

MPA Equalities Policy 2003 to 2006.

The GLA budget submission requires that the main thrust of the Authority's equalities police over the next three years should be outlined, with clear statements of how these will be achieved and giving details of relevant equalities targets. The baseline is the present position, in the light of potential risk factors that could hamper the Authority's progress in achieving its equalities and diversity policy objectives.

Proposed equalities and diversity policies 2003-05 with performance targets

The MPA structure for overview and monitoring of Equal Opportunities and Diversity policy and performance

In 2002, the MPA restructured its committee structure to ensure that it has a dedicated structure to provide over and monitor the equalities and diversity performance of the Authority and the MPS. The need for a revised structure was identified during the development of the Authority's Race Equality Scheme, and is therefore one of the key mechanisms for overseeing and progressing the implementation of the Race Equality Schemes of both the Authority and the Metropolitan Police Service.

The terms of reference of the Equal Opportunities and Diversity Board (EODB) are comprehensive and indicate a clear policy direction by the Authority, to the EODB for providing guidance, direction and challenge to all aspects of its work in this area. The terms of reference of the EODB are attached at Annex A.

The Authority has, since its inception, become increasingly aware in its analysis of its dual set of responsibilities in respect of equalities and diversity. This clearer focus partly stems from the experience of developing our Race Equality Scheme and engaging in the GLA-led "Equalities for All" best value review, which required members and officers to articulate the distinctions between the MPA's responsibilities towards its own directly employed staff and its role as overseer of the much larger MPS. The MPA's specific statutory and employer duties are

- to consult
- to undertake the best value duty
- to set objectives and targets in the policing plan
- to administer the internal audit function
- to appoint senior officers
- to hold the Police Fund
- to act as a responsible employer of its own staff

and the MPA secretariat exists

- to service members within the requirements of local government legislation, so they can discharge these responsibilities

But these direct duties are prescribed within the overriding statutory duty

- to secure an efficient and effective police service for the Metropolitan Police District.

This sweeping requirement gives the MPA a unique responsibility to ensure that the MPS delivers satisfactorily across the full range of its responsibilities. In the context of equalities and diversity the MPA must monitor, in some considerable detail, the performance of the whole MPS organisation in promoting diversity policies and practice and in delivering under the MPS Race Equality Scheme and the service improvement programme agreed as part of the "Equalities for All" review. And crucially it is for the MPA to set targets in all the relevant areas while encouraging and advising the MPS in achieving these targets.

The duality of this role – direct delivery on the one hand and monitoring and oversight on the other – is reflected throughout this submission. Specific objectives and measures will continue to be developed and refined during the next three years.

The overall outcome must be increased confidence and trust in a more responsive police service for London.

Staffing Structure to support the work of the EODB

At the time of its formation, the Authority did not consider it necessary to have a dedicated Equal Opportunities and Diversity Unit or Head of Unit. The work was progressed by the Consultation and Diversity Unit, with a policy lead and officer support devoting the equivalent of one post to deliver and progress all of the Authority's race, equal opportunities and diversity agenda¹. This has proved to be inadequate particularly in comparison to the MPS which in 2001/02 expended over £52m, with 21 staff in the Diversity Directorate alone. This does not include the myriad of other equal opportunities and diversity work that is activity progressed by other directorates in the MPS at a corporate level, or on a borough basis.

The most recent review into the senior staffing structure has proposed that there should be a dedicated policy resource to support the work of the Equal Opportunities and Diversity Board. In meetings with the Mayor's Advisor, guidance has similarly been given to the MPA to progress this area of its work. This has now become a priority for the Authority and a structural change is likely to take place within the first year of this work programme. This may have an impact on both the prioritisation and direction of the work programme.

This work programme is not exhaustive and does not attempt to cover the entirety of the functions that the Committee could address. What it does aim to do is to outline the main thrust of the MPA's equal opportunities and diversity priorities to enable the Authority to achieve its key aims by the end of its first term, in 2003, and have clear measurable equal opportunities and diversity objectives to 2005.

Emerging Equality priorities for the MPA

Since the initial development of this budget proposal, the Equal Opportunities and Diversity Board has commissioned two major areas of work that are likely to have significant impact on policing policies and police practice.

2. Scrutiny into the MPS policies and practice into Stop and Search

The Authority has agreed to conduct a scrutiny into the Metropolitan Police Service's performance and practice in using stop and search across the capital

following direct representation by the MPA Equal Opportunities and Diversity Board to the Authority.

