

Communities and Equalities Impact Assessment Form (Form 6119A) for preferred option.

Metropolitan Police Service



Working together for a safer London

Form 6119A

Community and Equality Impact Assessment Screening

The Corporate Community and Equality Impact Assessment Guidance **must** be used when completing this form.

Directorate/Department/Borough/OCU: Operation Emerald TPHQ

Name, type or title of incident or proposal: Integrated Prosecution Teams

Date of assessment: 23/10/07

1. Aims/purpose or relevance of incident or proposal - see Step 1 of the Guidance

The IPT initiative will build on work previously done on statutory charging and 'No Witness No Justice', and will allow the realization of maximum benefits from other CJ initiatives including the Director's Guidance 'Quick Process', SSSJ 'Simple Speedy Summary' justice and minimum standards for file build, all of which place an increased emphasis on obtaining evidence and completing a set of correctly prepared proportionate case papers at an early stage.

Early preparation of case papers which are fit for purpose will have a positive impact on the effective trials rate and an increase in early guilty pleas. These in turn have an impact in terms of reducing unnecessary court hearings, increasing the number of offences brought to justice (OBTJs) and improving public confidence in the criminal justice system. Re-aligning CJU case clerks to CPUs as case builders will ensure a proactive approach to providing sufficient case papers at an early stage to meet the requirements outlined above.

Integrated Prosecution Teams and the introduction of Case Builders aims to decrease the workload in MPS CJUs, reduce duplication of effort between CPS and Police staff and see CPS staff undertake post charge remedial work.

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

The methodology for the staffing allocation in the IPT structure has taken into account a calculation of the amount of time required to undertake each activity, the workload of individual Boroughs and also included data in relation to the volume of charges generated for each Borough and current staffing levels.

As a joint initiative within the CJ arena, there has been considerable consultation with the CPS. There is also a structure in place to ensure engagement with the Trade Unions, both at Business Group level and locally as the project rolls out. Local managers and TUS have been consulted with regard to the selection process and grading of the IPT posts and all information has been shared.

Following the roll out of the first three development sites, there has been an initial review and key points for improvement have been identified which will be addressed in a full evaluation currently taking place.

3. Screening Process for relevance to Diversity, Equality or Community issues - Is the incident or proposal likely to have a positive or negative impact? - See Step 3 of the Guidance

<p>(i) Will the incident or proposal have significant positive or negative consequences for a particular group, community or person the MPS serves or employs?</p> <p>Explain: The Integrated Prosecution Team aims to improve the level of service provided to communities and in particular victims and witnesses involved with the Criminal Justice Service. CJU staff will be affected by this change and subject to realignment and redeployment. A corporate selection/preference process has been devised in conjunction with TP Business Support and HR Employee Relations to ensure a transparent, fair process. Trade Union participation and independent panel members with a corporate appeal process will ensure this.</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p>(ii) Will any part of the incident or proposal discriminate unlawfully, directly or indirectly, against people from any groups?</p> <p>Explain: A corporate selection/preference process has been devised to ensure transparency and fairness of process. Any staff who fall within the parameters of the DDA will be identified and managed accordingly.</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p>(iii) Is the incident or proposal likely to affect equality of opportunity for any group or individual?</p> <p>Explain: The IPT structure does not include some of the lower banded roles which currently sit in the CJU. Affected staff in these bands have the opportunity to achieve promotion to the</p>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>

higher IPT roles, but those who are unsuccessful will face difficulties in being redeployed, as the MPS has a small number of lower banded roles available.	
(iv) Is the incident or proposal likely to damage relations between any particular groups or between the MPS and those groups? Explain: Trade Union engagement has taken place throughout this project, greater union involvement will be undertaken to mitigate against this risk.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
(v) Are there any other community concerns or risks to communities arising from the incident or proposal? Explain: Implementation of the IPT project should lead to increased community confidence with offenders being brought to justice in a more effective and timely manner.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
(vi) Is the incident or proposal likely to promote positive attitudes towards others and encourage their participation in public life? Explain: This project ensures a partnership approach between CPS and MPS to enhance working relations and improve service delivery.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

From the answers supplied, you must decide if the incident or proposal impacts upon diversity, community or equality issues. Chose from a High, Medium or Low priority. If High or Medium, complete Form 6119B – Community Equality Impact Assessment. If the incident or proposal is of a Low priority, the process is complete.

<p>Summary of Screening Process Decision: High <input type="checkbox"/> Medium <input type="checkbox"/> Low <input checked="" type="checkbox"/></p> <p>Full Impact Assessment Required Yes <input type="checkbox"/> Complete Form 6119B No <input checked="" type="checkbox"/></p>

Signed:	Date:
Supervised:	Date: