of Lay Advisers beyond 31 March 2013 is uncertain as there is no statutory provision for a Scheme in the new Police and Fire Reform (Scotland) Act 2012.
- 2.3 Alun Evans, Convener of the Lay Advisers Forum, has made presentations seeking support for continuation of the Scheme to the Pathfinder Committees in City of Edinburgh, East Lothian and the Scottish Borders and is due to make a further presentation to the Midlothian Committee in February. The Policy Officer in East Lothian agreed to link with Midlothian, West Lothian and the Borders as they will be served by one police division with effect from 1 April.
- 2.4 Presently there are 16 Lay Advisers who are each aligned to divisions across the Lothian and Borders police force area. From 1 April 2013 the City of Edinburgh will need to have separate arrangements serving the new police division. It is proposed that 9 Lay Advisers would be sufficient to allow the Scheme to continue to operate effectively.

- 2.5 Lay Advisers are eligible to receive an honorarium of £1000 in each financial year subject to satisfactory completion of duties currently met from within the Police Board budget. From 1 April 2013, the Board's uncommitted reserve balances will be divided with 49% of the balance being passed to constituent local authorities and 51% passed to the Scottish Government.
- 2.6 Agreement has also been reached between COSLA and the Scottish Government in respect of new or ongoing costs for local government as a result of reform and costs incurred by Councils as a result of disaggregation; £4m per annum would be provided in recognition of this.
- 2.7 Costs associated with continuation of the Scheme after 1 April 2013 would require to be borne by the City of Edinburgh Council.

### 3. Recommendations

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- 3.1 The Police and Fire Reform Pathfinder Committee is asked:
- a) To continue to operate the Lay Diversity Advisers Scheme within the City of Edinburgh on a pilot basis for a period of 2 years with effect from 1 April 2013.
  - b) To appoint 9 members to the Scheme and to delegate the necessary arrangements to the Director of Corporate Governance.
  - c) To refer the report to the Corporate Policy and Strategy Committee for consideration of the associated financial implications.
  - d) To request a meeting with the Scottish Police Authority to discuss future plans for the Scheme.

#### **Alastair D Maclean**

Director of Corporate Governance

#### **Links**

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<b>Coalition pledges</b>	P32	Develop and strengthen local community links with police
<b>Council outcomes</b>	CO5	Our children and young people are safe from harm and do not harm others within their communities
	CO15	The public is protected
	CO21	Safe residents, visitors and businesses feel that Edinburgh is a safe city
	CO23	Well engaged and well informed communities and individuals are empowered and supported to improve local outcomes and foster a sense of community
<b>Single Outcome Agreement</b>	SO4	Edinburgh's communities are safer and have improved physical and social fabric
<b>Appendices</b>	None	