The scrutiny was initiated and will be overseen by the Equal Opportunities and Diversity Board (EODB), the MPA committee responsible for matters relating to equal opportunity and diversity issues, and will concentrate on four key aspects of stop and search that previous studies have not explored. These are:

Disproportionality and profiling - a critical review of disproportionality in stop and search, seeking answers to difficult questions such as whether the consistently high levels of disproportionality in the MPS stop and search data are linked to the possible use of profiling of black and minority ethnic people within the MPS;

Use of stop and search data and policing intelligence - a critical look at the use that is made of the current stop and search data to inform police intelligence on key policing initiatives such as street crime, burglary, drug crime and others;

Cost effectiveness of stop and search - an investigation of the cost-effectiveness of stop search in financial terms (as an activity) and the cost to public confidence, considering whether the cost effectiveness of stop and search is equal to the value that it contributes to policing by consent; and

Public engagement and information - identifying good practice models within the MPS. Some boroughs, such as Lambeth and Westminster, already use stop and search data to engage and inform local community organisations and groups, effectively utilising the data as a means of engendering trust and developing confidence in policing performance.

The scrutiny is likely to last for about 6 months. A report will be available which will be in the public domain.

2. Implementation of Police Stops

In March 2001 the Home Office asked all police authorities in England to consult with their communities about Recommendation 61 of the Stephen Lawrence Report. Recommendation 61 states that:

Police officers should record all stops

- A copy of the record is given to the person stopped
- The record is to include the reason for the stop, its outcome and the self-defined ethnicity of the person stopped (16 + 1 system).

On 12 March 2001, the Association of Police Authorities initiated a national campaign informing people about their rights when stopped and searched by police.

Integral to this, the MPA began a two-month consultation programme with communities across London about Recommendation 61. Results from this consultation process were forwarded in June 2001 to the APA, who collated information nationally and passed all data to the Home Office Lawrence Steering Group for consideration. This consultation supported the implementation of Rec.61 in London. The MPA was in full support of this recommendation and worked to influence the Home Office in reaching this decision.

In November 2002 the Home Secretary announced that seven sites had been selected on a nationwide basis to phase the implementation of Recommendation 61.

The borough of Hackney will be the first in the MPS to phase the implementation, which will roll out to the other boroughs after evaluation in 12 – 18 months time. This decision was taken despite a written request from Toby Harris, chair of the MPA, to the Home Secretary that the pilot should run London wide as a means of allaying London's ethnic minority groups about their concerns of disproportionality in the use of this police tactic.

- *The implementation of Rec 61 in London will take place in 5 phases:*
- *Phase 1 Paper based implementation in Hackney on April 2003;*
- *Phase 2 Implementation and phased evaluation, time scale 3-6 months;*
- *Phase 3 IT based implementation, estimated start date September 2003;*
- *Phase 4 Implementation, monitoring and evaluation; and*
- *Phase 5 Recommended approaches approved by the Home Secretary.*

Key Messages

- *Recommendation 61 comes directly from the independent Stephen Lawrence Report.*
- *Anyone stopped by police will now be given a written record of why. It intended to make stops less subjective and more transparent.*
- *Recommendation 61 is key to increasing community trust and confidence in the police who will be expected to demonstrate respect by reinforcing an individual's rights when they are stopped.*
- *Recommendation 61 aims to ensure stops are intelligence led and targeted, and therefore more effective in making communities safer.*
- *Recommendation 61 is supported by the MPA and the MPA and following the initial phased implementation, it will be introduced nation wide.*
- *Recommendation 61 will enable the MPA, MPA and communities to monitor disproportionate use of stops under the Race Relations Amendment Act.*

3. Securing the effective expenditure against performance measures of the MPS Diversity budget.

This is a key responsibility of the Equal Opportunities and Diversity Board. It has now secured agreement for the transfer of its annual budget from the overall MPS diversity budget. This is a significant achievement that places the Authority in a good position to secure the efficiency and effectiveness of the MPS in the way in which it expends its diversity expenditure. This will be one of the key areas of focus of the EODB in 2003 – 2006.

PART 1 HUMAN RESOURCES AND INTERNAL EXPENDITURE

STAFFING

'The costs of staff who work full time or nearly full time on equalities'.

No costs are shown in Table 1 for reasons outlined below.

2001/02

The MPA establishment, agreed in 2000/01, did not include any whole-time equality posts. The MPA took a policy decision to mainstream equalities, requiring all post holders integrate equalities into all aspects their work.

The establishment included two policy officers, whose roles provided specific equalities and diversity advice. However, neither policy officer nor any members of staff in their teams, worked full-time on equalities.

