

The Equality Standard for the Police Service

Standard	People and Culture – building an inclusive and supportive working environment	
Unit 17	About “embedding equality in the procurement and issue of clothing and equipment”	
Criteria	Evidence sources	Evidence
<p>This unit focuses on an area with well-known historical difficulties which have yet to be fully resolved. It continues to be a particular issue for women and for those with specific needs.</p> <p>Evidence for this criteria should be connected with the approach to Unit 21.</p>	<p>Consultation with Trades Unions/Staff Associations/Diversity Staff Support Groups; lessons learned logs; User Group meeting minutes; clothing and equipment specifications; impact assessment and changes to policy and/or clothing and equipment considerations; workforce records; action plans for local and national procurement guidance; reports of outcomes, feedback actioned in business plans</p> <p>Also consider: Review/evaluation of outcomes of activity; Trades Unions/Staff Associations/Diversity Staff Support Groups feedback; analysis of surveys; workforce feedback; responses to Workforce Opinion Survey</p>	<p>Devon BCU</p> <ul style="list-style-type: none"> • All initiatives are at force level and cascaded. • Uniform User Group • Vehicle User Group • Outside contractual obligations • Staff Associations <p>Operations Dept</p> <ul style="list-style-type: none"> • Wicking shirts introduced in Custody – high levels of consultation with staff • Reasonable adjustments budget for each unit (chairs, foot rests, Dyslexia software etc) • Liaison with Occupational Health/Wellbeing Unit for extraordinary individual cases • Regional uniform group chaired by ACC CJ • Personal attack alarms for custody staff • VPU appropriate premises sought and obtained • ACT Team reasonable adjustments • Maternity clothing • Specific disability work station for a member of staff • Body armour working group taking into

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		<p>consideration needs of various officers</p> <ul style="list-style-type: none">• Weapons• Maternity uniform• RPU work around suitability of vehicles, equipment etc (female officers, differing physiological make up etc) – in conjunction with Federation representation• Driving school considerations to stature• Head restraints• PSU / CBRN equipment <p>HR Directorate</p> <ul style="list-style-type: none">• Body armour working group taking into consideration needs of various officers• A Health and Safety Adviser sits on the Uniform and Equipment User Group <p>Crime Dept</p> <ul style="list-style-type: none">• Force Issue• Force issue• SOCO uniform negotiating <p>Deputy Chief Constables Portfolio</p> <ul style="list-style-type: none">• Reasonable adjustment – ICT provision; procurement work is equality impact assessed; Internal comms around uniform; require contractors to
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		<p>comply with requirements of DDA and Force Standards; ¼ ly staff survey question; Cascade briefings; (possibly OLD and Force Risk Register);</p> <p>Plymouth BCU</p> <ul style="list-style-type: none"> • Force clothing and equipment policy (D15) • Force procurement policy/compliance • Force issue of female specific uniform and maternity wear • Uniform poster to give clear guidance • Force Uniform User Group • Force Vehicle User Group • Staff union reps attendance at above groups and BCU SMT • New/changes in clothing/equipment discussed at SMT • Inspector authorisation for new kit • Reasonable adjustment – special IT and chairs 		
BCU/ Dept assessment of level of attainment		<i>Baseline</i>	<i>Integrating</i>	<i>Excellent</i>
E&D Unit assessment of level of attainment		Baseline	<i>Integrating</i>	<i>Excellent</i>
Details of further work required if necessary (Action Plan)				
Action	Owner	Date By	Progress	

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Collator		BCU/ Dept		Date