



**Metropolitan Police Authority**

## **Equality Impact Assessment Form**

### **Part 1 – Initial Screening**

**1. Officer(s) & Unit responsible for completing the assessment:**

**Douglas Lewins, Race & Diversity Unit**

**2. Name of the policy, strategy or project:**

**Equality & Diversity Policy**

**3. What is the main purpose or aims of the policy, strategy or project?**

**The policy aims to act as both a policy statement and a source of guidance for all issues around equality and diversity**

**4. Who will be the beneficiaries of the policy/strategy/project?**

***Staff of the MPA and MPS and all the citizens of London.***

**5. Has the policy/strategy/project been explained to those it might affect directly or indirectly?**

**The policy has been explained at 2 events at which MPA staff, MPS staff and community representatives were present. The draft policy is also on the MPA internet site.**

**6. Have you consulted on this policy?**

**2 consultation events have been held as in 6. above. The policy has also been scrutinised and approved by the MPA Equal Opportunity and Diversity Board and made available on the MPA website**

**7. Please complete the following table and give reasons/comments for where:**

- (a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.

## Appendix 2

- (b) The policy/strategy/project could have a negative impact on any of the equality target groups, i.e. disadvantage them in any way. **If the impact is high, a full EIA should be completed.**

Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
	High	Low	High	Low	
Men	✓				
Women	✓				
Asian or Asian British people	✓				
Black or Black British people	✓				
White people (including Irish people)	✓				
Chinese people	✓				
Other racial/ethnic group (please specify)	✓				
Mixed Race	✓				
Disabled people	✓				
Lesbians, Gay Men and Bisexuals	✓				
Transgender people	✓				
Older people (50+)	✓				

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment
Younger people (17-25) and children	✓		
Faith groups (please specify)	✓		All faith groups

8. Please give a brief description of how this policy benefits the equality target groups identified in the above table, i.e. promotes equality?

The policy commits the MPA to be an exemplar in equality both internally and in its external dealings. It seeks to eliminate discrimination and promote equality of opportunity and good relations between all people.

9. If there is a negative impact on any equality target group, is the impact intended or legal?

There is no negative impact on any equality target group.

*If the negative impact is not intended, discriminatory and/or high in impact, complete part 1 and move on to the full assessment.*

10. What actions could be taken to amend the policy/strategy/project to minimise the low negative impact?

Not applicable

11. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

Not applicable

12. How will the policy, strategy or project be implemented including any necessary training?

The policy will be published on the internet and necessary training provided for staff and Members of the MPA.

Date completed: 9 November 2004

Signed by Line Manager:

Please return a copy to the Race & Diversity Unit once completed. A signed hard copy & electronic copy should be kept within your unit for audit purposes.