- The Policy Officer (Consultation and Diversity) was included in the establishment to provide management advice and guidance on equalities and diversity to the MPA, provide overview on equalities and diversity issues on the MPS performance and support the former Consultation, Diversity and Outreach Committee. In addition to the committee's equalities, diversity and other work areas, this policy officer also as policy lead had responsibility for the MPA and MPS consultative activities, progressing a joint consultation strategy, management responsibility for local consultation groups, the implementation of the best value review of consultation and the operation of the independent custody visitors scheme across London.
- The Policy Officer (Human Resources) was created to provide overview on personnel issues for the MPA as well as an overview of MPS performance and support for the Human Resources Committee. This committee, in addition to its other responsibilities, considers equality issues relating to recruitment, staffing and training, affecting both the MPA and the MPS. The Policy Officer leads a Human Resources Unit, which carries out the full range of human resources functions; it also deals with other duties including the recruitment of ACPO officers and investigations of matters relating to senior police officer conduct. In 2001/02, it was intensely involved with recruitment to the permanent establishment.

It should be noted that during 2001/02, the GLA group's best value reviews of equalities commenced and the MPA began development of its race equality scheme. While these were major pieces of work, this was carried out by officers amidst their other duties and for only part of the year.

2002/03

During 2001/02 the CDO team largely comprised seconded and temporary staff. The work arising from the Race Equality Scheme and the GLA best value review of equalities, as well as the division of the CDO Committee into a Consultation Committee and Equal Opportunities and Diversity Board, led the MPA to create two permanent policy support positions in place of the temporary positions in the CDO team. One Policy Development Officer works on Diversity and Community Safety issues, the other Consultation. This change creates a greater demarcation of responsibility between the two policy support positions, with equalities work amounting to about 70% of the Policy Development Officer's (Diversity and Community Safety) time. One temporary officer in the CDO Unit currently spends a significant amount of time in providing administrative support to the MPA's equalities projects.

2003/04 (please note that there will be revisions to the structure of the MPA for dealing with equalities and diversity issues). The current situation is reflected below.

The MPA has proposed an enhanced diversity budget, subject to approval of the overall MPA growth bids. If the budget proposals are approved, the MPA would have a Policy Officer, a Policy Development Officer and administrative staff to support both the Consultation Committee and the Equal Opportunities and Diversity Board. The Authority is keen not to compartmentalise equalities work and so no dedicated equalities officers are shown in Table 1 below but increased capacity is reflected in Table 2.

Table 1- Staff Costs

Numbers	Post	2003-04 Budget	2002-03 Budget	2001-02 Actual
		£000	£000	£000
0		0	0	0
	TOTAL	0	0	0

Other staff working on equalities

The numbers and nature of staff who spend a significant amount of time on equalities issues but who do not work full time on equalities.

Table 2 shows MPA staff who spend more than 10% of their time in carrying out specific equalities work on an ongoing basis. Such work includes:

- Supporting the equalities work programme, namely its reviews, initiatives and implementation work.
- Delivering the 'equalities for all' best value review service improvement plan.

- Meeting the arrangements set out in the race equality scheme and completing impact assessments.
- Enabling and undertaking performance scrutiny of the MPS.
- Promoting and supporting consultation, communication and engagement with priority groups.
- Dealing with MPA/MPS employment and service delivery equality issues.
- Supporting multi-agency and GLA group equality initiatives.
- Participating in equalities related meetings and conferences.

Table 2- Other Staff Costs

Post	Role	% of time	
		2002/03	2003/04
Clerk	Ultimately accountable for equal opportunities in the MPA and its compliance with legislation.	10%	5%
Deputy Clerk		A.	N/a
Head of Consultation and Diversity (Policy Officer CDO)	The lead policy adviser to the MPA on equality and diversity issues, as well as the point of liaison with regard to such issues for the MPS, the GLA , other bodies and the community. This officer will also co-ordinate the monitoring and implementation of recommendations relating to equalities work, including HMIC inspections, the Stephen Lawrence Inquiry report, and other reports, such as the Viridi Inquiry report and the GLA's Equalities for All review. The Head of Consultation and Diversity Unit will also be the lead support officer to the MPA's Equal Opportunities and Diversity Board.	50%	60%
Policy Development officer (Equalities)		60%	70%
Policy Officer (Consultation)		0%	10%
Policy Development officer (Consultation)		10%	10%
Administrative Officer (CDO)		70%	80%
Head of Human Resources and Professional	Key adviser to the MPA with regard to staff employment, equality and training issues. Also responsible for	30%	30%

