



Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form:

http://intranet.aware.mps/Corporate/Policy/Operational_Services/SOP/Equality_Impact_Assessment_SOPs.htm

Freedom of Information Act Document	
Protective Marking: Not protected	Publication (Y/N): N
Title: Provision of additional police officers on boroughs	
Summary: See CoP paper for 7 February 2008	
Branch / OCU: TPHQ	
Date created: 17 January 2008 Review date: 17 July 2008 Version: 1	
Author: Director of Business Development, TP	

Directorate/Department/Borough/OCU: TPHQ
Name, type or title of proposal (If a corporate policy, a policy workbook must also be completed): Provision of additional police officers on boroughs

Aims and Purpose of Proposal - see Step 1 of the Guidance

The proposal aims to provide additional resources to boroughs, over and above those allocated by other means for the purpose of core policing activity. Those resources will enable the borough and local authority to tackle local issues and perform against the challenging targets that will be set within the LAAs. Success against the targets will be measured in the performance management framework. The borough and local authority will benefit from the additional resources and the communities will benefit from the additional resources being available to tackle local issues. The community will be impacted positively as a result of achieving working towards achieving those targets. Those who commit crime will be impacted through additional tasking against offences and offenders and they may come from specific groups. However, victims of crime may also come from those specific groups and success in tackling the crimes will have a positive impact on victims.

Examination of Available Information – see Step 2 of the Guidance.

Information on the targets included within the LAAs will show the priorities for activities for the additional officers. Those targets will be known in the next month but are currently being developed. They will however focus on the local issues identified by the borough and the local authority as those that need to be addressed to improve the quality of life for the community. The development of the proposal included initial and informal consultation with local authority to assess the viability of the proposal and the benefits that may accrue. Information on the performance against the targets will indicate the success or otherwise of this initiative.

Consultation/Involvement - see Step 3 of the Guidance

a.	Who is responsible for managing this consultation/involvement? The borough commanders will lead on consultation and involvement.
b.	Why is this consultation/involvement taking place? To gain participation of the local authority in this initiative and to communicate to the community the availability of additional resources and how they may be used to tackle local issues.
c.	Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders, service users or providers and those who may be affected. Existing local structures will be used to deliver the appropriate consultation and involvement
d.	What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings? Existing local structures will be used to deliver the appropriate consultation and involvement
e.	What are the results of the consultation/involvement? How are these fed back into the process? Formal consultation and negotiation with the local authority can only take place once the proposal has been agreed.

Screening Process for relevance to Diversity or Equality issues - see Step 4 of the Guidance

(i)	Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs? Explain: Tasking officers against MPS and local authority targets is likely to increase the level of policing against specific types of crime, eg knife crime. That could be said to potentially treat groups differently. But such activity will positively impact on victims who may come from the same groups.
(ii)	Will any part of the proposal be directly or indirectly discriminatory? Explain: The choice of whether to access these resources will be the local authority's and that may depend on their ability to provide the funding required. If a local authority decides not to participate, there could be a view that this discriminates against the members of that community. That is outside the control of the MPS/MPA.
(iii)	Is the proposal likely to negatively affect equality of opportunity? Explain: No
(iv)	Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups? Explain: No
(v)	Are there any other community concerns, opportunities or risks to communities arising from the proposal?

Explain: No
(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life? Explain: No
(vii) Is the proposal a major one in terms of scale or significance? Explain: No

From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required. If no, complete the following box and enter a review date at the end of the form.

Full Impact Assessment Required	See section C of the report
Signed:	Date: 17 January 2008
Supervised:	Date:

Full Impact Assessment – see Step 5 of the Guidance

a) Explain the likely differential impact (whether intended or unintended, positive or negative) of the proposal on individual service users or citizens on account of:
Age: older people, children and young people.
Details:
Disability in line with the Social Model.
Details:
Faith, religion or belief: those with a recognised belief system or no belief.
Details:
Gender or marital status: women and men.
Details:
Race, ethnicity, colour, nationality or national origins.
Details:

Deleted: , e.g. people of different ethnic background including minorities

Sexual orientation, transgender or transsexual issues.	
Details:	
Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above.	
Details:	
b)	Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?
Details:	
c)	Explain how the proposal is intended to increase equality of opportunity by permitting positive action.
Details:	
d)	Explain how the proposal is likely to promote good relations between different groups.
Details:	
e)	Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.
Details:	
f)	Explain how the proposal enables decisions and practices to adequately reflect the service users perspective.
Details:	

Modifications – see Step 6 of the Guidance

Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts? What improvements have been made?

Further Research - see Step 7 of the Guidance

Given the analysis so far, what additional research or consultation is required to investigate the impacts of the proposal on the diversity strands?

Decision-making - see Step 8 of the Guidance

a. Name, rank or grade of decision maker

b. What is the Decision?

Reject the proposal

Yes / No *(delete as applicable)*

Introduce the proposal

Yes / No *(delete as applicable)*

Amend the proposal (an impact assessment should be made of any amendments)

Yes / No *(delete as applicable)*

c. Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision

Monitoring - see Step 9 of the Guidance

a. How will the implementation of the proposal be monitored and by whom?

b. How will the results of monitoring be used to develop this proposal and its practices?

c. What is the timetable for monitoring, with dates?

Public Availability of Report/Results - see Step 10 of the Guidance

What are the arrangements for publishing, where and by whom?

Person completing EIA: Signed:	Date:
Person supervising EIA: Signed:	Date:
Quality Assurance Approval: Name and Unit:	Date:
Date Review Due:	

Retention period: 7 years
MP 746/07