

# Public Document Pack



## GRAMPIAN JOINT POLICE BOARD

To: Councillor Greig, Convener; and Councillors Al-Kowarri, Bell, Collie, Cox, Dunbar, Farquharson, Hendry, McGillivray, McKail, Mair, Penny, Shepherd, K Stewart and Webster.

Town House, ABERDEEN  
26<sup>th</sup> August 2011

## GRAMPIAN JOINT POLICE BOARD

Members of the **GRAMPIAN JOINT POLICE BOARD** are requested to meet on **FRIDAY, 2 SEPTEMBER 2011 at 10.00 am** in **COMMITTEE ROOM 1, WOODHILL HOUSE, ABERDEEN**

JANE G. MACEACHRAN  
CLERK TO THE BOARD

### **BUSINESS**

- 1 Apologies for Absence
- 2 Minute of Board Meeting - 1st July 2011 (Pages 1 - 8)
- 3 Minute of Special Board Meeting - 19th August 2011 (Pages 9 - 10)
- 4 Matters Arising
- 5 Grampian Joint Police Board - Updated Business Statement (Pages 11 - 14)
- 6 Revenue Budget Monitoring Report - 31st July 2011 - Report from the Chief Constable and the Treasurer (Pages 15 - 22)
- 7 Capital Monitoring Report - 31st July 2011 - Report from the Chief Constable and the Treasurer (Pages 23 - 30)
- 8 2011/12 Quarter 1 Performance Report - 1st April 2011 - 30th June 2011 - Report from the Chief Constable (Pages 31 - 86)

Please advise Superintendent Willie MacColl in advance of any questions if possible to allow information to be available at the Board Meeting – [willie.maccoll@grampian.pnn.police.uk](mailto:willie.maccoll@grampian.pnn.police.uk)

- 9 Aberdeen BID (Pages 87 - 90)
- 10 Community Initiative Funds - 2010/11 Applications - Report from the Chief Constable (Pages 91 - 100)
- 11 Gypsy / Travellers Summit - Board Action Plan - Report from the Depute Clerk (Pages 101 - 142)

**NOT FOR PUBLICATION**

- 12 Operational Update - Verbal Report from the Chief Constable
- 13 Property Asset Management Planning - Report from the Chief Constable (Pages 143 - 150)
- 14 Proposed new Aberdeen Custody Suite - Kittybrewster - Report from the Chief Constable (Pages 151 - 158)

Website Address: [www.aberdeencity.gov.uk/gjpb](http://www.aberdeencity.gov.uk/gjpb)

Should you require any further information about this agenda, please contact Karen Riddoch 01224 522723 or e-mail [kariddoch@aberdeencity.gov.uk](mailto:kariddoch@aberdeencity.gov.uk)

## GRAMPIAN JOINT POLICE BOARD

### Council Chamber, Moray Council, Elgin – Friday 1<sup>st</sup> July 2011 - Minute of Meeting of GRAMPIAN JOINT POLICE BOARD.

Present:-

- Councillor Greig, Convener
- Councillor Hendry, Vice Convener
- Councillor Bell
- Councillor Cox
- Councillor Dunbar
- Councillor Farquharson
- Councillor Fleming (as substitute for Councillor Al-Kowarri)
- Councillor MacDonald (as substitute for Councillor Shepherd)
- Councillor Penny
- Councillor Webster

In Attendance:-

- Mr Colin McKerracher, Chief Constable, Grampian Police
- Mr John McNab, Deputy Chief Constable, Grampian Police
- Mr Gary Craig, Deputy Director of Corporate Services, Grampian Police
- Mr Gary Black, Senior Accountant, Grampian Police
- Superintendent Mark Cooper, Grampian Police
- Chief Inspector Nick Topping, Staff Officer, Grampian Police
- Mr Ian Robbie, External Auditor, Henderson & Loggie
- Mr Barry Jenkins, Treasurer
- Ms Karen Donnelly, Depute Clerk
- Ms Karen Riddoch, Committee Services Officer, Aberdeen City Council
- Ms Fiona Smith, Policy & Advice Officer, Aberdeen City Council

### INTRODUCTORY REMARKS

The Board passed its congratulations to Mr John McNab, Deputy Chief Constable who was awarded the Queens Police Medal in the recent Queen Birthday Honours List.

### APOLOGIES FOR ABSENCE

1. Apologies for absence were intimated on behalf of Councillor Shepherd, Councillor Al-Kowarri, Councillor Collie, Councillor Mair, Councillor McGillivray, Councillor McKail, Councillor K Stewart, Ms Jane MacEachran, Clerk to the Board, Mr Colin Menzies, Assistant Chief Constable, Grampian Police, Mr Billy Gordon, Assistant Chief Constable, Grampian Police and Ms Karen Williams, Director of Corporate Services, Grampian Police.

## **MINUTE OF GRAMPIAN JOINT POLICE BOARD MEETING OF 20<sup>TH</sup> MAY 2011**

2. The Board had before it and approved as a correct record, the Minute of the Board Meeting of 20<sup>th</sup> May 2011

### **The Board Resolved:**

To approve the Minute.

## **MATTERS ARISING**

3. Item 9: Councillor Hendry noted that he had not been provided with an update with respect to the business case planning for a new station in Peterhead. The Deputy Chief Constable advised that this work is on-going and a report will be submitted to the Board once completed.  
  
Item 15: The Convener requested an update with respect to the introduction of an Independent Custody Visiting Scheme in Grampian. Ms F Smith advised that the scheme is now in operation with unannounced visits to custody facilities occurring.

### **The Board Resolved:**

To note the matters arising.

## **MINUTE OF GRAMPIAN JOINT POLICE BOARD COMPLAINTS SUB COMMITTEE MEETING OF 28<sup>TH</sup> MARCH 2011**

4. The Board had before it and noted for information the Minute of the Complaints Sub Committee Meeting of 28<sup>th</sup> March 2011.

### **The Board Resolved:**

To note the Minute.

## **MINUTE OF GRAMPIAN JOINT POLICE BOARD STEWARDSHIP SUB COMMITTEE MEETING OF 28<sup>TH</sup> MARCH 2011**

5. The Board had before it and noted for information the Minute of the Stewardship Sub Committee Meeting of 28<sup>th</sup> March 2011.

### **The Board Resolved:**

To note the Minute.

## **UPDATED BUSINESS STATEMENT**

6. The Board had before it the updated Board Business Statement dated 1<sup>st</sup> July 2011. The Depute Clerk provided a verbal update with respect to the statement as follows:

- 10/09: A report to the Board on this issue will be presented in due course.
- 10/10: A date for the next meeting of the Development Working Group is to be identified.
- 11/01: There has still not been a response received from the Scottish Policing Board, a further reminder has been issued.
- 11/02: A briefing regarding medium to long term financial planning will be given to the Board at the conclusion of the Board Meeting.
- 11/05: A report detailing a proposed Action Plan arising from the Gypsy Travellers Summit will be submitted to the 2<sup>nd</sup> September 2011 Board Meeting.

### **The Board Resolved:**

To note the updated Business Statement

## **REVENUE EXPENDITURE MONITORING REPORT – 31<sup>ST</sup> MAY 2011**

7. The Board had before it a report from the Chief Constable and the Treasurer that presented the Revenue Budget Monitoring Report for the period to 31<sup>st</sup> May 2011.

The Treasurer introduced the Report which detailed that the Force is currently projecting an underspend of £337,000 for 2011/12 against an approved net revenue budget of £113.105m. The Treasurer advised that the underspend is primarily as a result of savings due to changes in terms and conditions for Police Officers via the removal of the Special Priority Payments Scheme.

The Board welcomed the report which provided further evidence of the on-going careful management of the Force's finances.

### **The Board Resolved:**

To note the Report

## **CAPITAL BUDGET MONITORING – 31<sup>ST</sup> MAY 2011**

8. The Board had before it a report from the Chief Constable and the Treasurer to update the Board on the progress of the 2011/12 Capital Plan, provide an updated projected outturn for the year and highlight any changes since the last Board report.

The Treasurer introduced the report and advised that the 2012/12 Capital Plan has a budget of £4.332m and the draft capital plan was highlighted within the report. This will be further developed over coming months as the process of allocated funding proceeds. Unallocated funds currently amount to approximately £2.5m the allocation of which is being considered by the Force's Programme Board.

Councillor Hendry requested further information with respect of the policy of vehicle replacement. The Deputy Director of Corporate Services advised he did not have this detail to hand and would forward it to Cllr Hendry following the Board Meeting.

**The Board Resolved:**

To note the Report

**DRAFT ANNUAL STATEMENT OF ACCOUNT 2010/11**

9. The Board had before it a report from the Chief Constable and the Treasurer which presented to the Board for its consideration a copy of the unaudited Draft Annual Statement of Accounts for the financial years to 31<sup>st</sup> March 2011.

The Treasurer introduced the reports and advised that the Draft Statements of Accounts have now been lodged with Audit Scotland and will be available for public inspection in the near future. The Draft Annual Statement of Accounts is still subject to audit and is now fully compliant with the new IFRS requirements.

Councillor Bell requested further information regarding the recording of police pension costs within the Accounts. The Deputy Director of Corporate Services advised that the change in net pension liabilities is included in the accounts for 2010/11 however this is a one off costs which will not be included in future years.

Councillor Hendry requested further details on how the saving in telephone costs was achieved. The Deputy Director of Corporate Services advised that these savings arose from the renegotiation of applicable contracts.

**The Board Resolved:**

To note the Draft Annual Statement of Accounts for the financial year 2010/11.

**CARBON MANAGEMENT PLAN**

10. The Board had before it a report from the Chief Constable which provided an update on the Force's Environmental Impact in relation to Sustainability and to advise that a Carbon Management Plan (CMP) has been completed by Grampian Police.

The Deputy Director of Corporate Services introduced the report and provided an overview of the context in which the CMP has been developed. He advised that the Force has worked with the Carbon Management Trust to develop to CMP and have devised a strategy to reduced carbon emissions where possible.

Mr Craig advised that the purpose of the CMP is to baseline the Forces carbon footprint and set out a series of work streams towards a target of reducing these emissions by 20% by 2015. The Force will provide an annual update to the Board to report on progress made towards the achievement of the target.

The Convener noted the target set was ambitious and asked if the Force was confident this could be achieved. Mr Craig noted that meeting the target would be a challenge by advised the Force was committed to doing so.

Furthermore, the Convener noted that the Board has a role in sustainability. The Chief Constable invited a Member of the Board to join to Forces' Environment Management Group in order to participate in this work.

**The Board Resolved:**

- To note that Grampian Police has completed a Carbon Management Plan (CMP\_ and has set itself a target to reduce its CO<sub>2</sub> emissions by 20% by 2015.
- To note that progress against this plan will be reported to the Board on an annual basis
- To seek a volunteer from amongst the Board Membership to joint to Force Environment Management Group.

**ANNUAL PERFORMANCE REPORT**

11. The Board had before it the Annual Performance Report from the Chief Constable which summarises the Force's performance during 2010/11. The report is to be considered in conjunction with the document 'Sustaining and Development our Platform for Success 2010/11' which outlines the Force's strategic direction for the year.

The Chief Constable introduced the report and highlighted a range of significant matters which impacted during 2010/11 including the introduction of the Local Policing Team structure and the decrease in Police Officer and Police Staff numbers. The Chief Constable noted that, in this environment, the report is a positive one which, alongside the Best Value Audit and Inspection Report, evidence the strength of policing in Grampian.

The Deputy Chief Constable then provided an overview of the detail of the report and invited Members to seek further information in any area of interest.

Councillor Hendry noted that the report evidence the excellence of Grampian Police. He particularly highlighted the success of Operation Zenith and the continued

disruption of organised crime and drug dealing in the area which are welcomed in communities.

Councillor Cox noted that the Forces commitment to community engagement is most welcome. The Chief Constable confirmed that community engagement is at the heart of the Forces way of working.

Councillor Bell noted that the increase in road fatalities was disappointing and requested information on the causes of this. The Chief Constable noted that over the past five years there has been a marked reduction in road fatalities. He also noted that the Force are continuing to proactively tackle this area however success in reducing fatalities even further relies on motorists taking personal responsibility for their actions.

The Convener congratulated the entire Force on the quality of performance outlined within the Annual Performance Report.

**The Board Resolved:**

To approve the report.

## **EVALUATION OF GRAMPIAN POLICE FORCE PRIORITY – COMMUNITY FOCUS**

12. The Board had before it a report from the Chief Constable which provided an update on the results of an evaluation of the Local Policing ‘ Closer to You Initiative which was introduced on 1<sup>st</sup> April 2010.

The Chief Constable introduced the report and invited Superintendent Mark Cooper to provide a detailed presentation of the evaluation to the Board. Superintendent Cooper provided an overview of the survey results, which provide a clear indication that policing services within communities continue to improve through the adoption of the Community focussed policing model.

The Convener noted that the survey evidenced that there may be a disconnect between the Police Board and the community therefore consideration should be given as to how this can be developed.

**The Board Resolved:**

To note the report.

## **EXEMPT INFORMATION**

**Prior to considering the remaining items of business the Board resolved that in terms of section 50 A (4) of the Local Government (Scotland) Act 1973 that the public be excluded from the meeting during the consideration on the items on the grounds that it was likely, in view of the nature of proceedings, that if members of the public were**



present during the consideration of these items that there would be a disclosure to them of exempt information as defined in paragraph 1 of part 1 of schedule 7 A of the said Act.

#### **VERBAL UPDATE FROM THE CHIEF CONSTABLE**

13. The Chief Constable provided a verbal update to Board Members with respect to a range of current operational policing matters.

#### **The Board Resolved:**

To note the update

#### **PROPOSED LEASE OF ACCOMMODATION IN THE NEW HEALTH VILLAGE – VICTIMS EXAMINATION SUITE**

14. The Board had before it a report from the Chief Constable which requested that approval for a proposed lease from NHS Grampian of accommodation within the new Health Village for a Grampian Police Victims Examination Suite.