Standards (Policy Officer HR)	advising and monitoring the MPS on similar employment matters		
HR Policy Officer		20%	20%
Senior Analyst	the lead to the MPA on performance management and monitoring systems with regard to equality and diversity issues.	20%	20%
Analyst	adviser to the MPA on performance management and monitoring systems with regard to equality and diversity issues.	20%	20%
Treasurer	accountable for ensuring the MPA budget planning and expenditure takes equal opportunities and diversity matters into consideration	3%	5%
Deputy Treasurer	in support of the Treasurer, making proper arrangements for the administration of the financial affairs of the MPA. This will include offering advice and guidance on the expenditure of the MPA and the MPS diversity budgets, and advising how the MPA can secure best value and promote its equal opportunity policies. The Treasurer will also promote the application of equalities criteria and objectives with regard to the procurement of services.	5%	5%
Best Value Policy Officer	responsible for the development of the annual plan and best value reviews. This officer will ensure that the annual planning and best value processes address equality considerations amongst other relevant criteria, and that an inclusive approach is taken when consulting on priorities and needs.	10%	10%
Communications Director	centrally placed to promote and publicise the MPA's Race Equality Scheme. The Communications Unit will also be responsible for advising the MPA on how best to communicate with minority ethnic communities. The Unit manages the MPA's website and will provide advice on maximising the potential of e-consultation.	10%	10%
Committee Clerk	Services EOD board.	5%	5%
Total estimated cost		£134,240	£153,912

Total estimated hours		£4,928	£5,621
f.t.e.		3.2	3.65

Targets/Outcomes:

- Achieving the effective, efficient and fair delivery of policing in London.
- Compliance with equalities legislation.
- Promoting equal opportunities, eliminating discrimination and promoting good community relations.
- Addressing issues of concern to the community and promoting community confidence in policing.
- Effective multi-agency working.
- Communication and engagement with London's diverse communities and equality priority groups.
- Achieving diversity in the workforce that reflects London's community.
- Ensuring equalities work is a policing priority.
- Professional advice and support to the MPS.
- Effective scrutiny of the MPS in collaboration with GLA, equality commissions and other partners.

Training

Expenditure on training which specifically addresses equalities issues or contains a distinctive and significant equalities element.

The MPA has a budget of £50K for training. Whilst it has not yet developed a training strategy, it has sought to ensure at least 20% (£10k) of the training budget is allocated to equalities specific training. It is proposed that this level of budget is sustained for corporate equalities training requirements to deal with:

- Cultural awareness and anti-discrimination training
- Legislation briefings
- Impact assessment, consultation and project work training.

Consideration is being given to the scope within the budget for supporting positive action training to address issues of under-representation of equality priority groups within the policing /public sector decision-making levels.

Table 3 - Training Costs

Description of training	No of staff trained	2003-04 Budget	2002-03 Budget	2001-02 Actual
		£000	£000	£000
General diversity training for all staff.	80			10
Disability Discrimination Act	80		10	
Corporate equalities training component of training strategy	80	10		
Positive Action	5-10	6		
TOTAL		16	10	10

Recruitment

Amount spent on targeted recruitment

The staffing recruitment budget is £40k. For all recruitment, publicity is placed in certain publications that reach specific priority groups although the cost of doing so to date has not been identified. It is proposed that 25% of the recruitment budget (£10k) is targeted towards reaching applicants from priority groups. This is likely to involve creative ways beyond advertisement in minority publications but yet to be defined.

The process to recruit new independent members will begin in autumn 2003. A budget of £100k is proposed. It is proposed that a level of expenditure (25%), similar to that for staffing recruitment, is set aside for creative targeting.

Table 4- Recruitment Costs

	2003-04 Budget	2002-03 Budget	2001-02 Actual
	£000	£000	£000
Publications		0	0
Community Events		0	0
Creative targeted recruitment - staff.	10		
Creative targeted recruitment – independent members	25		
TOTAL	35	0	0

Expenditure on self organised staff groups

No self-organised groups have currently come forward. The MPA is not proposing to pro-actively develop these for its own staff, however, it will consider facilitating these should groups emerge. Due to the MPA's relatively small

staffing establishment, it will also be willing to consider supporting any joint initiatives for staff across the GLA group.

Regular meetings have been arranged between members of the MPA and staff associations and self-organised groups within the MPS

Table 5- Self-organised groups

Group	2003-04 Budget	2002-03 Budget	2001-02 Actual
	£000	£000	£000
TOTAL	0	0	0

Other Internal equalities based expenditure

Internally focussed equalities initiatives

See committee paper for outline.

