# Equality Act

| Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 | |
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| 01. Working with partners, the organisation regularly updates the profiling of diverse individuals and communities to understand their experiences and differing needs. | |
| 02. The organisation ensures that the workforce has a practical understanding of disproportionality and the impact this can have on interactions with the public. | |
| 03. The organisation ensures that the workforce understands how levels of satisfaction can differ according to the perceptions and needs of diverse individuals and communities. | |
| 05. 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. | |
| 06. 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. | |
| 07. The organisation applies existing frameworks and guidance effectively to deliver improved services to meet the needs of diverse victims and witnesses. | |
| 08. The organisation ensures that the workforce understands how serious crimes and organised crime affect diverse individuals and communities. | |
| 09. The organisation ensures that the workforce understands how terrorism and domestic extremism affects diverse individuals and communities. | |
| 11. Analysis of groups of children/young people who may be at risk of becoming offenders and victims of crime informs planning and activity. | |
| 18. The organisation has defined its equality, diversity and human rights priorities, and set objectives and targets with partners. | |
| 19. The organisation is able to identify all activities delivering positive equality outcomes and tackling disproportionality and discrimination. | |
| 20. Those involved in procurement/resourcing activity follow Association of Chief Police Officers (ACPO), Police Use of Resources Evaluation (PURE) and Office of Government Commerce (OGC) guidance on including equality and diversity. | |
| 21. The organisation identifies equality and diversity considerations relating to buildings, infrastructure and fleet, in partnership with users. | |
| 22. The organisation engages directly with diverse individuals, communities and relevant third-party agencies about the complaints system. | |

| Advance equality of opportunity between people from different groups | |
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| 12. Senior leaders communicate a vision which promotes equality and human rights, values diversity and prioritises the elimination of discrimination and exclusionary behaviours. | |
| 13. The organisation ensures its workforce (including contracted, voluntary and temporary staff) promotes equality and human rights, values diversity and addresses discrimination. | |
| 14. The organisation engages with underrepresented people in the workforce to identify and analyse barriers and specific experiences in relation to retention and progression. | |
| 15. The organisation supports its police authority to set stretching and ambitious equality employment targets in consultation with local communities and the workforce. | |
| 16. The organisation ensures that its workforce is treated and rewarded with equity, fairness and respect. | |
| 17. The organisation identifies equality and diversity considerations relating to clothing and equipment in partnership with users. | |

| Foster good relations between people from different groups | |
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| 01. Working with partners, the organisation regularly updates the profiling of diverse individuals and communities to understand their experiences and differing needs. | |
| 02. The organisation ensures that the workforce has a practical understanding of disproportionality and the impact this can have on interactions with the public. | |
| 03. The organisation ensures that the workforce understands how levels of satisfaction can differ according to the perceptions and needs of diverse individuals and communities. | |
| 04. 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. | |
| 10. 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. | |