The Chief Constable introduced the report and highlighted the Forces requirements for a victims examination suite and provided an update with respect to the accommodation available in the new NHS Grampian Health Village.

#### **The Board Resolved:**

- To agree to lease accommodation from NHS Grampian in the new Health Village for a Victims Examination Suite.

#### **FORCE EXECUTIVE STRUCTURE**

15. The Board had before it a report from the Chief Constable which sought permission from the Board for the continued appointment of a temporary Assistant Chief Constable (ACC) within the Force Executive.

The Chief Constable introduced the report and provided an update with respect to the current remits within the Force Executive. The Chief Constable also provided an overview of the current uncertainty regarding the future structure of the Scottish Police Service and the requirement for business continuity in Grampian whilst this matter is being considered.

Following detailed consideration of this matter the Board approved the continued provision of a temporary ACC post for a further six months.

#### **The Board Resolved:**

To approve the continued provision of a temporary Assistant Chief Constable post for a further six months.

## **NEW OFFICE AT THE PROPOSED NEW MEARN'S ACADEMY**

- 16.** The Board had before it a report from the Chief Constable which sought approval for a grassum lease of office space within the proposed Mearns Academy at Laurencekirk.

The Chief Constable introduced the report and outlined the Forces requirements for office space in Laurencekirk. The report also detailed the financial implication of the options available in this respect.

Following detailed consideration of the report, the Board agreed to enter into a grassum lease with Aberdeenshire Council in relation to a new Police Office within the proposed new Mearns Academy.

### **The Board Resolved:**

To enter into a grassum lease with Aberdeenshire Council in relation to a new Police Office within the proposed new Mearns Academy.

**COUNCILLOR M GREIG  
CONVENOR**

## GRAMPIAN JOINT POLICE BOARD

**Council Chamber, Town House, Aberdeen, 19<sup>th</sup> August 2011 - Minute of Meeting of GRAMPIAN JOINT POLICE BOARD.**

Present:-

- Councillor Greig, Convener
- Councillor Hendry, Vice Convener
- Councillor Al-Kowarri
- Councillor Bell
- Councillor Collie
- Councillor Dunbar
- Councillor Hood (as substitute for Councillor Cox)
- Councillor Lonchay (as substitute for Councillor Webster)
- Councillor Mair
- Councillor McGillivray
- Councillor McKail
- Councillor Penny
- Councillor K Stewart

In Attendance:-

- Mr Colin McKerracher, Chief Constable, Grampian Police
- Mr Colin Menzies, Assistant Chief Constable, Grampian Police
- Mr Gary Craig, Deputy Director of Corporate Services, Grampian Police
- Ms Karen Donnelly, Depute Clerk
- Ms Fiona Smith, Policy & Advice Officer, Aberdeen City Council

### **APOLOGIES FOR ABSENCE**

1. Apologies for absence were intimated on behalf of Councillor Shepherd, Councillor Cox, Councillor Farquharson, Councillor Webster, Mr John McNab, Deputy Director of Corporate Services, Grampian Police, Mr Billy Gordon, Assistant Chief Constable, Grampian Police, Ms Karen Williams, Director of Corporate Services, Grampian Police, Mr Ian Robbie, External Auditor, Mr Barry Jenkins, Treasurer to the Board and Ms J MacEachran, Clerk to the Board.

### **EXEMPT INFORMATION**

**Prior to considered the following item of business the Board resolved that in terms of Section 50A (4) of the Local Government (Scotland) Act 1973 that the public be excluded from the meeting during the consideration on the item on the grounds that it was likely in view of the nature of proceedings that if members of the public were present during the consideration of this item that there would be a disclosure to them of exempt information as defined in paragraph 1 of part 1 of Schedule 7A of the said Act.**

## **PROPOSED CHANGES TO POLICE STAFF TERMS AND CONDITIONS**

2. The Board had before it a report from the Chief Constable which provided an update to the Board with respect to on-going negotiations regarding modernisation of Police Staff terms and conditions, the recent rejection of a formal offer of revised terms and conditions by the Trade Unions and which invited Members to consider the current position and to support a process of imposition which would begin on 12<sup>th</sup> September 2011.

The Chief Constable introduced the report and advised that Mr Gary Craig, Deputy Director of Corporate Services has been part of negotiations through the Police Staff Council. The Chief Constable advised that Mr Craig would provide a presentation to update the Board in respect of this matter.

The Deputy Director of Corporate Services provided a detailed presentation which outlined the background of the modernisation process, a summary of the negotiation process to date, details of the rejection of a formal offer by the Trade Unions, detailed information on the impact of the status quo and of the revised offer in Grampian and information relating to the proposal to impose a new set of terms and conditions on Police Staff.

Thereafter followed a detailed discussion, during which Board Members requested further information in a range of areas including legal advice, Impact for staff and budgetary consequences. The Chief Constable and Deputy Director of Corporate Services provided the additional information requested.

The Chief Constable confirmed that negotiations through the Police Staff Council are continuing and, should a negotiated settlement be achieved, the process of imposition can be halted. Furthermore the Chief Constable confirmed that a further report will be present to a future Board Meeting to provide further information on the process, including on the legal advice received in respect of the freezing of increment payments.

### **The Board Resolved:**

- To support the proposal to impose a settlement on Police Staff which will apply changes to terms and conditions of service, primarily a modernisation of the current shift allowances system.

**COUNCILLOR M GREIG  
CONVENOR**

**GRAMPIAN JOINT POLICE BOARD**  
**BOARD BUSINESS STATEMENT – 2<sup>ND</sup> SEPTEMBER 2011**

<b>Number</b>	<b>Minute Reference</b>	<b>Board Decision</b>	<b>Update</b>	<b>Responsible Officer</b>	<b>Date to be Completed</b>	<b>Complete</b>
10/09	12 <sup>th</sup> November 2010 – Item 10	To note that the Chief Constable will bring a report to a future meeting of the Board with respect to the policing of the North Sea	Report will follow in due course.	Chief Constable	Late 2011.	
10/10	12 <sup>th</sup> November 2010 – Item 11	On-going Board Development: To prepare development plans and a training programme for agreement by the Board, to arrange a programme of briefing sessions for the conclusion of every second Board meeting and to develop a Handbook for Board Members.	A date for the Board Development Group to meet in late September is currently being sought (23/08/11)	Depute Clerk / Board Development Working Group	Early 2012	
11/01	21 <sup>st</sup> January 2011 – Item 3	To instruct the Clerk to write to the Scottish Policing Board and to the Grampian Local Criminal Justice Board to urge both bodies to prioritise progress with respect to matters of modernisation of the criminal justice process.	A letter regarding this topic was sent to the Scottish Policing Board and to the Grampian Local Criminal Justice Board on 24 <sup>th</sup> February 2011. A response is awaited from both Boards (24/02/11).  Response has been received from the Grampian	Depute Clerk	March 2011	

**Agenda Item 5**

11/02	21 <sup>st</sup> January 2011 – Item 4	To instruct the GJPB Budget Sub Group to give consideration to the development of a long term financial planning strategy for Grampian Police and to report back to the Board in due course.	<p>Criminal Justice Board – will be discussed with the Board on 20<sup>th</sup> May 2011. No response yet received from the Scottish Policing Board (27/04/11)</p> <p>No response yet received from the Scottish Policing Board – a further reminder has been issued via e-mail (23/08/11)</p> <p>A briefing for Member on long term financial planning strategy was provided on 1<sup>st</sup> July 2011.</p> <p>A date for the Budget Sun Group to meet during late September is presently being sought (23/08/11)</p>	Depute Clerk / Treasurer / Force / Budget Sub Group	End 2011	
11/05	20 <sup>th</sup> May 2011 – Item 13	To instruct the Depute Clerk to revert to a future meeting of the Board with a draft Action Plan which should identify the appropriate routes for progressing the outcomes arising from the Gypsy / Travellers Summit	An action plan report is on the agenda for the Board on 2 <sup>nd</sup> September 2011 (23/08/11)	Depute Clerk	September 2011	Complete
11/06	1 <sup>st</sup> July 2011 – Item 10	To seek a volunteer from amongst the Board Membership to joint to Force Environment Management Group	An e-mail seeking a Board Member volunteer was sent on 26 <sup>th</sup> July 2011 – one volunteer, Cllr Martin Greig, expressed an interest,	Depute Clerk	September 2011	Complete

			therefore his contact details have been provided to the Force (23/08/11).			
--	--	--	---	--	--	--

This page is intentionally left blank





**COMMITTEE:** GRAMPIAN JOINT POLICE BOARD

**DATE:** 2 September 2011

**TITLE OF REPORT:** Revenue Expenditure Monitoring Statement

**REPORT NUMBER** «ReportNumber»

---

## 1. PURPOSE OF REPORT

To present to the Board for its consideration a 2011-12 Revenue Expenditure Monitoring Statement for the period to 31 July 2011. As the September meeting is held early in the month, the August out-turn information is not yet available.

## 2. RECOMMENDATION(S)

To consider and note the contents of the report.

## 3. FINANCIAL IMPLICATIONS

The monitoring statement detailed within Appendix A provides a breakdown of the Force's annual revenue expenditure and associated funding. It outlines the overall budget for the financial year, actual spend to 31 July 2011, and the projected out-turn up to 31 March 2012. The variance identified shows any projected under/overspend comparing the estimated out-turn with the approved budget.

The Force is currently projecting an underspend of approximately £0.708m for the financial year 2011-12, against an approved net revenue budget of £113.105m. This would result in an increase in the Force's General Fund balance, taking the total up to £4.767m.

Given the potential reduction to Police funding in future years, the Force is aiming to maximise savings in the current financial year, in order to reduce the financial burden in 2012-13 and beyond.

## 4. SERVICE & COMMUNITY IMPACT

The majority of the savings are as a direct result of reduced recruitment. The impact on service delivery, both to the communities of the North East in terms of operational effectiveness and to internal customers in terms of Corporate Services, is being monitored via the Scottish Policing Performance Framework (SPPF).

---

## 5. OTHER IMPLICATIONS

-

## 6. REPORT

The Police Officer pay budget (£79.525m) accounts for approximately 68% of the total revenue expenditure budget (£117.477m), and is reviewed in detail every month. Comparisons are made between the number of leavers, as well as retirals, and the estimates used for collating the budget. This allows the Force to manage the number of new recruits (currently being drawn from the pool of Police Cadets as they become eligible to join as regular Police Officers). At the end of July 2011 the Force had 1,541 Police Officers.

The number of Police Officers leaving the Force between April and July was slightly up on the figure assumed within the budget. This has resulted in some additional budget savings, however it is unclear at this early stage in the year whether or not this trend will continue.

As in the previous financial year, the Force will continue to identify and implement various initiatives and plans as part of its programme of Service Reconfiguration, with the intention of generating further efficiencies and cost savings.

If as expected, core funding continues to reduce in future years it is likely that in the short to medium term the Force will need to consider the best way to meet any budget shortfall using reserves, efficiencies or other cuts in the budget.

The Board previously agreed a minimum balance on the General Fund, such that it should exceed 1% of total funding, to ensure that there were resources available to meet any significant unplanned operational need, especially in light of the nature and types of risks faced by the Force. Based on the position for 2011-12 outlined above, the balance on the General Fund would rise to £4.767m.

The outcome of the next Spending Review is due shortly and further real term budget cuts are anticipated. If Police Officer numbers need to be maintained then further significant reductions in Police Staff numbers will be required. Ideally this would be achieved through another round of voluntary redundancies/early retirements in which case the reserves will be used to meet the subsequent costs.

---

The current forecast position on reserves is as follows:

2011-12	General Fund
	£ million
Opening balance (subject to audit)	4.059
Projected underspend	0.708
Projected closing balance	4.767
Minimum Permitted Cumulative Balance	1.131
Maximum Permitted Cumulative Balance (applying limits to core funding only)	7.400

## 7. REPORT AUTHOR DETAILS

Gary Craig, Deputy Director of Corporate Services

[gary.craig@grampian.pnn.police.uk](mailto:gary.craig@grampian.pnn.police.uk)

