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Summary	
(B)OCU or Unit, Directorate	Diversity and Citizen Focus Directorate, Deputy Commissioner's Portfolio
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Suitable for Publication Scheme	YES
Title & Version	ESPS Integrating Indicators v6.1
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Creating Branch (OCU)	Diversity & Citizen Focus Directorate
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Operational Delivery	
li1	B/OCUs develop their knowledge of local communities from a variety of sources including partners and uses it to plan and deliver services according to specific needs.
li2	The MPS carries out equality analysis and ensures that it implements learning to address negative and positive outcomes.
li3	B/OCUs, working with partners and key stakeholders, plan and shape services that meet the specific needs of diverse people in vulnerable situations.
li4	B/OCUs, working with partners and key stakeholders, plan and shape services that meet the specific needs of children and young persons.
li5	B/OCUs and their partners engage with diverse individuals and communities to run appropriate initiatives that address their particular concerns in relation to serious and organised crime.
li6	B/OCUs and their partners engage with diverse individuals and communities to run appropriate initiatives that address their particular concerns in relation to terrorism and domestic extremism.
li7	The B/OCUs use community profiles to develop innovative community engagement practices.
People and Culture	
li8	Team leaders provide effective learning opportunities for all staff on equality and diversity which meets the specific requirements of their role.
li9	SMT's and senior leaders promote the diversity and equality vision and incorporate it into core activity.
li10	The MPS uses current workforce data to plan and implement appropriate recruitment, retention and progression activity.
Organisational Processes	
li11	B/OCUs review and utilise customer, community and partner feedback to improve services and initiatives.
li12	Business plans relating to clothing and equipment address equality and diversity considerations.

li13	Reports on MPS procurement and resourcing activities are published and show how equality and diversity issues are considered and acted on.
li14	Business plans relating to buildings, infrastructure and fleet address equality and diversity considerations.
li15	The MPS provides an accessible and inclusive procedure for making complaints which is fair and transparent and for which we are held accountable.