

# DIVERSITY AND EQUALITY FACT SHEET

## 4. EQUALITY STANDARD

The Equality Standard for the Police Service is a tool that allows us measure and monitor our diversity and equality performance so we can continually improve the service we provide to all Londoners and our own staff.

To make sure we treat people fairly, with dignity and respect; and to provide equality of services and opportunities to all, we must be able to measure what we do. The Equality Standard provides a means for us to see how effectively we are complying with our legal duties under equalities legislation. It will also be a key delivery mechanism for the MPS Diversity and Equality Strategy and will indicate whether we are achieving the objectives of our equality and diversity action plan: the Equalities Scheme.

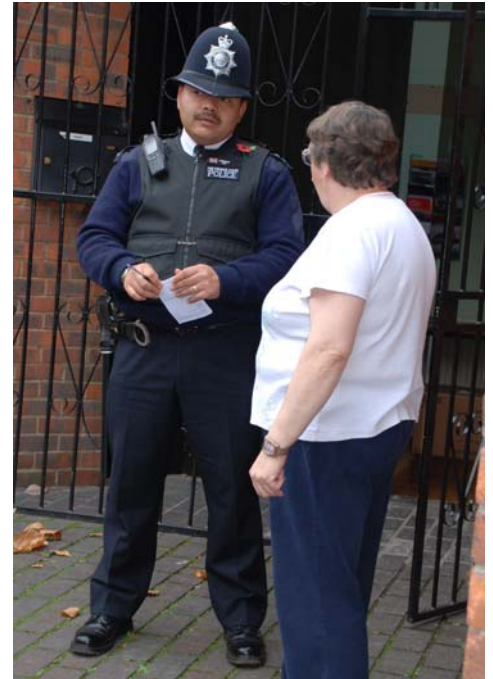
From 2010 the Standard will form the basis of future HMIC inspection criteria for assessing performance on equality and will also be used by the Metropolitan Police Authority to help set and agree targets. It is divided into three key areas:-

- Operational Delivery - meeting the needs of diverse individuals and communities
- People & Culture - building an inclusive and supportive working environment
- Organisational Processes - integrating equality across business areas

Each area has three indicators showing the level of performance attained: 'Baseline', 'Integrating' & 'Excelling'.

The Equality Standard will enhance performance against corporate or locally set targets, provide a comprehensive measurement of how well we are doing and provide the basis of an ongoing monitoring framework. It will benefit the organisation by enhancing operational activity, community engagement and working culture, leading to improved confidence and trust in the MPS.

## ACHIEVING EQUALITY, IMPROVING CONFIDENCE



Look out for the DCFD Equality Standard toolkit, containing guidance and advice on how OCUs can start implementing the Standard locally. It is developed with learning from the field sites and will be available from the DCFD intranet site. It can be tailored to your OCU or business area and will explain which indicators to focus on.

The Equality Standard will help us record the good work we do, highlight service gaps or inequalities and identify where we need to improve.



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**How does it work?** It is a self-assessment tool that will validate good practice and through a gap analysis develop an improvement plan. This assessment indicates which level, or standard, your OCU is performing at: 'Baseline', 'Integrating' or 'Excelling'. Once the level is established the Equality Standard helps you realise what is required to improve and achieve the next level. Once 'Excelling' is reached that becomes the 'Baseline', meaning what may be considered good practice one year would be the expected standard, or 'Baseline', in following years. This means that we are continually assessing and improving our performance.

**Isn't it just another bureaucratic exercise?** Some additional work will be required at the start of the process. To support the process evidence of real diversity and equality activity and outcomes are required to find out how your OCU is performing. However, having this record of activities and information in one place will be more time and resource effective in the future.

**Does it actually work?** The Standard has been field tested in four MPS OCUs. Evaluation showed they were better able to map out their diversity and equality performance by identifying good practice and areas for improvement. It helped show what areas needed to be addressed and how, and supported OCU business plan objectives, including citizen focus and workforce areas.

**What information or evidence should be collected?** Initially, information that demonstrates that OCUs are meeting the 'Baseline' standard is required. This will form the benchmark for subsequent assessments. Evidence can include minutes of meetings, policing plans, impact assessments, survey results or documented feedback.



For more  
information contact  
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intranet site