Tel: 01224 305222

## 8. BACKGROUND PAPERS

-

Chief Constable  
23 August 2011

Treasurer  
23 August 2011

This page is intentionally left blank

GRAMPIAN POLICE  
Budget Monitoring Report - Expenditure up to 31 July 2011

		<i>Grampian Police Summary</i>		<i>Estimated</i>	<i>Variance</i>	<i>Out-turn as a</i>
		<i>Approved</i>	<i>Expenditure to</i>	<i>Out-turn</i>	<i>(Under)/</i>	<i>% of Budget</i>
		<i>Budget</i>	<i>31-Jul-11</i>	<i>As At</i>	<i>Overspend</i>	
		<i>£</i>	<i>£</i>	<i>31-Jul-11</i>	<i>As At</i>	
				<i>£</i>	<i>31-Jul-11</i>	
					<i>£</i>	
<b>EMPLOYEE COSTS</b>						
<b>Police Officers</b>						
	Pay	54,086,638	17,801,522	53,722,449	(364,189)	99%
	CRTP/Bonus/SPP	900,444	193,743	649,194	(251,250)	72%
	TRA and Housing	1,927,364	485,593	1,902,406	(24,958)	99%
	Other Allowances	187,317	60,782	184,247	(3,070)	98%
	National Insurance	5,241,970	1,612,131	5,173,970	(68,000)	99%
	Notional Pension Costs	13,505,119	4,486,713	13,505,119	0	100%
	Injury Pension Costs	415,000	131,200	415,000	0	100%
	Ill Health Awards	424,961	0	424,961	0	100%
	<b>Sub-total</b>	<b>76,688,813</b>	<b>24,771,684</b>	<b>75,977,346</b>	<b>(711,467)</b>	<b>99%</b>
	Overtime	2,835,951	551,298	2,836,655	704	100%
	<b>Total Police Officers' Costs</b>	<b>79,524,764</b>	<b>25,322,982</b>	<b>78,814,001</b>	<b>(710,763)</b>	<b>99%</b>
<b>Police Staff</b>						
	Pay	15,126,192	4,578,009	15,118,192	(8,000)	100%
	Allowances	1,539,966	485,434	1,538,766	(1,200)	100%
	National Insurance	1,231,577	356,648	1,230,777	(800)	100%
	Superannuation	2,947,365	911,650	2,946,765	(600)	100%
	<b>Sub-total</b>	<b>20,845,100</b>	<b>6,331,741</b>	<b>20,834,500</b>	<b>(10,600)</b>	<b>100%</b>
	Overtime	189,043	35,933	189,043	0	100%
	<b>Total Police Staff Costs</b>	<b>21,034,143</b>	<b>6,367,674</b>	<b>21,023,543</b>	<b>(10,600)</b>	<b>100%</b>
<b>Other Staff Costs</b>						
	Relocation	60,723	8,094	60,723	0	100%
	Recruitment	43,020	12,117	43,020	0	100%
	<b>Sub-total</b>	<b>103,743</b>	<b>20,211</b>	<b>103,743</b>	<b>0</b>	<b>100%</b>
	<b>Total Employee Costs</b>	<b>100,662,650</b>	<b>31,710,867</b>	<b>99,941,287</b>	<b>(721,363)</b>	<b>99%</b>
<b>OPERATING COSTS</b>						
<b>Property Costs</b>						
	Rent	853,621	356,325	853,621	0	100%
	Rates	1,447,926	1,278,149	1,447,926	0	100%
	Insurance	20,000	12,957	20,000	0	100%
	Repairs and Maintenance	562,054	147,446	562,054	0	100%
	Repairs and Maintenance - Devolved	25,552	5,935	25,552	0	100%
	Heating, Lighting and Cleaning	1,179,267	328,105	1,179,267	0	100%
	<b>Sub-total</b>	<b>4,088,420</b>	<b>2,128,917</b>	<b>4,088,420</b>	<b>0</b>	<b>100%</b>
<b>Transport and Plant Costs</b>						
	Repairs and Maintenance	275,000	62,430	283,000	8,000	103%
	Petrol and Diesel Fuel	847,355	234,641	851,355	4,000	100%
	Licences and Insurances	300,000	295,582	298,000	(2,000)	99%
	Car Hire	228,328	52,152	228,328	0	100%
	Travel and Subsistence	480,640	108,420	478,640	(2,000)	100%
	<b>Sub-total</b>	<b>2,131,323</b>	<b>753,225</b>	<b>2,139,323</b>	<b>8,000</b>	<b>100%</b>
<b>Supplies and Services Costs</b>						
	Operational Equipment and Materials	626,237	94,944	611,237	(15,000)	98%
	Operational Supplies and Services	2,799,587	630,934	2,805,587	6,000	100%
	Uniforms and Clothing	239,556	60,364	239,556	0	100%
	Computer Maintenance and Software	1,185,374	328,043	1,185,374	0	100%
	Computer Network and Telephony	970,332	4,525	970,332	0	100%
	Radio Communications	0	0	0	0	0%
	Catering	163,662	42,744	163,662	0	100%
	Conferences and Training	413,816	34,511	407,816	(6,000)	99%
	Printing, Stationery and Postages	483,083	108,670	483,083	0	100%
	Insurances	418,025	390,902	418,025	0	100%
	Advertising	7,650	3,731	7,650	0	100%
	Other Administrative Costs	365,240	94,429	355,240	(10,000)	97%
	<b>Sub-total</b>	<b>7,672,562</b>	<b>1,793,797</b>	<b>7,647,562</b>	<b>(25,000)</b>	<b>100%</b>

GRAMPIAN POLICE  
Budget Monitoring Report - Expenditure up to 31 July 2011

		<i>Grampian Police Summary</i>		<i>Estimated Out-turn</i>	<i>Variance (Under)/ Overspend</i>	<i>Out-turn as a % of Budget</i>
		<i>Approved Budget</i>	<i>Expenditure to 31-Jul-11</i>	<i>As At 31-Jul-11</i>	<i>As At 31-Jul-11</i>	
		<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	
<b>Payments to Agencies and Other Bodies</b>						
	Council Support Services	286,500	17,897	286,500	0	100%
	Other Agencies	1,073,933	112,888	1,073,933	0	100%
	<b>Sub-total</b>	<b>1,360,433</b>	<b>130,785</b>	<b>1,360,433</b>	<b>0</b>	<b>100%</b>
<b>Financing Costs</b>						
	Capital Financed from Current Revenue	300,000	0	300,000	0	0%
	Supported Loan Charges	1,262,000	338,747	1,262,000	0	0%
	Prudential Borrowing	0	0	0	0	0%
	<b>Sub-total</b>	<b>1,562,000</b>	<b>338,747</b>	<b>1,562,000</b>	<b>0</b>	<b>100%</b>
<b>Contingency Costs</b>						
		0	0	0	0	0%
	<b>Total Operating Costs</b>	<b>16,814,738</b>	<b>5,145,471</b>	<b>16,797,738</b>	<b>(17,000)</b>	<b>100%</b>
	<b>Gross Expenditure</b>	<b>117,477,388</b>	<b>36,856,338</b>	<b>116,739,025</b>	<b>(738,363)</b>	<b>99%</b>
<b>INCOME</b>						
	Recharges for Services	(1,098,500)	(130,277)	(1,098,756)	(256)	100%
	Seconded Recoveries	(884,824)	(330,247)	(860,824)	24,000	97%
	Sales, Fees and Lost Property	(338,000)	(166,508)	(338,000)	0	100%
	Sponsorship	(18,000)	(7,729)	(18,000)	0	100%
	Rents	(857,401)	(332,072)	(862,143)	(4,742)	101%
	Partnership Income	(945,525)	(121,601)	(928,358)	17,167	98%
	Non SG Funding	(150,472)	(140,231)	(150,472)	0	100%
	Other Income	(80,000)	(9,870)	(86,767)	(6,767)	108%
	<b>Total Income</b>	<b>(4,372,722)</b>	<b>(1,238,535)</b>	<b>(4,343,320)</b>	<b>29,402</b>	<b>99%</b>
	<b>Total Net Expenditure</b>	<b>113,104,666</b>	<b>35,617,803</b>	<b>112,395,705</b>	<b>(708,961)</b>	<b>99%</b>
<b>FINANCED BY -</b>						
<b>Grant Funding</b>						
	SG Police Grant	(47,166,000)	(15,328,952)	(47,166,000)	0	100%
	LA Requisitions	(45,316,000)	(15,104,667)	(45,316,000)	0	100%
	SG Loan Charge Support	(644,000)	(209,176)	(644,000)	0	100%
	LA Loan Charge Support	(618,000)	(206,000)	(618,000)	0	100%
	SG Specific Grant (100% Funded)	(5,835,011)	0	(5,834,498)	513	100%
	SG Specific Grant (Part Funded)	(20,536)	0	(20,536)	0	100%
	SG Specific Grant (Police Pensions)	(13,505,119)	(5,383,668)	(13,505,119)	0	0%
		<b>(113,104,666)</b>	<b>(36,232,463)</b>	<b>(113,104,153)</b>	<b>513</b>	<b>100%</b>
	<b>Total (Under)/Overspend Against Grant Funding</b>	<b>0</b>	<b>(614,660)</b>	<b>(708,448)</b>	<b>(708,448)</b>	

**GRAMPIAN POLICE**  
**Budget Monitoring Report**

C RTP - Competency Related Threshold Payment  
SPP - Special Priority Payment  
TRA - Transitional Rent Allowance  
SG - Scottish Government  
LA - Local Authority  
SCDEA - Scottish Crime and Drug Enforcement Agency

Other Staff Costs include the following items:

Interview Expenses  
Recruitment Costs  
Transfer Allowances and Relocation Expenses  
Staff Advertising  
Long Service Awards

Operational Equipment and Materials includes the following items:

Ammunition and Firearms  
Animals (Food and Equipment)  
Equipment Purchase  
Equipment Repairs and Maintenance  
Furniture Purchase  
Intoximeters  
Materials General  
Medical Supplies (including First Aid)

Operational Supplies and Services includes the following items:

Airwave Maintenance  
Body Removal  
Car Care Kits  
Central Archive Facilities  
Consultancy Fees  
Interpreters  
Mortuary Charges  
Police Surgeon Fees  
Prisoner Maintenance  
Service General

Other Administrative Costs includes the following items:

Affiliation Fees  
Audit Fees  
Bank Charges  
Confidential Waste Disposal  
Data Protection Registration  
Hospitality  
Legal Expenses  
Members Allowance  
Subscriptions - General

Other Income includes the following items:

Miscellaneous Interest Received

This page is intentionally left blank





**COMMITTEE:** GRAMPIAN JOINT POLICE BOARD

**DATE:** 2 September 2011

**TITLE OF REPORT:** Capital Monitoring Report

**REPORT NUMBER** «ReportNumber»

---

**1. PURPOSE OF REPORT**

To update the Board on the progress of the 2011-12 Capital Plan, provide an update on the projected out-turn for the year, and highlight any changes since the last Board.

**2. RECOMMENDATION(S)**

To consider and note the contents of the report.

**3. FINANCIAL IMPLICATIONS**

The Capital Plan sets out the Force's proposed investment in capital assets for the current and subsequent 3 financial years. The approved budget for 2011-12 amounts to £4.362m, and is funded by way of capital grant, capital receipts and revenue financing.

The Capital Plan is overseen by the Force's Programme Board, with any minor adjustments being reflected in a transfer from or to the Unallocated Capital Funds.

**4. SERVICE & COMMUNITY IMPACT**

It is important that the Force continues to invest in its infrastructure and systems in order that it can enhance the operational capacity and generate efficiencies for front line policing.

**5. OTHER IMPLICATIONS**

-

---

## 6. REPORT

A copy of the Capital Plan for 2011-12 is attached at Appendix A. The total budget allocated within the Force's Capital Plan for 2011-12 has increased by £30,000, from £4.332m to £4.362m. This adjustment reflects the award of capital funding by the Scottish Government to NESCAM, for the replacement of a vehicle in the current financial year.

In addition the Force will be spending £156,000 this financial year on the purchase of replacement body armour. Units of body armour have an approved lifespan for operational use and the expenditure this year follows on from the programme of replacement that commenced last financial year. A corresponding amount has been transferred from the Unallocated Capital Funds.

A separate paper has been prepared for the Board seeking approval to purchase land for new Aberdeen Custody facilities. If this is agreed, a bid would be made this year, which could utilise a significant proportion of the available budget for this year.

The total balance of Unallocated Capital Funds now stands at £2.377m, however the projected total expenditure against the Capital Plan assumes that this balance will be fully expended by the end of this financial year. The total also includes a contribution of £300,000 from the Force's Revenue Budget (referred to as Capital Financed from Current Revenue (CFCR)). If there is any slippage or underspend against the programme of spend this financial year, then any initial savings (up to £300,000) will also accrue within the Force's Revenue Budget.

The Force's Programme Board is also considering a number of other bids for capital resources. Should these bids be successful, then the projects will be included within the Force's Capital Plan for ratification by the Board.

### **National Project**

Work is also progressing on the National Performance Platform Project. The budget for the current financial year is £277,000, and spend will be funded from the Efficient Government Grant carried forward from 2010-11. The profile of spend is included within Appendix B.

## 7. REPORT AUTHOR DETAILS

Gary Craig, Deputy Director of Corporate Services  
[gary.craig@grampian.pnn.police.uk](mailto:gary.craig@grampian.pnn.police.uk)  
Tel: 01224 305222

---

**8. BACKGROUND PAPERS**

-

Chief Constable  
23 August 2011

Treasurer  
23 August 2011

This page is intentionally left blank



This page is intentionally left blank

GRAMPIAN POLICE CAPITAL EXPENDITURE MONITORING STATEMENT - to 31ST JULY 2011													
Line	Project Description	Divisions / Dept.	Total project cost £000s	Prior years spend £000s	Revised Budget <a> £000s	2011-12 £000s	Projected Outturn <b> £000s	Actual Spend Jul-11 £000s	Variance (Over)/Under Spend <c=a-b> £000s	Estimated Budget			Comments
										2012-13 £000s	2013-14 £000s	2014-15 £000s	
<b>Discrete Items of Expenditure</b>													
1	ACPOS National Platform Project	SPSA	5,408	4,003	277	277	277	0	0	648	480	0	National project fully funded by the Efficient Government Fund. Grampian Police acting as lead Force.
<b>Financed by:</b>													
2	Additional Capital Grant - Efficient Government Fund		5,378	3,973	277	277	277	0	0	648	480	0	Grant funding received by the Force.
3	Other Capital Receipts		30	30	0	0	0	0	0	0	0	0	
			5,408	4,003	277	277	277	0	0	648	480	0	
<b>RECONCILIATION OF CAPITAL RECEIPTS</b>													
	Opening balance				£000s	£000s							
	Amount received during the current year				1,405	1,405	1,405	1,405		1,128	480	0	
	Receipts applied for the current year				0	0	0	0		0	0	0	
	Closing balance				(277)	(277)	(277)	0		(648)	(480)	0	
					1,128	1,128	1,128	1,405		480	0	0	

This page is intentionally left blank



Exempt information as described in paragraph(s) 14 of Schedule 7A of the Local Government (Scotland) Act 1973.

Document is Restricted

This page is intentionally left blank

Exempt information as described in paragraph(s) 14 of Schedule 7A of the Local Government (Scotland) Act 1973.

Document is Restricted

This page is intentionally left blank

**COMMITTEE:** GRAMPIAN JOINT POLICE BOARD

**DATE:** 2 SEPTEMBER 2011

**TITLE OF REPORT:** ABERDEEN BID

**REPORT NUMBER**

---

## **1. PURPOSE OF REPORT**

- 1.1 To advise Members of the Grampian Joint Police Board of the successful vote to set up an Aberdeen BID.

## **2. RECOMMENDATION**

- 2.1 To note that Grampian Police voted to support the successful Aberdeen BID.
- 2.2 To note that Grampian Police will investigate opportunities to obtain future funding support for city centre initiatives from the Aberdeen BID company.

