

## Working Together for a Safer London

In SCD it remains our principal task to reduce the harm caused by serious and organised criminality. We support this by ensuring:

- a modern & diverse workforce
- enabled staff
- better use of resources
- cohesive partnership working
- clear communications

### Doing the right things – policy and performance

**The MPS Equalities Scheme 2006-2010:** sets out what we need to do to make sure we are treating people fairly.

**Equality Impact Assessments (EIAs):** ensure that our functions, policies and procedures do not discriminate and, where possible, promote equality.

**Quality of Service Commitment (QoSC):** sets out for the public the standards and services which they can expect when they make contact with the police.

**Performance:** challenging diversity performance and embedding diversity in all PDRs

We will eliminate unlawful discrimination and harassment and promote equality of opportunity for all, good relations between peoples of different groups and positive attitudes towards others.

We will conduct EIAs to help us to ensure that we think carefully about the likely impact of our decisions on equality target groups and take action to improve our services.

We will improve access to services, improve the quality of information supplied and allow the public a greater voice in the services offered, linking in with our community engagement strategy.

We will monitor diversity performance to help us develop a more diverse workforce. In specific areas we will set targets for diversity that exceed MPS targets.

We will test diversity skills in our PDRs

### Making SCD a welcoming place to work - living the values

We will be proud to deliver quality policing. There is no greater priority.

We will build trust by listening and responding.

We will respect and support each other and work as a team.

We will learn from experience and find ways to be even better.

Putting the needs of individuals and communities first. Being helpful and attentive. Making the best use of our resources

Being accessible and approachable. Building relationships. Encouraging others to challenge and get involved.

Working to bring people together. Trusting and valuing the contribution everyone makes.

Being prepared to do things differently. Challenging how we work. Sharing experiences and ideas.

### Doing the right things - policy

- 1 Identify possible barriers to improving representation of minority groups in SCD and develop a plan to remove those barriers and improve representation.
- 2 Develop a system that allows the timely matching of officers and staff with disabilities to vacancies with reasonable adjustments.
- 3 Work in partnership with other business groups to make SCD a directorate of choice.
- 4 Develop a system to ensure that that key decisions in SCD are taken in light of their impact on diversity.
- 5 Develop a network of ‘critical friends’ to challenge diversity performance and initiatives, to include MPS staff associations and staff support associations as well as external groups.
- 6 Develop a system for sharing good practice on community engagement.
- 7 Implement the Quality of Service Commitment (ongoing)

### Doing the right things - performance

- 8 Continue to challenge diversity performance in performance visits and reviews
- 9 Confirm diversity standards required in SCD PDRs and the quality standards for ensuring that PDRs meet the standards.

### Making SCD a welcoming place to work

- 10 Use the SCD Diversity Forum to coordinate OCU diversity initiatives and share good practice.
- 11 Develop a network of junior and senior role models who are prepared to share their experiences of SCD with colleagues.
- 12 Develop an SCD ‘buddying’ system for OCUs to encourage mutual inspection and performance improvement.
- 13 Encourage mentoring within SCD.
- 14 Continue to encourage flexible working throughout SCD.
- 15 Implement the Diversity Communication Action Plan.

**We will measure the outputs in our SCD Quarterly Diversity report and our outputs in the staff survey.**