

# EQUALITY STANDARD FOR THE POLICE SERVICE 2009/10



<h2 style="margin: 0;">3.1</h2> <p style="margin: 0;"><b>Organisational Focus</b></p>	<h2 style="margin: 0;">EQUALITY AND DIVERSITY ARE KEY FOR POLICE LEADERS AND LEADERSHIP SKILLS</h2>
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<b>BASELINE (B)</b> <i>Baseline meets the following criteria</i>	➔	<b>DEVELOPING (D)</b> <i>Developing meets the following criteria as well as Baseline</i>	➔	<b>GOOD PRACTICE (G)</b> <i>Good Practice meets the following criteria as well as Baseline and Developing</i>
<b>3.1.1B</b> The organisation's senior leaders communicate a Vision, with action plans, that prioritises identifying and eradicating unfair and disproportional impacts on both communities and workforce	➔	<b>3.1.1D</b> Those who lead teams put the Vision at the core of local activity and encourage overall improvement in positive diversity behaviours by setting at least one equality/diversity related PDR objective for each team member	➔	<b>3.1.1G</b> The organisation is recognised as having a supportive and inclusive working environment in which the workforce evidences positive diversity outcomes from activity and behaviours
<b>3.1.2B</b> The organisation recognises that everyone must have leadership skills. It ensures that under-represented groups have equal access to development tools for leadership skills, whether they wish to develop in their current role or seek career advancement	➔	<b>3.1.2D</b> The organisation tailors effective support that meets the needs of its potential leaders as well as current leaders, keeping them within leadership schemes/roles and sustaining diverse representation	➔	<b>3.1.2G</b> The organisation has a reputation for consistently supporting, developing, appointing and maintaining a diverse range of leaders with a breadth of skills