## **3. FINANCIAL IMPLICATIONS**

- 3.1 Under the (BID), businesses with a rateable value of over £27,500, will contribute 1% of their Rateable Value over the next 5 years towards an estimated £4 million fund to invest in Aberdeen City Centre. There is also scope for the BID company to apply for additional monies from third parties - Scottish Government, Enterprise companies, European Funding etc.
- 3.2 Grampian Police has a qualifying commercial property in the city centre comprising of the Queen Street Headquarters.
- 3.3 While the rateable value of Queen Steet has recently been reduced, on appeal, from £815,000 to £790,000, the BID charge for Queen Street over a 5 year period will be approximately £40,000.
- 3.4 It is it is hoped that future applications by Grampian Police for funding from the BID company, in relation to themes such as Safety and security, will be successful.

## **4. SERVICE AND COMMUNITY IMPACT**

- 4.1 The Vision of the Aberdeen BID is to make the City Centre one of the most vibrant, prosperous and attractive in Northern Europe.

- 4.2 The BID will deliver over £4 million of additional investment under identified themes in the city centre over the next 5 years.

## 5. OTHER IMPLICATIONS

- 5.1 N/A

## 6. REPORT

- 6.1 A Business Improvement District (BID) delivers a sustainable financial model to a defined geographical area of a town, city, commercial district or tourism and visitor area. BIDs are developed, managed and paid for by the business sector by means of a compulsory BID levy, which the businesses within the proposed BID area must vote in favour of before the BID can be established. Each business liable to contribute to the BID will be able to vote on whether or not the BID goes ahead.
- 6.2 There are ten existing BIDs established in Scotland (including in Elgin and Inverness) with a further eighteen in development (including the Aberdeen BID). A BID is not a substitute for central or local government investment, but an additional investment to strengthen the local economy and give local businesses a unified voice, helping to provide an arena for businesses and local authorities to increase their understanding of each others priorities.
- 6.3 Voting forms were received by the Force for the proposed setting up of a Business Improvement District (BID) in Aberdeen City Centre. The BID would be run by Aberdeen BID Ltd, a wholly independent, non-profit distributing company limited by guarantee. Under the (BID), businesses with a rateable value of over £27,500, will contribute 1% of their Rateable Value over the next 5 years towards an estimated £4 million fund to invest in Aberdeen City Centre.
- 6.4 Businesses within the proposed BID area determine the issues and decide how their money will be spent. In relation to the proposed Aberdeen BID, feedback from workshops held in March 2009 and the survey of the 660 plus businesses within the BID area, conducted in November and December 2009, have identified suggestions on how to improve the business performance and environment. These initial five themes of the Aberdeen BID funding are as follows:
- Theme 1 - Marketing and promoting-including advertisement campaigns, web development, encouraging and promoting festivals (5 Year Budget - £1,900,000)
  - Theme 2 - Safety and Security - Ensuring welcome city centre presence-ambassadors and pastors, integrating elements of the "Safer Aberdeen" projects and discounted members costs (5 Year Budget - £750,000)
  - Theme 3 - Improve Accessibility - including ensuring traffic & pedestrian way finder signs are of a sufficient quality (5 Year Budget - £450,000)

- Theme 4 - Enhancing ongoing projects delivered by the Council - e.g. Intervention schemes to protect the architectural heritage, empty shop enhancement scheme (5 Year Budget - £450,000)
- Theme 5 - Mechanism for Improved Business Lobbying - providing data to encourage new investment (5 Year Budget - £150,000)

6.5 It is hoped that the levy payments can be used to lever in additional funding from other parties including:

- a) the Scottish Government;
- b) other statutory authorities;
- c) trust and grant funding bodies;
- d) European funding.

6.6 Aberdeen City Council have been supporting the Aberdeen BID, including initial financial support towards the BID Project Director and support staff. The BID is also supported by Aberdeenshire Council, Aberdeen City and Shire Economic Futures and Aberdeen and Grampian Chamber of Commerce.

6.7 Voting slips for the BID require were issued to qualifying city centre businesses (which included Grampian Police) and a ballot date set for 4 August 2011. Grampian Police voted to support the Aberdeen BID and the BID has subsequently been supported by city centre businesses by a 62.5% vote.

## **7. REPORT AUTHOR DETAILS**

7.1 Alan Cormack  
Head of Logistics  
[Alan.Cormack@grampian.pnn.police.uk](mailto:Alan.Cormack@grampian.pnn.police.uk)  
01224 305260

## **8. BACKGROUND PAPERS**

N/A

Chief Constable  
23 August 2011

This page is intentionally left blank





**COMMITTEE:** GRAMPIAN JOINT POLICE BOARD

**DATE:** 2 SEPTEMBER 2011

**TITLE OF REPORT:** COMMUNITY INITIATIVE FUND

**REPORT NUMBER**

---

## **1. PURPOSE OF REPORT**

- 1.1 To present for consideration to Members of the Grampian Joint Police Board details of the funding applications approved during 2010-11, which were met from the Community Initiative Fund.

## **2. RECOMMENDATION(S)**

- 2.1 Members are asked to note the projects funded during 2010-11 and to consider and comment on plans to review the current guidance.

## **3. FINANCIAL IMPLICATIONS**

- 3.1 Members of the Board previously approved the formation of a Community Initiative Fund. This involves monies generated from the sale of Lost Property and cash received from Productions being used to provide funding for small community projects.
- 3.2 The total amount normally set aside each year for the Community Initiative Fund is £56,000, however the balance in 2010-11 was increased to £87,107 in order to utilise the cumulative underspend that had been carried forward from previous financial years. The total expenditure incurred during 2010-11 amounted to £56,826. The underspend of £30,281 has been carried forward into 2011-12 and is available for new projects.

## **4. SERVICE & COMMUNITY IMPACT**

- 4.1 The aim of the fund is to allow the Force, through mainly local policing teams, to fund small community projects for the benefit of the local community. Since 2005, the Force has distributed around £200,000 towards small community based projects, the majority of which have matched funding or involve other partners.

---

## **5. OTHER IMPLICATIONS**

5.1 None.

## **6. REPORT**

6.1 The amount normally set aside each year for the Community Initiative Fund is £56,000 and is made available to the Force's Operational Policing Divisions. The amounts allocated are as follows: £24,000 to Aberdeenshire (previously £12,000 each to North and South Aberdeenshire), £20,000 to Aberdeen and £12,000 Moray.

6.2 The cumulative underspend arising in previous financial years was carried forward into 2010-11 and amounted to £31,107. This was allocated to the Operational Divisions on the basis of the value of their underspends in previous years. This allowed Divisions to commit to projects in one financial year and make payment in another, especially in the lead up to the end of a financial year.

6.3 The total funding made available to Divisions during 2010-11 was £87,107. A sum of £56,826 was paid out for the benefit of a number of schemes and projects. A breakdown of the payments including the recipients, is detailed within Appendix A.

6.4 The Force is currently reviewing the guidance associated with the Community Initiative Fund in order to assess whether or not it is aligned to the Force's structure and priorities. If necessary, recommendations for improvement will be identified and presented to Members of the Board for consideration.

## **7. REPORT AUTHOR DETAILS**

7.1 Gary Craig, Deputy Director of Corporate Services  
[gary.craig@grampian.pnn.police.uk](mailto:gary.craig@grampian.pnn.police.uk)  
Tel: 01224 306576

## **8. BACKGROUND PAPERS**

8.1 A copy of the original paper agreed in 2005 is attached for information at Appendix B.

Chief Constable  
23 August 2011

## COMMUNITY INITIATIVE FUND

**MORAY DIVISION 2010-11**

<b>Amount £</b>	<b>Recipient</b>	<b>Description</b>
346	Grampian Neighbourhood Watch Association	Request from three Operational Divisions – costs to cover printing of Grampian Neighbourhood Watch Association booklets
250	COTAG 4x4 Response	Funding to help set up a 24 hour contact number for the group.
1,000	Moray Council	Midnight League Football, Upper Speyside – to assist with transport costs
3,500	Moray Council	ASB – Street Football Campaign (mobile football pitch transported throughout Moray)
250	Elgin Community Council	Elgin Ear Initiative – to allow local citizens to have a conduit where they can present suggestions and ideas on issues within the community. Surgeries will be held and suggestion boxes will be placed throughout Elgin. Contribution for posters and leaflets to promote and publicise the initiative.
1,000	Milnes High School	Hooked project to run for six weeks. Relates to comprehensive drugs education resource. Work in partnership with Health to culminate a musical and workshop. Funding to assist with purchase of t-shirts, publicity, transport, production costs.
1,000	Crimestoppers	Contribution to Crimestoppers
500	Moray Council	Young Citizen Award Scheme – jointly run with Grampian Police, Diageo and Moray Council. The scheme targets schools to nominate pupils who have contributed to good team building and recognised good community work.
100	Deveron Coaches	Choices of Life Event – Inverness and Aberdeen healthy living and attitudes – to contribute towards transportation costs
300	Moray Council	Lossiemouth P7 Activity Day - Roseisle
<b>8,246</b>	<b>Sub total</b>	

## COMMUNITY INITIATIVE FUND

**ABERDEENSHIRE DIVISION 2010-11**

<b>Amount £</b>	<b>Recipient</b>	<b>Description</b>
1,000	Kintore/Kemnay Youth Cafe	Assistance in keeping the Cafe running during study leave and the school holidays
159	Westhill Academy Competition	Competition run at Westhill Academy to design posters relating to vandalism and graffiti.
420	Fraserburgh Rotary Club	50% of cost of Fraserburgh places at Rotary Youth Leadership Award camp
827	Neighbourhood Watch	Funding of reprint of Grampian Neighbourhood Watch Association booklet.
2,000	Crimestoppers	Yearly contribution to Crimestoppers in Grampian
362	COTAG	Funding to help set up a 24 hour contact number for the group.
2,500	Respect 4 All	Funding contribution re 'Respect 4 All Challenge'
750	Cash for Kids	Activity days for approx 600-800 local underprivileged and disabled children
500	Busy Bee's Playgroup, Turriff	Funding to install railings outside a new unit to provide a safe environment for the children to be dropped off and picked up.
1,000	Family Learning Signature	Help to fund resources which will help to deliver a range of activities with young people, their families and peers.
500	Friends of Westbank	Funding towards taking residents to a theatre production in Inverurie with the remainder to be used towards other trips away.
822	Aboyne Academy	Funding for 2 mountain bikes and associated equipment
500	Mintlaw Football	Help with the cost of hiring the all weather pitch at Mintlaw for Season 2010/2011
500	Ellon Civic Pride	Funding for future projects
3,000	Peterhead Twilight Basketball	Funding for Hall Hire, Educational Time Outs, Game Nights, Transport and Equipment
500	Strichen Youth Club	Funding for training for young people and for a kitchen worktop and sink to be installed.
465	Huntly Cycle Lights Initiative	Cost of 78 LED Bike Light Sets
1,000	Action Kintore	Contribution to rental for 2 rooms within Kintore Town House to be used for the Youth cafe prior to the new building being ready.
1,760	Balmedie Primary School Football	Funding to support the creation of two new Balmedie Primary School Football Teams
1,750	Ellon Rugby Club	To assist in the purchase of new playing kits for Ellon Junior Rugby Club Section
1,000	Hip Hop School, Kemnay	Assistance with cost of venue, promoting the event and printing of posters etc for the Survival 2011 Event
1,000	South Marr Community Safety Group	First on Scene DVD. Funding for the filming of the next film and to allow the production of around 75 DVD's of the Road traffic Accident for circulation

<b>Amount £</b>	<b>Recipient</b>	<b>Description</b>
204	Fraserburgh Community Wardens	Junior Community Warden Scheme
1,229	Crime Reduction	Body Mapping Pads – Road Safety
<b>23,748</b>	<b>Sub total</b>	

## COMMUNITY INITIATIVE FUND

**ABERDEEN DIVISION 2010-11**

<b>Amount £</b>	<b>Recipient</b>	<b>Description</b>
2,000	Schools Alcohol Trophy	Provision of buses, trophies and prizes.
1,500	Aberdeen International Football Festival	Support various initiatives.
2,000	Aberdeen Street Pastors	Contribution towards general operating costs and training.
1,500	Bethany Christian Trust	Supporting various projects within communities.
827	Grampian Neighbourhood Watch Association	Reprinting of booklet on Crime Prevention.
2,000	Crimestoppers	Support for Crimestoppers.
362	The Community Off-road Transport Action Group (COTAG)	Set up cost of dedicated telephone line.
750	Cash for Kids	Support for Cash for Kids (joint funding with Aberdeenshire).
1,957	Third Sector Conference	Contribution towards costs of Third Sector conference.
176	Fersands Youth Project	Re-cover pool table.
2,500	Global Rock Challenge	Contribution towards 2011 event.
606	Powis Gateway Community	Purchase of consumable items.
600	Tillydrone Youth Project	Purchase of materials, football table, award booklets.
1,054	Schools Vandalism Trophy	Provision of buses, trophies and t-shirts.
2,000	Operation Lavender	Part Funding for a Youth Shelter in North Balnagask.
1,500	Bridge of Don Gala	Engagement with cultural workshops for 500 young people. Diversionary activities with various youth organisations. Essential materials for parade.
2,500	Aberdeen Street Pastors	Part funding of Safe Space vehicle.
500	Dee Boys/Ladies Club	Funding of football strip for a new ladies team.
500	Music4U	Aid development of Music4U in the Mastrick area.
<b>24,832</b>	<b>Sub total</b>	

Item: 13  
Page: 1

## REPORT TO GRAMPIAN JOINT POLICE BOARD – 24 JUNE 2005

---

### COMMUNITY PARTNERSHIP FUND

#### 1. Purpose of Report

- 1.1 To invite members of the Joint Police Board to approve the creation of a Community Partnership Fund and associated operating guidelines.

#### 2. Background

- 2.1 Since its inception, Grampian Police has embraced the concept of partnership working. Over the years, we have rarely been in a position to fund small community projects and have had to look elsewhere for such funding.
- 2.2 It is proposed that monies from Lost Property Sales and Productions be used for funding community projects. Since November 2004, approximately £28,000 has been paid in and it is estimated that approximately £70,000 annually could be amassed.

