

**EQUALITY STANDARD
FOR THE POLICE SERVICE
2009/10**

3.2 Organisational Focus	EQUALITY AND DIVERSITY CONSIDERATIONS INFORM RESOURCING/PROCUREMENT ACTIVITY
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BASELINE (B) <i>Baseline meets the following criteria</i>	➡	DEVELOPING (D) <i>Developing meets the following criteria as well as Baseline</i>	➡	GOOD PRACTICE (G) <i>Good Practice meets the following criteria as well as Baseline and Developing</i>
3.2.1B Community and workforce diversity information informs all resourcing/procurement activity	➡	3.2.1D Resourcing/procurement sections in all published reports set out how equality and diversity issues were considered	➡	3.2.1G Income generation and sponsorship arrangements engage with diverse local businesses and organisations
3.2.2B The organisation ensures that building and refurbishing activity in the estate identifies all equality and diversity considerations	➡	3.2.2D Engagement with those who will use the building (both internal and external) identifies their diverse needs and agrees a way forward	➡	3.2.2G Diverse users of buildings report satisfaction at the quality of engagement with them to understand their specific needs and at how a way forward was agreed
3.2.3B Procurement of clothing, equipment and specific 'reasonable adjustments' matches provision to the diverse needs of individuals in the workforce	➡	3.2.3D Representatives of procurement and internal customers meet regularly, establishing how to meet current and emerging needs	➡	3.2.3G Workforce opinion surveys report individuals within the workforce feeling valued because their individual needs have been met