

Appendix 6: Diversity and Citizen Focus Action Plan 2007-08

The Resources Directorate Diversity and Citizen Focus Action Plan contains 19 actions under four headings as follows:

Leadership and Corporate Commitment

Action 1:

- All Staff PDRs to contain a citizen focussed objective
- All staff PDRs to contain an equality/diversity related objective
- All person specifications and job descriptions to set out MPS standards regarding equalities/diversity
- Resources HR Services (RHRS) to check compliance with the above

Action 2: Issue MPS Police Staff discipline policy “quick guide” to staff

Action 3: Monitor employee data for disproportionality and highlight any issues to Resources Board

Employment and Training

Action 4: All Resources Directorate staff to fulfil mandatory race and diversity training

Action 5: Local Induction processes to provide guidance on MPS Diversity and Equalities Policies

Action 6: Continue running the Validium Fairline

Action 7: Review existing Resources Directorate reward and recognition schemes

Action 8: Reiterate the MPS carers’ policy and the existence of the Carers’ Support Group

Action 9: Support MPS positive action initiatives that aim to increase the number of staff from under represented groups who are in senior and specialist roles

Action 10: Ensure that flexible training opportunities are provided

Service Delivery and Customer Care

Action 11: Develop procurement policies and practices which promote equality equity and diversity ensuring that equality is embedded into all procurement and tender specifications and contract processes.

Action 12: Departments to take account of disability issues when agreeing service level agreements (SLAs) and memoranda of understanding (MoUs) as part of business continuity and planning.

Action 13: Property Services to:

- Improve equality of access to services and information
- Widely publicise details of how to access local police services
- Improve information on, and access to, existing and future MPS buildings for disabled people

Action 14: Create and maintain a Resources Directorate diversity intranet page

Action 15: Ensure where practicable that information and data about our services can be accessed by all. Promote the work and facilities of the Directorate of Information (DoI) Access Technologies Unit.

Action 16: Review and conduct equalities impact assessments on new and existing policies

Consultation, Community Development and Scrutiny

Action 17: Encourage Resources Directorate staff to participate in the corporate staff survey. Assess Resources Directorate responses.

Action 18: Effectively communicate the Resources Directorate Equalities Scheme/Action Plan

Action 19: Undertake a gap analysis of Resources Directorate equalities activities compared to the Equality Standard for Local Government