#### 3. Proposal

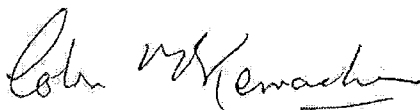
- 3.1 It is suggested that we keep some money in reserve as occasionally we have to return some of this property/money disposed of by the Productions Office (suggest £14,000).
- 3.2 It is also proposed that £20,000 is allocated to Aberdeen Division and £12,000 each is allocated to Moray, North and South Aberdeenshire Divisions. It is proposed to limit all normal applications to a maximum award of £500 with an upward limit of £2,000 for any exceptional applications.

4. **Scrutiny Panel**

- 4.1 It is obviously very important that a balance is struck between the desire to reduce the level of bureaucracy in administering the fund so as to minimise unnecessary delay and the need to provide an adequate audit trail.
- 4.2 It is proposed that bids will be scrutinised by the Divisional Commander (or Deputy) and a nominated member of the Joint Police Board whose ward is situated within the relevant Division. Chief Superintendent, Community Partnerships will have an overview of all bids.
- 4.3 All awards will be on the basis of written application made to the appropriate scrutiny panel. Details of successful applications will be presented to the Joint Police Board twice yearly. The Force will also request a follow up report from the applicants to ensure the funds were used effectively.
- 4.4 Appendix 'A' provides details of the themes which coincide with the Force's own priorities, the applicants and the criteria by which it is suggested, all applications will be judged.

5. **Recommendation**

- 5.1 Members of the Joint Police Board are invited to approve:
- (a) the creation of the Community Partnership Fund
  - (b) the scrutiny and reporting arrangements outlined in the report, and
  - (c) the Operating Guidelines set out in Appendix 'A'.



Chief Constable  
08 June 2005



Community Partnership Fund  
Operating Guidelines

Appendix 'A'  
ITEM No 13  
PAGE No 3

**Themes**

(Applications must clearly relate to one or more of the priority themes below)

Violent crime (including Domestic Violence)  
Drugs and Alcohol misuse  
Vandalism, Public Disorder and Antisocial Behaviour  
Housebreaking  
Vehicle Crime  
Victim Support  
Community Empowerment (active citizenship)  
Public Reassurance

**Applicant Bodies**

(Applications may be received from the following bodies)

Community Beat Officers  
Community Wardens  
Neighbourhood Officers

\* Crime Prevention Panel / *Community Safety Groups*  
Neighbourhood Watch

**Assessment criteria**

(Applications must be able to meet each of the following criteria)

Clear outcomes set  
Evidence of partnership approach to issue (except for applications from Crime Prevention Panels or Neighbourhood Watch)  
Evaluation framework to be applied to project outlined within application  
Evidence of any match funding secured (not essential)





**COMMITTEE:** GRAMPIAN JOINT POLICE BOARD

**DATE:** 2<sup>ND</sup> SEPTEMBER 2011

**TITLE OF REPORT:** GRAMPIAN GYPSY / TRAVELLERS SUMMIT –  
SUMMIT REPORT AND BOARD ACTION PLAN

---

## 1. PURPOSE OF REPORT

The purpose of this report is to present to the Board the report of the Grampian Gypsy / Travellers Summit held in Inverurie on Tuesday 5<sup>th</sup> April 2011. The report also includes a draft Board Action Plan arising from the summit for Board Members approval.

## 2. RECOMMENDATION(S)

- That the Board note the report of the Grampian Gypsy / Travellers Summit held on 5<sup>th</sup> April 2011 which is attached in Appendix One.
- That the Board approve the draft Board Action Plan attached in Appendix Two.

## 3. FINANCIAL IMPLICATIONS

The actions within the Board Action Plan can be achieved using existing resources in the Clerks office.

## 4. SERVICE & COMMUNITY IMPACT

None

## 5. OTHER IMPLICATIONS

None

## 6. REPORT

- 6.1 As previously agreed by the Board, Grampian Racial Equality Council (GREC) facilitated a Gypsy / Travellers Summit on Tuesday 5<sup>th</sup> April 2011. This event was attended by just under 70 delegates, including around 20 Gypsy / Travellers.

---

6.2 The Grampian Joint Police Board considered a draft report of this event on 20<sup>th</sup> May 2011. The feedback of the Board was considered by the Summit Steering Group and the report was amended to take account of this. The finalised version of the report of the Summit is attached in Appendix One.

6.3 The Board instructed the Clerk to prepare a draft Action Plan for the Board arising from the Summit. This draft Action Plan is attached in Appendix Two and the Board are invited to consider and approve its contents.

## **7. REPORT AUTHOR DETAILS**

Fiona Smith, Policy & Advice Officer

E-mail: [fismith@aberdeencity.gov.uk](mailto:fismith@aberdeencity.gov.uk)

Telephone: 01224 522516

## **8. BACKGROUND PAPERS**

None

**Karen M Donnelly, Depute Clerk**  
**23<sup>rd</sup> August 2011**



Grampian Gypsy/Traveller  
Cross-Community  
Dialogue Day

***Building Consensus:  
A Constructive Way Forward***

**Tuesday 5<sup>th</sup> April 2011**

**Inverurie Town Hall**



## **Contents**

<b>Executive Summary</b>	<b>Page 4</b>
<b>Introduction</b>	<b>Page 7</b>
<b>Format and Methodology</b>	<b>Page 10</b>
<b>Programme and Discussion</b>	<b>Page 13</b>
<b>Pledges</b>	<b>Page 23</b>
<b>Feedback and Evaluation</b>	<b>Page 27</b>
<b>Moving Forward</b>	<b>Page 30</b>
<b>References</b>	<b>Page 36</b>
<b>Acknowledgements</b>	<b>Page 38</b>

## Executive Summary

At the meeting of Grampian Joint Police Board in September 2010 there was unanimous support for a proposed summit event to “bring together Local Authorities, Police and other Local and National Agencies to explore the pertinent issues in Grampian and identify appropriate solutions” with regard to improving relations between Gypsy/Travellers and the settled community. Specifically, the Board also agreed that the Area Procurator Fiscal, appropriate members of the Scottish Government, members of the Gypsy/Traveller community, and members of the settled community should be involved. In January 2011 GREC was asked to organise and facilitate the proposed summit event.

A steering group was set up to plan the organisation and format of the event. The group brought together council officers from Grampian's three local authorities, members of Grampian Police, members of GREC, and the clerk to the Grampian Joint Police Board.

From the start of the planning process there was wide agreement that the overarching focus of the event should be to improve relations within the Grampian area. As it became clear that what was being planned was the start of a new approach focussing on participation and dialogue, the following was agreed upon as the aim of the event: *To facilitate a process allowing multiple stakeholders to contribute to a dialogue that enhances cross-community relations.*

The day was a success, with almost 70 delegates attending, including around 20 Gypsy/Travellers.

Participants were asked to put forward topics for discussion and a diverse range of issues were covered. The issues that were raised were education, equalities, unauthorised sites, sites and facilities, policing and legislation, short-term sites, economics and employment, media, health issues, and cultural awareness.

Suggestions were made by participants as to how to progress the issues related to these identified topics. One of the main positives to come out of the day was the way that a diverse range of people came around the table to discuss such issues and attempt to progress them. This model of participation has been identified as a key way in which to progress dialogue in the future and to improve relations among and between communities.



Many of the issues that were raised on the day have already been incorporated into documents such as the Grampian Inter-agency Action Plan (based on the recommendations of the Craigforth report) and the Aberdeen & Aberdeenshire Gypsy/Traveller Issues Working Party Strategy. The Dialogue Day re-focussed energies on the content of such strategies and action plans and allowed for the type of multiple stakeholder dialogue that has often been missing from previous attempts to address the relevant issues.

Identified areas of potential progress:

Equality issues such as health and education may be progressed through increased multi-agency working including agencies such as the Scottish Traveller Education Programme. Through the re-launch of hand-held health records it is hoped that some of the obstacles to accessing health care faced by the Gypsy/Traveller community can be overcome.

On the occasions where there are problems with unauthorised encampments, improved communications and clear procedures will help ease tensions between communities while longer-term solutions are developed and put in place.

Grampian Police and Local Authorities have recently updated their procedures for dealing with unauthorised encampments. This should allow for greater clarity of their roles with these issues.

There is a widespread consensus that in order for relations to improve significantly and sustainably some form of increased site provision will be necessary. Work on increased site provision is ongoing through Local Development Plans (LDP). Additionally, money has been allocated by the Scottish Government for Aberdeen City and Aberdeenshire to develop short-stay sites in the interim period before LDP sites come to fruition.

The day ended with participants making personal or professional pledges to improve relations within Grampian.

The event received positive news coverage across Scotland.

## The Press and Journal

### **Summit held with travellers is hailed a breakthrough**

PROGRESS IN BID TO COOL TENSIONS

BY CALUM ROSS

Published: 06/04/2011

A steering group meeting taking place after the event agreed on a number of possibilities for taking issues forward. It was agreed that, in light of a recent report published by the Scottish Churches Racial Justice Group (<http://www.acts-scotland.org/images/stories/pdf/travellersfinal.pdf>), it would be beneficial to invite representatives from church groups to future Inter-agency meetings. This would also add to the increased focus on Gypsy/Traveller inclusion in such group meetings. The group gave backing to the idea of adding a planning liaison dimension to the Gypsy Traveller Liaison Worker's role at GREC, with the aim of overcoming some of the obstacles faced by Gypsy/Travellers seeking to develop their own sites. Further potential progress was identified with the possibility of the re-establishment of the community centre on Clinterty Traveller site. The community centre could form the base for developing many of the issues that arose during the Dialogue Day, e.g. public health promotion, further education, re-training and increasing employment opportunities, and increased possibilities for community engagement.

Improved relations will continue to be monitored through quarterly Inter-agency meetings.

The events of 2010 and early 2011 have made it clear that there must be an improvement in relations between Gypsy/Travellers and the settled community in the North-East of Scotland. The Dialogue Day, along with the publication of the Interim Strategy on improving relations in the area, marked the beginning of a fresh and energised attempt to tackle issues that have been on-going for some time. It is hoped that a multi-stakeholder approach based on the foundations of dialogue and understanding the needs of others can provide a solid foundation for making future progress and entrenching good relations in Grampian. As one participant put it: "Long journeys begin with small steps".

## Introduction

*Gypsy/Traveller* is an overarching term which includes those who identify themselves as Travellers, Gypsies or Roma, and may be of Scottish, English, Irish, Welsh, or European origin (EHRC Scotland 2010: 8). The term refers to those whom travelling is an important part of their shared group culture and identity (Ibid: 8).

In 2001 the Equal Opportunities Committee of the then Scottish Executive published its first report, an Inquiry into Gypsy Travellers and Public Sector Policies. The report was based on wide-ranging research and hearings undertaken over the previous year. Many of the Committee's 37 recommendations focussed on a number of changes and initiatives to be put in place in order to improve education and health provision, whilst others covered issues of equalities and anti-discrimination (Equal Opportunities Committee 2001: 7-30). In a follow-up report in 2005 the Committee raised concerns over the lack of progress and the slow pace at which developments had been made (Equal Opportunities Committee 2005).

One of the most significant recommendations made by the 2001 Committee report was that Gypsy/Travellers should be recognised as a distinct ethnic minority group until they were recognised as a distinct racial group in case law (Equal Opportunities Committee 2001: 7). In 2008 an Employment Tribunal (*MacLennan v Gypsy Traveller Education and Information Project*) ruled that Gypsy/Travellers in Scotland are a distinct racial group: "...we arrived at the view that Scottish Gypsy-Travellers have "ethnic origins", with reference in particular, to Section 3(1) of the 1976 [Race Relations] Act, and that they therefore enjoy the protection of the Act" (Employment Tribunal 2008: 15).

In May 2009 social research company Craigforth published the report, *An Accommodation Needs Assessment of Gypsies/Travellers in Grampian*. Craigforth were commissioned by the three Grampian local authorities to undertake the research, which involved 73 Gypsy/Travellers at that time located in the area (Craigforth 2009: 3). In the report it was estimated that there was an estimated population of 500-650 Gypsy/Travellers living in Grampian; this is a conservative estimate during the summer months, though numbers were lower in the winter months (Ibid: 3). The report spawned an inter-agency action plan covering the whole of the Grampian area, based on the following outcomes of the research project:

Outcome 1: Better planning by local authorities, RSLs [Registered Social Landlords] and partner organisations to anticipate, and plan to meet, the future needs and aspirations of Gypsies/Travellers in Grampian.

Outcome 2: Gypsies/Travellers normally resident in Grampian and Gypsies/Travellers visiting the area have accommodation that meets their needs, culture and lifestyle.

Outcome 3: Individual support and community development needs are identified and met.

Outcome 4: Better and more constructive relationships are developed between Gypsies/Travellers and settled communities.

(Craigforth 2009: 9)

The Craigforth report has played an important role in encouraging and focussing inter-agency work in Grampian and has also shaped the relevant work of each individual Local Authority.

As a “Housing Needs Assessment”, one of the issues that the Craigforth Report focussed on was the lack of site provision. There is currently one official site in Aberdeen City, Clinterty, which is owned and managed by the Council. There is one seasonal site in Aberdeenshire, Greenbanks (Banff). There have been no official sites in Moray since the closing of the Channonry site in 2004. In addition there are private Gypsy/Traveller sites in both Moray and Aberdeen. All three Local Authorities have made efforts in the past to develop short-stay Gypsy/Traveller sites<sup>1</sup>, though efforts have so far been unsuccessful. The lack of site provision in the North-East and elsewhere in Scotland has often been cited as the cause of increased tensions between Gypsy/Travellers and the settled community.

