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Title	ESPS Baseline Indicators
Version	
Summary	A table detailing the ESPS Baseline Phase Indicators
(B)OCU or Unit, Directorate	Diversity and Citizen Focus Directorate
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Summary:	A table detailing the ESPS Baseline Phase Indicators		
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Creating / Owning OCU:	Diversity and Citizen Focus Directorate		
Date Created:	8th February 2011	Review Date:	8th February 2012

OPERATIONAL DELIVERY	
1B	Working with partners the organisation regularly updates the profiling of diverse individuals and communities to understand their experiences and differing needs
2B	The organisation ensures that the workforce has a practical understanding of disproportionality and the impact this can have on interactions with the public
3B	The organisation ensures that the workforce understands how levels of satisfaction can differ according to the perceptions and needs of diverse individuals and communities
4B	Those in the workforce who engage directly with the public demonstrate an understanding of diverse individuals' and communities' perceptions of 'quality of life' issues, and are able to use this knowledge to help them deliver their roles effectively
5B	Work with partners identifies the factors that can create vulnerability for diverse individuals and communities, and action is taken to protect those people from harm
6B	The organisation can demonstrate that it recognises heightened risks of disproportionality within arrest, custody, bailing and disposal, and has action plans in place to tackle them
7B	The organisation applies existing frameworks and guidance effectively to deliver improved services to meet the needs of diverse victims and witnesses
8B	The organisation ensures that the workforce understands how serious crimes and organised crime affect diverse individuals and communities
9B	The organisation ensures that the workforce understands how terrorism and domestic extremism affects diverse individuals and communities
10B	Informed by community profiles, the organisation ensures that those in the workforce having direct contact with diverse children/young people have the skills to engage with them
11B	Analysis of groups of children/young people who may be at risk of becoming offenders and victims of crime informs planning and activity

PEOPLE AND CULTURE	
12B	Senior leaders communicate a vision which promotes equality and human rights, values diversity and prioritises the elimination of discrimination and exclusionary behaviours
13B	The organisation ensure its workforce (including contracted, voluntary and temporary staff) promotes equality and human rights, values diversity and addresses discrimination
14B	The organisation engages with the under-represented people in the workforce to identify and analyses barriers and specific experiences in relation to retention and progression
15B	The organisation supports its police authority to set stretching and ambitious equality employment targets in consultation with local communities and the workforce
16B	The organisation ensures that its workforce is treated and rewarded with equity, fairness and respect
17B	The organisation identifies equality and diversity considerations relating to clothing and equipment in partnership with users
ORGANISATIONAL DELIVERY	
18B	The organisation has defined its equality, diversity and human rights priorities, and set objectives and targets with partners
19B	The organisation is able to identify all activities delivering positive equality outcomes and tackling disproportionality and discrimination
20B	Those involved in procurement/resourcing activity follow ACPO, PURE and OGC guidance on including equality and diversity
21B	The organisation identifies equality and diversity considerations relating to buildings, infrastructure and fleet, in partnership with users
22B	The organisation engages directly with diverse individuals, communities and relevant third-party agencies about the complaints system