There are a number of factors that may influence Gypsy/Travellers in their pattern of movements, such as proximity of family and employment factors (Craigforth 2009b: 47). As an economically affluent area in a time of economic hardship in many other areas, the North-East has seen an increase in the numbers of Gypsy/Travellers coming to the area, drawn by employment factors (amongst others). This has further emphasised the lack of site provision in the North-East and led to increased numbers of Unauthorised Encampments. Although there had been previous problems with tensions between Gypsy/Travellers and the settled community, the summer of 2010 saw increased tensions reach dangerous levels in some circumstances. Several incidents took place between local youths and Gypsy/Travellers on Unauthorised Encampments. The location of some Unauthorised Encampments appeared to be the source of discontent within sections of the settled community and the media.

---

1 This report takes the terminology recommended by the 2004 Scottish Executive guidelines on the management of unauthorised encampments: “Please note that for the purposes of this paper, the term ‘short-stay’ supersedes terms such as ‘transit site’, which has negative connotations for the Gypsy/Traveller community” (Scottish Executive 2004: 8).

One notable case was that of an Unauthorised Encampment on private land in Aberdeenshire which drew much media attention and put a spotlight on issues such as the role of local authorities and the police in such situations, especially in situations where refuse and waste are left on the property.

As a result of the Unauthorised Encampment mentioned above a petition was presented to the Scottish Government's Public Petitions Committee. The petition, submitted on October 6<sup>th</sup> 2010, called on “the Scottish Parliament to urge the Scottish Government to review all guidelines relating to trespass and encampments for Gypsies and Travellers to ensure their intent is clear and that they are being applied” (Public Petitions Committee 2010). The Committee asked respective agencies for their input on matters relating to the management of unauthorised encampments, in the hope that some of the issues raised in the petition could be resolved.

In November 2010 the Aberdeen & Aberdeenshire Gypsy/Traveller Issues Working Group was set up by the Scottish Government Minister for Housing and Communities, Alex Neil. The group was made up of relevant parties in the area (including Gypsy/Traveller representation in the form of young person's group Article 12) and the following remit was agreed upon: “Our objective is to improve community relations by ensuring that issues relating to unauthorised Gypsy/Traveller encampments in Aberdeen and Aberdeenshire experienced during 2010 are resolved and/or mitigated to the extent that incidents are significantly reduced” (Scottish Government 2011: 1). The group thus had an overarching purpose of improving relations in “a manner underpinned by improved communication, respect and understanding” (Ibid: 1). An action plan was developed which formed a substantial part of an Interim Strategy for the area, published in March 2011.

In light of the above developments, at the meeting of Grampian Joint Police Board on September 10<sup>th</sup> 2010, there was unanimous support for the call for a “summit” to “bring together Local Authorities, Police and other Local and National Agencies to explore the pertinent issues in Grampian and identify appropriate solutions” (Grampian Joint Police Board 2010: 3). Specifically, the Board also agreed that appropriate members of the Scottish Government, members of the Gypsy/Traveller community, and members of the settled community should be invited to the event (Ibid: 4). In January 2011 Grampian Regional Equality Council (then Grampian Racial Equality Council) were asked to organise and facilitate the proposed event.

## **Format/Methodology**

### Steering Group

A steering group was set up to plan the organisation and format of the event. The group brought together council officers from Grampian's three Local Authorities, members of Grampian Police, members of GREC, and a clerk from Grampian Joint Police Board. Efforts were also made to include Gypsy/Traveller representation on the steering group. GREC engaged a volunteer, Abeline, from the Gypsy/Traveller community, who helped recruit Gypsy/Traveller attendance. Abeline was also able to influence the structure of the day, making it a more appealing event to the Gypsy/Traveller community.

### Format of the Day

The initial format decided upon by the group was one that reflected the wording used by Grampian Joint Police Board, i.e. that the event was to be a summit. The purpose of the day would therefore focus on reaching an endpoint, with a fairly rigid format covering only a few key issues or questions. As time went on there was a growing acceptance that what we were really embarking on was a starting point to further cooperation and dialogue, rather than fulfilling any ultimate goals at this stage.

### Aim, Objectives and Desired Outcomes

From the outset of planning the event there was agreement that the overarching aim should be one of improving relations within the Grampian area. This was reinforced by the remit of the Housing Minister's Working Group, and the discussions of the Grampian Joint Police Board. As it became clear that what was being planned was the beginnings of a new approach, encouraging progress with a basis in participation and dialogue, the following was agreed upon as the overarching aim of the event:

*To facilitate a process allowing multiple stakeholders to contribute to a dialogue that enhances cross-community relations.*

Following discussion and debate within the steering group and some input from Grampian Joint Police Board, the following objectives for the day were identified:

*To encourage better community relations.*

*To improve awareness of the needs of the respective communities.*

*To discuss the obstacles to alternative provision for Gypsies/Travellers as recommended in the Craigforth Accommodation Needs Assessment.*

*To increase understanding of the roles and responsibilities of the respective agencies.*

*To increase understanding of the Aberdeen City and Aberdeenshire Interim Strategy and what it may mean for the area.*

The following desired outcomes were also agreed upon:

*The beginnings of a dialogue process involving multiple stakeholders to enhance cross-community relations.*

*Participants identify and commit to one or more personal/professional actions that will improve community relations.*

The first desired outcome reflected the overarching aim of the day, to initiate a dialogue process aimed at improving relations, as well as emphasising that the event was the beginning of a longer, challenging process. The second desired outcome came about as an example of a similar type of event that a steering group member had previously attended. As it was decided that there was no need for another action plan, this second outcome, with its focus on personal responsibility and initiative, was deemed a suitable alternative.

A title of the day, reflecting the aim and objectives, was then agreed upon: “Grampian Gypsy/Traveller Cross-Community Dialogue Day. *Building Consensus: A Constructive Way Forward.*”

### Invite List

In keeping with the concept of building a dialogue involving all respective parties it was decided that all relevant stakeholders should be invited. Gypsy/Travellers, MSPs (including the Housing Minister), councillors, council officers, Grampian Police, representatives from community councils, the fiscal's office, NHS Grampian, relevant organisations/groups such as the Equality and Human Rights Commission, the Scottish Traveller Education Programme and Article 12 were all invited to participate in the event. It was decided that due to limited spaces being available that members of community councils should be invited to represent the settled community. Community Council representatives were invited based on the past occurrence of Unauthorised Encampments in the area. Emphasis was placed on attracting Gypsy/Traveller attendance at the event as meetings and events regarding

this community and related issues have often lacked legitimacy and effectiveness due to a lack of participation. This was particularly important in this circumstance due to the event being designed as a “dialogue day”. Unfortunately no MSPs were able to attend due to the event falling within the purdah period.

There were subject areas that were predicted as topics participants would want to discuss, and experts in these fields were invited to attend to aid the group discussion. Experts were asked to “be on tap, not on top”, i.e. to provide their expertise when answers could not be reached through the general discussion of the group. Experts were paired with a facilitator whose role was to encourage all participants to contribute and to ensure that there was an appropriate focus to the discussion. Facilitators were also asked to make sure participants were respectful and polite to one another, and that a constructive attitude was encouraged throughout.



## **Programme and Discussion**

The Dialogue Day was opened with a welcome from the Director of GREC, Jeannie Felsing. Jeannie emphasised that the day was future-focused and that participants should concentrate on matters that improve understanding and communication. Participants were reminded that the day was informal and that only first names should be used, and no job designations.

Jeannie then introduced Dave Simmers, someone with long experience of direct work with Gypsy/Travellers. In 1997 Dave helped set up GTEIP - the Gypsy Traveller Education and Information Project which he coordinated for 7 years. Dave offered some insights that he had gained from his previous experiences. He made it clear that the Gypsy/Traveller community was a heterogeneous group and not the homogenous group of wrong-doers that is portrayed by the local media. Dave made the point that the closing off of traditional sites and moving people from encampments is just moving the problem elsewhere. Gypsy/Travellers just want a safe and secure home like everyone else, and therefore new site provision is needed. Dave emphasised the benefits that would arise from such new provision in terms of the greater access to services like education and health. Dave concluded by saying that it doesn't really matter what people think of Gypsy/Travellers, they will still be here, and so we must find a way that we can live side by side.

The first session of the day was then introduced, asking participants to introduce themselves to their group and state their areas of interest that they would like to raise as topics for discussion groups in the following sessions. Facilitators then fed back each groups' areas of interest to the wider room and discussion group topics were assigned to each table on the basis of this feedback. Although many of the areas raised by participants had been foreseen by the steering group and "experts" had been asked to join groups covering these topics, there were topics raised that were unforeseen, such as cultural awareness, employment issues, and site facilities. With each table assigned a different subject area, participants were then able to choose the discussion group they wished to join and were encouraged to move between different groups during this session. This Open Space-type format allowed participants the opportunity to cover all their areas of interest and also allowed for participants to leave a group if they were becoming frustrated with the discussion.

Feedback to all participants was given by facilitators:

### Education

Issues raised during the discussion:

Bullying at school.

Parents are often lacking information and knowledge of schooling and the education system in general.

Gypsy/Traveller children who attend primary school don't tend to continue into secondary education. Often Gypsy/Travellers feel neglected and that the school is not interested in what they have to say.

Suggestions made by the group for resolving issues and moving forward:

Raise awareness of bullying within schools. A holistic approach was recommended which provides support for both victims and perpetrators of bullying in order to break ongoing cycles of harassment and abuse.

Better communication between schools & Gypsy/Traveller families to improve parents' knowledge, with the hope of avoiding misunderstandings, therefore building up trust. Better use could be made of the school and local authority websites to enable wider access to information.

Teachers working more closely with primary 7 pupils to promote the benefits of continuing with their education. School could be more flexible, taking into account that different communities have different beliefs and approaches.

Local authorities should make sure that relevant information is easily available and is kept up-to-date, e.g. home tutoring information, curricular guides etc. Schools and Local Authorities should also be aware, and make use, of national guidance from the Scottish Government and the Scottish Travellers Education Programme (STEP).

STEP, with funding from the Scottish Government, are piloting a new scheme – eLearning and Traveller Education Scotland (eLATES) - making use of ICT by issuing Gypsy/Traveller secondary school children with laptops to allow further access to education beyond primary school. Only 4 local authorities in Scotland have taken up this scheme – involvement from a greater number of authorities could be a move forward.

If Gypsy/Traveller children are unable or unwilling to attend school then the possibility of specialist teachers visiting sites should be considered.

### Equalities

Issues raised during the discussion:

Lack of data regarding discrimination suffered by Gypsy/Travellers, which in turn leads to a lack of support and resources. Tied into this is that Gypsy/Travellers are unlikely to report instances of discrimination and harassment.

Perceived lack of support when discrimination and harassment are reported.

Although policies are in place, it seems they are not fully implemented.

Discrepancies in the cost of renting council properties and the cost of renting a pitch on Gypsy/Traveller sites.

Specific instances of discrimination such as bin men refusing to pick up rubbish because of alleged fear of Gypsy/Travellers.

Suggestions made by the group for resolving issues and moving forward:

Doing what needs to be done to move beyond fear on both sides.

Encouraging a more balanced coverage of Gypsy/Travellers in the media.

A need to foster the political will to provide Gypsy/Traveller sites and therefore off-set the tensions that arise from some unauthorised encampments.

Equalities training should be provided to relevant stakeholders, whether this be mandatory or voluntary.

### Unauthorised sites

Issues raised during the discussion:

The lack of official sites and appropriate stopping places.

The problem of fly-tipping and the difficulty of identifying perpetrators. Specifically, the leaving behind of work-related materials and waste. There is

a perception that the number of Gypsy/Travellers coming to the area from outside of Scotland has increased in number and that such groups may tend to be worse in terms of fly-tipping. There was recognition that this was a generalisation.

Some Gypsy/Travellers stay too long on temporary sites. An example was given of one family/group staying on a site for 10 months.

Perception that police don't always act when problems are brought to their attention. However, this was refuted by at least one member of the group.

Suggestions made by the group for resolving issues and moving forward:

More well-run sites. This would take some pressure away from unauthorised sites. There should be more planning groups working on setting up new sites and it should be easier to access local authority and Scottish Government grants for setting up sites.

Basic sites, with limited facilities provided in fields could be adequate for a temporary site. Some Gypsy/Travellers would be quite happy to pay fees for such sites.

There is a need for an increased political will to overcome the barriers facing Gypsy/Travellers who apply for planning permission for private sites.

Older/traditional sites which have been blocked off over the years for various reasons should be re-opened. If such land is now in private ownership this would obviously be problematic.

The task of local authorities could be helped by placing a statutory duty upon the crown commission and forestry commission to provide land for sites. .

In terms of fly-tipping and removal of waste there is a need for dedicated staff within local authorities to deal with such issues.

The need for building up a rapport between designated officials roles and Gypsy/Traveller groups, though this is a long-term project.

There should be firmer ground rules for the use of sites, and these need to be enforced.

In general the dialogue between Gypsy/Traveller communities and settled communities could improve.

## Sites and facilities

### Issues raised during the discussion:

There is very little authorised provision in terms of sites, with Clinterty being the only one in Aberdeen.

A lack of understanding of Gypsy/Traveller culture and related things such as group sizes and movements. There needs to be recognition that Gypsy/Travellers tend to work and move around in family groups, and therefore site provision needs to be large enough to accommodate this, but small enough to be manageable.

Gypsy/Travellers in the group suggested Clinterty is small enough for Gypsy/Travellers to develop a relationship with the site manager.

The community centre at Clinterty's site has been closed for some time – having a negative impact on quality of life.

Some in the Gypsy/Traveller community often feel that there is no point in applying for planning permission as they have a very low expectation of getting it.

Lack of Gypsy/Traveller participation and representation. Gypsy/Travellers are spoken about in their absence and no-one represents their views.

### Suggestions made by the group for resolving issues and moving forward:

There should be more authorised sites. This would reduce unauthorised encampments, which in turn would have a knock-on effect in terms of reducing costs and tensions created by the mess left behind by some Gypsy/Travellers.

New sites should be of a manageable size, taking into account Gypsy/Traveller culture and corresponding needs.

Good working relationships between site managers and Gypsy/Travellers on new sites should be fostered.

There should be an improved process of applying for planning permission. There should be more information available to explain the system so that people have a better understanding.

The possibility of Gypsy/Travellers having representatives on local community councils or community area forums.

### Policing and Legislation

Issues raised during the discussion:

The relationship between unauthorised encampments and the lack of sites. Other areas in Scotland have sites in place and appear not to have the same problems as in Grampian.

Budget cuts - what priority do local authorities now place on getting sites up and running?

There is a lack of clarity in terms of guidance and policy that relates to Gypsy/Travellers. Much guidance and policy is ineffective without legislative backup.

Cities and towns have grown, old policies are no longer fit for purpose

The blocking off of more sites.

Not solving problems in terms of a clear timetable.

Coverage in the local media is high profile and negative.

There is a lot of self-policing within the Gypsy/Traveller community, which is often not seen by the general public.

Suggestions made by the group for resolving issues and moving forward:

Look into the experience of other local authority areas and see how better relations are maintained and how sites are developed.

Liaison workers playing a key role in mediation between Gypsy/Travellers and public authorities.

Suggestion that Gypsy/Travellers should attend Community Council meetings.

### Short-term sites

Issues raised during the discussion:

The difficulties of getting short-term sites established. This is something that has been talked about and attempted for years but with no result at the end of it. Some local authority areas have many sites.

The need to look not only at short-stay sites, but a variety of sites.

Community needs to be clear about what is meant by short-stay sites.

Where should short-stay sites be placed: nearer larger villages, where much land is already earmarked for housing developments; or more remotely, where there is a lack of amenities and transport links?

Suggestions made by the group for resolving issues and moving forward:

Going through the Local Development Plan process. This can be used to provide sites rather than as basis for refusal (which has sometimes been the case or the perception in the past). One way of achieving this may be to link new short-stay sites into new housing development plans.

A review of the management of sites, and how Gypsy/Travellers themselves can be involved in such management.

Assessment of Scotland's policies is needed, as there have been lots of changes to policy in England.

### Economics and Employment

Issues raised during the discussion:

Misunderstanding and lack of knowledge about Gypsy/Traveller culture and employment is common. Local Authorities also seen as having problems understanding random movement of Gypsy/Travellers and this can make it difficult to put resources where most needed.

Finding work is much harder now, it seems there are more people chasing fewer jobs.

In terms of employment issues there are some unscrupulous groups giving other Gypsy/Travellers a bad name. Tensions between different ethnic

groups - rather than resolving these issues themselves the groups felt it was better to move on and move out of the area.

Suggestions made by the group for resolving issues and moving forward:

Greater awareness and understanding of Gypsy/Traveller cultures.

Increasing the possibilities of employability; therefore more education is required. This would also involve tackling bullying problems in schools and changing the attitude of some teachers

Overcoming lack of numeracy and literacy skills with tutors being available on sites to help.

Innovative education models could be tried out.

Re-training people with other skills.

## Media

Issues raised during the discussion:

Written media reports are usually inaccurate.

The Gypsy/Traveller community get blamed for things they're not involved in or the whole community get blamed for the actions of the minority of people.

Newspaper journalists often take photos without getting permission and this causes discord.

Suggestions made by the group for resolving issues and moving forward:

Looking for a spokesperson to build up relationships with the press and get more positive stories out there.

Reaching out to local newsletters and magazines.

Persevering to get stories out there. It will be an on-going project to affect the media's reporting.



## Health issues

Issues raised during the discussion:

Relatively poor health of some Gypsy/Travellers compared to the settled community, for a variety of reasons.

Some Gypsy/Travellers, moving to different areas, not registering with GPs. This is an important point of access into health services: offering help with a lot of advice like stopping smoking, children's health, access to specialists such as midwives, and providing access to prescriptions.

Relatively fewer male patients accessing health services – a problem in the Gypsy/Traveller community and wider society.

Suggestions made by the group for resolving issues and moving forward:

Promoting health care and a healthy lifestyle for all, including Gypsy/Travellers.

More permanent sites as this would make it easier for provision of care, and better access to health services, midwives etc.

Encouraging GP registration for all. Also encouraging the use of Hand-Held Records to promote better information-sharing.

Males need to be encouraged to access health services more – effort needs to be made to engage with this section of the population.

## Cultural awareness

Issues raised during the discussion:

Main issues were cultural differences between different Gypsy/Traveller groups – Scottish, English, Irish, all seem to be different. Tensions within Gypsy/Traveller communities themselves – feelings of people coming to take away the jobs of others.

Changing lifestyle and character of Gypsy/Travellers. There is a perceived new generation of Gypsy/Travellers - the group felt that there is a difference from previous generations of Gypsy/Travellers.

The question of who is actually a Gypsy/Traveller. Some felt it seems like some people travel to the area to look for work and seem to pick up the name Gypsy/Traveller so they can avoid prosecution for staying somewhere too long or staying somewhere they shouldn't be.

Concern that there is prejudice against Gypsy/Travellers from the settled community, for example, not wanting any sites near them.

Feeling that some councils are slow to move waste from Gypsy/Traveller sites/encampments. The waste then spreads around as it is left for too long.

Suggestions made by the group for resolving issues and moving forward:

Need to get different Gypsy/Traveller communities together and facilitate dialogue between them.

New sites should be agreed with Gypsy/Travellers, not without them.

Councils should be quicker in removing waste, therefore avoiding the dispersal of rubbish that is left sitting to be picked up.

## Pledges

The main afternoon session was dedicated to personal/professional pledges. Facilitators went round their table, asking participants to sign up to either a personal or professional commitment to improve relations. In general the response and participation of delegates was very positive. Here is a selection of the pledges that were made:

*To facilitate better communication between Gypsy/Traveller groups and settled communities, and continue to look for short stay sites.*

*To do my best to speak to private landowners to give land for sites.*

*I will encourage all politicians to put pressure on the government to pass legislation that requires the Crown Estate and Forestry Commission to bring forward land for sites.*

*I will seek to encourage respect between Gypsy/Travellers and settled communities, and to encourage Gypsy/Travellers to show respect for the environment.*

*I will continue to be committed to issues of Gypsy/Travellers and provide the necessary advice and support.*

*I will improve my knowledge of the situation with regard to Gypsy/Travellers in the North East.*

*To undertake to speak to Gypsy/Traveller groups and understand their culture and encourage Gypsy/Traveller membership of Community Councils.*

*To do my best with quality and non-discrimination as the basis for how I treat everyone I deal with.*

*To work harder to acquire transit sites.*

*To have a more proactive role in providing education for Gypsy/Travellers.*

*Try to get at least one transit site up and running this year in the county.*

*Work to meet accommodation needs of Gypsy/Travellers.*

*To try and get settled community and Travelling community to understand each other better, possibly through Community Council Forums.*

*To address the concerns both of the Gypsy/Traveller and settled communities and assist in seeking a long term resolution.*

*To ensure the response to any issues arising from the presence of an unauthorised encampment is proportionate and takes a balanced view which respects the rights of Gypsy/Travellers and the settled communities.*

*To continue to work in collaboration with partners, both at a local and national level, to achieve the aims of the interim strategy of Scottish Government Working Party, and in an effort to develop sustainable, long term resolutions to the issues arising from unauthorised encampments.*

*Continue to design and deliver joint training and awareness programmes.*

*Be involved in short-life projects looking at best practice in relation to the management of unauthorised and short-term halting sites.*

*If I pull in to a lay-by I will make sure it is kept tidy, even if it is not me who has left a mess.*

*To put forward the opinion of Gypsy/Traveller community, and try to get a representative to put forward issues/feedback to other people.*

*I will collate feedback from people and provide a voice for Gypsy/Travellers.*

*I will discuss the learning issues from today with colleagues, particularly in literacies.*

*Continue to promote equality and diversity in connection with work that affects both settled and travelling community.*

*Shared view: treat everyone fairly and continue on path to find a resolution.*

*To support children who face bullying at schools.*

*To encourage the involvement of Gypsy/Travellers in community planning matters.*

*To contact relevant people within Aberdeen City and Shire Council and pass the necessary messages on about difficulties with continuing secondary school, bullying, draw attention to guidance and other supportive leaflets regarding the school.*

*Pass the message in the form of policy statement to Aberdeen City Council.*

*To raise personal awareness and understanding of the culture and way of life of Gypsy/Travellers.*

*Sharing knowledge with others, especially students at the secondary school.*

NHS pledges:

*NHS Grampian will continue to provide healthcare to all of the people of Grampian and the North East of Scotland. Healthcare will continue to be provided on a fair and equitable basis.*

*Specifically we will:*

*Continue to meet the healthcare needs of the Gypsy/Traveller communities on a fair and equitable basis.*

*Promote greater GP registration.*

*Promote the Hand Held Record.*

*Continue the programme of Equality and Diversity training for NHS Grampian staff.*

*Work jointly with Gypsy/Traveller communities, stakeholders and Gypsy Traveller Liaison officer.*

Grampian Police pledge:

*To take forward the Interim Strategy for the North-East by progressing all of their action points.*

Some participants felt that this was not the right stage in the process for individuals to be making pledges, and that instead it was the responsibility of local and national authorities to be putting in place legislative frameworks for progress to be built upon.

## Feedback and Evaluation

At the end of the event participants were asked to give their impressions of the day to the facilitator. Participant's feedback was generally positive:

“Helpful and very worthwhile, start of a new beginning.”

“The day was worthwhile in hearing what others had to say.”

“Already knowledgeable on issues but hopefully this can be a further catalyst for change and improvement.”

“A very useful start - “long journeys begin with small steps!””

“Constructive day to take matters forward and provide a platform from which to build.”

“Positive opportunity to share and develop views in a candid and forward looking context.”

“It was useful. It would be good to have a follow up – perhaps every 6 months to make sure progress is made.”

“Ongoing dialogue is important.”

“I'm more informed – it was really interesting and thought-provoking.”

“Excellent to be able to get my views across.”

“I'm more positive now – was a good event and discussion.”

“Better insight into Gypsy/Travellers – positive awareness raising.”

“Interesting and valuable – a lot of work to be done.”

“Good opportunity to start knocking on the door that's been closed for so long.”

“Helpful – greater understanding of Gypsy/Traveller culture and needs.”

“It brought people together.”

“A day well spent – useful for understanding the bigger picture.”

Some participants specifically felt the benefits of the involvement of members of the Gypsy/Traveller community:

“Excellent, particularly great to have many Gypsy/Travellers families. Good to make contacts.”

“Helpful, informative, was good to meet some of the Gypsy/Traveller families.”

“Very worthwhile event. Valuable hearing views and exchanging views of the issues regarding Gypsy/Travellers. Of particular value was having members of the Travelling community present. Would have been advantageous to have had a contribution to the discussion from them.”

“Interesting to meet with Gypsy/Travellers, particularly younger Travellers’ views. However, local elections may impact on ability to move forward.”

There was some negative feedback received, though on the whole this was constructive:

“How will pledges be taken forward?”

“Should have had more members of the settled communities; very useful.”

“Of limited benefit for me as many of the issues have previously been discussed.”

“Useful in hearing Gypsy/Traveller perspective. However, there were no pointers in how things will move forward – there needs to be a political solution.”

“Worthwhile, reaffirming key focus: halting sites. However, lack of executive level presence from Local Authorities, and lack of attendance from local community councils noted and would have wanted them here as part of debate to listen and contribute.”

“My views haven't changed since I came this morning, I still feel the same way (unfortunately it is negative). Informative but no positive vibes.”

“Difficult to say. There was a lack of councillors and government officials.”

“Enlightening about culture. I would have liked to hear what is to be done – there should have been information on that. Where is info going and where do we go from here?”

“Good: the initial idea of wanting to help; the day was well-organised; I would like to have seen more Gypsy/Travellers from different sites.”



“Disappointed that Aberdeen City representatives failed to attend. I will get active and will progress this as soon as possible.”

“Would be good to see 6 months from now if any positive outcome from this event is taking place.”

Some feedback was also received after the event. Again, this was on the whole positive, with members of Grampian Police, Local Authorities and the Scottish Government congratulating GREC on organising a successful event. Again questions of future plans and progress were raised. Whilst they understood the theory behind limiting introductions to first names and excluding mention of job titles, some members of the Grampian Joint Police Board felt that this prevented some discussions from fully considering the views and experiences of those who were present.

Over the course of planning the event and the experience on the day itself it became clear that to limit the issue to improving relations between the settled community and Gypsy/Travellers was reductive. There are divisions and tensions within both communities and it will be necessary to bridge these if progress is to be made. On reflection it would have been beneficial to try and address both inter- and intra-based tensions during the dialogue day. It is important that such issues are resolved within public bodies, allowing greater focus on the wider topics, such as those raised during the Dialogue Day.

## **Moving Forward**

There were ten topics covered during the Dialogue Day. How can the issues and solutions raised under these topics be taken forward? Many of these issues have already been incorporated into such documents as the Grampian Inter-agency Action Plan (based on the recommendations of the Craigforth report) and the Aberdeen & Aberdeenshire Gypsy/Traveller Issues Working Party Strategy. The Dialogue Day can be seen in terms of re-focussing energies on the content of such strategies and action plans and allowing for the type of multiple stakeholder dialogue that has often been missing from previous attempts to address the relevant issues. Below is a summary of how each topic that was discussed on the day fits into the context of previous reports, strategies and action plans, and how things can now be taken forward as part of a wider focus on improving relations in the North-East.

### Health, Education and Equalities

There has been much research done across the UK into education provision and Gypsy/Traveller communities. Much of the research focuses on barriers to effective education provision, such as bullying, lack of cultural awareness, distrust between Gypsy/Travellers and Local Authorities, interrupted learning and an unwillingness to try innovative solutions. The Scottish Traveller Education Programme (STEP) is the main organisation that deals with these issues in Scotland. Amongst other things they have worked to explore ways in which the problems of interrupted learning can be overcome. More joined-up working can be done between Local Authorities, STEP and Gypsy/Travellers in the area to develop suitable education provision that meets the needs of Gypsy/Travellers.

Similarly, many barriers exist for Gypsy/Travellers accessing health services. Although there is a lack of reliable data that covers the whole of Scotland, there are smaller studies and substantial studies south of the border that highlight the shocking disparities between the health inequalities that exist between Gypsy/Travellers and members of the settled community. Some of factors that impact on the health of some Gypsy/Travellers and the ability of some to access services are: inadequate accommodation; lack of access to running water; insecurity and harassment; problems with follow-up treatment; lack of continuity of care; difficulties registering with a doctor; lack of postal address; and intolerant attitudes of health staff and receptionists (National Resource Centre for Ethnic Minority Health 2007; The University of Sheffield 2004).

The Craigforth Action Plan calls for greater engagement between Gypsy/Travellers and NHS services, including the proper implementation of schemes to improve access, such as Handheld Health Records (Craigforth 2009: 113). As can be seen

from the pledges made by the NHS staff present at the Dialogue Day there seems to be a substantial commitment to help diminish the gaps in inequalities seen in this area. It is hoped that increased working between relevant staff in all three local authorities, along with a re-launch of the Handheld Health Record scheme, currently in progress, will help improve access to health services.

Equality issues lie at the heart of education and health provision. Equalities also have a wider dimension in terms of Gypsy/Traveller issues. Gypsy/Roma people and Travellers of Irish heritage have been recognised as a distinct racial group under the law since 1988 and 2000 respectively. A 2008 Employment Tribunal (MacLennan v Gypsy Traveller Education and Information Project) has "set a precedent for [Scottish Gypsy Travellers] to be recognised as a minority group (Hansard, HL Deb 11 Jan 2010, cc349-352; see also, Scottish Government Race Equality Statement, 2008: 4). It follows that the sections of the Equality Act 2010 relating to race and ethnic minorities apply to Gypsy/Travellers in Scotland. More work can be done, perhaps in the form of training, in order to further understand the implications of this for Gypsy/Travellers and service providers such as Local Authorities.

Another aspect of equality that is sometimes raised by members of the settled community is a perception that Gypsy/Travellers get special treatment because of who they are. In order to improve relations it is important that, in moving forward, both the voices of the settled and Gypsy/Traveller communities are listened to, and that relevant agencies make it clear that although in certain circumstances extra efforts may be necessary to ensure that Gypsy/Travellers have equal access to services like health and education, such action is justified because of the ongoing barriers faced by Gypsy/Travellers. Such improvements in relations rely on improved communication between communities. The Interim Strategy Action Plan calls for "improved liaison and communication" with both local settled communities and visiting Gypsy/Travellers (Outcome A1 and A2) (Scottish Government 2011: 4).

### Unauthorised Encampments

The issue of unauthorised encampments is perhaps one of the most sensitive in terms of relations between Gypsy/Travellers and the settled community. This can be seen in the coverage of Gypsy/Traveller issues in the local press which focusses almost solely on encampments, and the prominence that the issue has in documents like the Interim Strategy. The Strategy's Action Plan calls for "clear and consistent application of procedures relating to Unauthorised Encampments" (Outcome D1). It is hoped that through such means as improved communications and clear procedures, tensions between communities can be eased while longer-term solutions are developed and put in place.

Although unauthorised encampments were widely discussed at the Dialogue Day, it is important to note the wide range of other topics that were covered: evidence that the issue of unauthorised encampments is part of a much bigger, more complex picture. For example, when considering the difficulties in accessing health and education two important factors are the lack of official sites and the unauthorised encampments that this leads to.

### Policing and Legislation

Many of the issues regarding policing and legislation relate to misunderstandings over the powers of the police and when various legislation is applicable. Grampian Police have recently published an updated policy document, *Gypsy/Travellers Unauthorised Encampments Force Procedure*. As mentioned above, Aberdeen City and Aberdeenshire will publish new “Managing Unauthorised Encampments” policies in 2011 and these will include explanations of the various relevant legislation. The publication and circulation of these documents will diminish tensions that have been caused by misunderstandings and lack of clarity in the past.

### Short-Stay Sites, Sites and Facilities

One of the themes to arise throughout the Dialogue Day was the lack of site provision in the North-East. There is a fairly widespread consensus that in order for relations to improve significantly and sustainably some form of increased site provision will be necessary. This has formed substantial parts of the Interim Strategy and Craigforth action plan. For example Outcome 2 of the Craigforth action plan states that “Gypsies/Travellers normally resident in Grampian and Gypsies/Travellers visiting the area have accommodation that meets their needs, culture and lifestyle” (Craigforth 2009: 109). Under this outcome Local Authorities are expected to increase provision in the North East by 35 pitches – 12 in Aberdeenshire, 23 in Moray and a reallocation of pitches in Aberdeen to provide for a short stay site (Ibid: 109). Under a similar outcome heading the Interim Strategy calls for continued efforts to provide more sites through Local Development Plans (LDPs) and for an additional “transit” site to be provided at Clinterty (Scottish Government 2011: 6).

Work on increased site provision is ongoing through Local Development Plans (LDP). Additionally, money has been allocated by the Scottish Government for Aberdeen City and Aberdeenshire to develop short-stay sites in the interim period before LDP sites come to fruition. This additional money and focus (provided by the

Housing Minister's Working Group) should lead to the provision of short-stay sites in Aberdeen City and Aberdeenshire by the end of 2011.

### Media

There was general agreement within the Media discussion group, and other groups, that media coverage of issues relating to Gypsy/Travellers in the North-East was almost always negative and therefore a barrier to improving relations. The Craigforth Action Plan mentions working together to counter negative media coverage and for greater partnership work in responses to the media on issues pertaining to unauthorised encampments (Craigforth 2009b: 115). The Interim Strategy Action Plan calls for an “Effective Media Strategy” (Outcome A6), calling for joint working between local authorities and the police when dealing with media, and also for greater consideration to be given to the “impact of negative language, stereotypes and press reporting with a view to promoting more positive images and messages” (Scottish Government 2011: 5).

More balanced media reporting is a difficult issue to tackle; as long as output is kept within the boundaries of what is legal (i.e. it does not amount to incitement to racial hatred), then it is the prerogative of the media as to what is broadcast or printed. It may be down to members of the Gypsy/Traveller community to increasingly engage with local media outlets in order to promote the reporting of more positive stories.

### Cultural Awareness, Economics and Employment

However, a lack of cultural awareness seems to be at the root of many tensions and misconceptions between Gypsy/Travellers and the settled community. The Craigforth Action Plan calls for “Increased understanding of the needs, culture and lifestyle of Gypsies/Travellers amongst public sector employees” (Craigforth 2009: 118). One of the desired outcomes of the day was to improve awareness of the needs of the respective communities. It felt that this was successfully achieved through the discussion in this group in particular, and more generally in the discussions throughout the day. Outcome A5 of the Interim Strategy also calls for “Improved understanding of Gypsy/Traveller culture and a reduction in prejudice” through better engagement with various groups such as schools, businesses and local communities (Scottish Government 2011: 5). It is hoped that through increased use of an inclusive format such as the Dialogue Day with discussion between all stakeholders, relations can be improved.

### General themes to come out of the day

Like the Dialogue Day, the Interim Strategy also focuses on more general aspects of improving relations. This can be seen in outcomes such as “Improved liaison and communication with local and settled communities”, “Improved liaison and communication with visiting Gypsy/Travellers” and “Improved use of mediation” (Scottish Government 2011: 3-4). To achieve these outcomes the report recommends such actions as reviewing engagement arrangements in such settings as community councils, a suggestion that came up in a numerous groups throughout the day, and identifying representatives from both the settled and Gypsy/Traveller communities to attend Grampian's Inter-agency group (Ibid: 3). Due to contacts made at the Dialogue Day, moves have already been made to seek such forms of representation. In this way it is hoped that many more meetings in the future take a similar approach to the dialogue, with as many key stakeholders involved in the process as is possible and practical.

### Post-event Steering Group meeting

At a meeting of the Dialogue Day steering group in late May a number of areas were identified where there may be potential for progress. It was suggested that along with Gypsy/Traveller inclusion in groups such as the Grampian Gypsy/Traveller Interagency group, it may also be beneficial to invite representation from church groups. This follows on from a recently published report by the Scottish Churches Racial Justice Group which stated that churches of all denominations had intentionally and unintentionally discriminated against the Gypsy/Traveller community. The group also gave backing to the idea of adding a planning liaison dimension to the Gypsy Traveller Liaison Worker's role at GREC. Such a role would allow some of the obstacles faced by Gypsy/Travellers seeking to develop their own sites to be overcome. Further potential progress was identified with the possibility of the re-establishment of the community centre on Clinterty Traveller site. The community centre could form the base for developing many of the issues that arose during the Dialogue Day, e.g. public health promotion, further education, re-training and increasing employment opportunities, and increased possibilities for community engagement.

The events of 2010 and early 2011 have made it clear that there must be an improvement in relations between Gypsy/Travellers and the settled community in the North-East of Scotland. The Dialogue Day, along with the publication of the Interim Strategy on improving relations in the area, marked the beginning of a fresh and energised attempt to tackle issues that have been on-going for some time. It is hoped that a multi-stakeholder approach based on the foundations of dialogue and understanding the needs of others can provide a solid foundation for making future progress and entrenching good relations in Grampian. As one participant put it: “Long journeys begin with small steps”.

## References

- Craigforth (2009a). *Accommodation Needs Assessment of Gypsies/Travellers in Grampian, 2008-2009, Executive Summary*. Stirling: Craigforth.
- Craigforth (2009b). *Accommodation Needs Assessment of Gypsies/Travellers in Grampian, 2008-2009*. Stirling: Craigforth.
- Employment Tribunal (2008). *Employment Tribunal S/132721/07*.
- Equal Opportunities Committee (2005). *Equal Opportunities Committee Report: 5th Report, 2005 (Session 2)*. Available online at <http://www.scottish.parliament.uk/business/committees/equal/reports-05/eor05-05.htm>
- Equality and Human Rights Commission (Scotland) (2010). *Gypsy Travellers in Scotland: A resource for the media*.
- Grampian Joint Police Board (2010). 'Minute of [September 10<sup>th</sup>, 2010] Meeting of Grampian Joint Police Board'.
- Hansard (2010). House of Lords Debate, 11 January 2010, accessible online at: <http://www.publications.parliament.uk/pa/ld200910/ldhansrd/text/100111-0011.htm>
- National Resource Centre for Ethnic Minority Health (2007). *Voices from the North: Exploratory Needs Assessment of Gypsy/Traveller Communities in the North of Scotland*.
- Public Petitions Committee (Scottish Parliament) (2010). 'Public Petitions Committee Minutes of Proceedings', available online at <http://www.scottish.parliament.uk/s3/committees/petitions/mop-10/pumop10-1026.htm>
- Scottish Executive (2001). 'Equal Opportunities Committee, 1st Report 2001, Inquiry into Gypsy Travellers and Public Sector Policies, Volume 1'.
- Scottish Executive (2004). 'Guidelines for Managing Unauthorised Camping by Gypsies/Travellers In Scotland'.
- Scottish Government (2008). 'Scottish Government Race Equality Statement', accessible online at: <http://www.scotland.gov.uk/Topics/People/Equality/18934/RaceEqualityStatement> (last modified 08 December 2008).



Scottish Government (2011). 'Good Relations between Settled Communities and Gypsies/Travellers: A Strategy prepared by the Aberdeen & Aberdeenshire Gypsy/Traveller Issues Working Party'.

The University of Sheffield (2004). *The Health Status of Gypsies & Travellers in England*.

## **Acknowledgements**

### Grampian Joint Police Board

### Dialogue Day Steering Group

Patrick Barnham, Dave Black, Sandra Bruce, Dave Cooper, Ron Falconer, Amanda Farquhar, Jeannie Felsing, Jim Hume, Mike McClafferty, Fiona Smith.

### Facilitators

Sarah Campbell, John Cooper, Ron Falconer, Dave Kilgour, Karolina Manczyk, Mike Melvin, Noor Mohd-Nor, Sybil Semple, Elaine Sinclair, Mercy Yaor.

### Experts

Sandra Bruce, Dave Cooper, Amanda Farquhar, Jim Hume, Nigel Firth, Mike McClafferty, Pauline Padfield, Moyra Stephen, Michael O'Sullivan, Arthur Ingram

### Admin

Nicky Jones, Amanda Walker, Jackie Walker.

With special thanks to:

George Dunwoody, Abeline Macshane and Dave Simmers



01224 595505

**GRAMPIAN JOINT POLICE BOARD**  
**GYPSY / TRAVELLERS SUMMIT – BOARD DRAFT ACTION PLAN – 2<sup>ND</sup> SEPTEMBER 2011**

<b>Number</b>	<b>Action</b>	<b>Responsible Officer</b>	<b>Update</b>	<b>Target Completion Date</b>	<b>Status</b>
1	To invite GREC to disseminate the Summit Report throughout its networks and to use the report as part of its campaigning work with Gypsy / Travellers	Depute Clerk		30 <sup>th</sup> September 2011	
2	To write to the three constituent Local Authorities, enclosing a copy of the Summit report, and highlighting the identified areas of potential progress (Equality Issues, Education, Unauthorised encampments and increased site provision)	Depute Clerk		30 <sup>th</sup> September 2011	
3	To write to NHS Grampian, enclosing a copy of the Summit report, and highlighted the relevant identified areas of potential progress (Equality of access to health services)	Depute Clerk		30 <sup>th</sup> September 2011	
4	To seek a regular update from Grampian Police regarding the implementation of the Grampian Inter-agency Action Plan and the Aberdeen and Aberdeenshire Gypsy/Traveller Issues Working Party Strategy.	Force		Spring 2012	

5	To send a copy of the report to all Community Councils within the Grampian Area for information	Depute Clerk		October 2011	
6	To send a copy of the report to all local news outlets within the Grampian Area for information.	Depute Clerk		October 2011	

Exempt information as described in paragraph(s) 8, 10 of Schedule 7A of the Local Government (Scotland) Act 1973.

Document is Restricted

This page is intentionally left blank

Exempt information as described in paragraph(s) 8, 10 of Schedule 7A of the Local Government (Scotland) Act 1973.

Document is Restricted

This page is intentionally left blank