Table 6- Internal Costs

Activity	2003-04 Budget	2002-03 Budget	2001-02 Actual
	£000	£000	£000
Diversity (CRR) Training review		80	
Gender Agenda		20	
Policy Clearing House review	10		
MPS diversity budget performance review	10		
Annual corporate equalities health check and cultural climate survey	5		
TOTAL	25	100	

PART 1 SUMMARY

Type of expenditure	2003-04 Budget	2002-03 Budget	2001-02 Actual
	£000	£000	£000
Staff who work full time on equalities	0	0	0
Training	16	10	10
Recruitment	35	0	0
Self organised groups	0	0	0
Internal equalities initiatives	25	100	0
Other			
TOTAL			

PART 2 HUMAN RESOURCES DATA (Note 8)

STAFFING ANALYSIS AT 31 MARCH 2002

	MEN	MEN	WOMEN	WOMEN	DISABLED PEOPLE ²
	Top 5% of earners	Total Organisation	Top 5% of earners	Total Organisation	Total
White	2	28	1	19	0
Mixed					
Asian or Asian British		5		2	
Black or Black British		7		6	
Chinese or other		0			
Total	2	40	1	29	0

JOINERS IN 2001-02

	MEN	WOMEN	DISABLED PEOPLE
White	9	16	
Mixed			
Asian or Asian British	5	1	
Black or Black British	6	7	
Chinese or other			
Total	20	24	0

LEAVERS IN 2001-02

	MEN	WOMEN	DISABLED PEOPLE
White	1	3	
Mixed			
Asian or Asian British			
Black or Black British	1	2	
Chinese or other			
Total	2	5	0

² It should be noted that since identification of disabled staff is on a self-reported basis, this figure may not represent an accurate picture since some staff prefer not to be so labelled.

ETHNIC AND GENDER ANALYSES OF GRIEVANCES TAKEN OUT DURING 2001-02

	MEN	WOMEN	DISABLED PEOPLE
White		1	
Mixed			
Asian or Asian British			
Black or Black British	1		
Chinese or other			
Total	1	1	0

DISCIPLINARY ACTIONS STARTED IN 2001-02

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

PERMANENT PROMOTIONS MADE IN 2001-02 (Note 9)

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

TEMPORARY PROMOTIONS MADE IN 2001-02

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

EMPLOYMENT TRIBUNAL CASES TAKEN OUT 2001-02

	MEN	WOMEN	DISABLED PEOPLE
White		1	
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	

OUTCOMES OF EMPLOYMENT TRIBUNALS (Note 10)

Settled before hearing

STAFFING ANALYSIS AT 30 SEPTEMBER 2002

	MEN	MEN	WOMEN	WOMEN	DISABLED PEOPLE
	Top 5% of earners	Total Organisation	Top 5% of earners	Total Organisation	Total
White	2	28	1	19	
Mixed					
Asian or Asian British		5		2	
Black or Black British		7		6	
Chinese or other					
Total	2	40	1	27	0

JOINERS 1 APRIL 2002-30 SEPTEMBER 2002

	MEN	WOMEN	DISABLED PEOPLE
White	2	3	
Mixed			
Asian or Asian British			
Black or Black British		1	
Chinese or other			
Total	2	4	0

LEAVERS 1 APRIL 2002-30 SEPTEMBER 2002

	MEN	WOMEN	DISABLED PEOPLE
White	2	3	
Mixed			
Asian or Asian British			
Black or Black British		1	
Chinese or other			
Total	2	4	0

ETHNIC AND GENDER ANALYSES OF GRIEVANCES TAKEN OUT 1 APRIL 2002-30 SEPTEMBER 2002

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

DISCIPLINARY ACTIONS STARTED 1 APRIL-30 SEPTEMBER 2002

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

PERMANENT PROMOTIONS 1 APRIL 2002-30 SEPTEMBER 2002 (Note 9)

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

TEMPORARY PROMOTIONS 1 APRIL 2002-30 SEPTEMBER 2002

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

EMPLOYMENT TRIBUNAL CASES TAKEN OUT 1 APRIL 2002-30 SEPTEMBER 2002

	MEN	WOMEN	DISABLED PEOPLE
White			
Mixed			
Asian or Asian British			
Black or Black British			
Chinese or other			
Total	0	0	0

OUTCOMES OF EMPLOYMENT TRIBUNALS (Note 10)

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HUMAN RESOURCE TARGETS (Note 11)

	31/3/04 Target	31/3/03 Target	31/3/02 Actual
% of black and ethnic minority staff			
% of women staff			
% of black and ethnic minority staff in top 5% of earners			
% of women in top 5% of earners			
% of women joiners			
% of black and ethnic minority joiners			
% of staff who are disabled			
Other (Please Specify)			

PART 3 BUILDINGS AND FACILITIES (Note 12)

Type of expenditure	2003-04 Budget £000	2002-03 Budget £000	2001-02 Actual £000
Expenditure to make buildings accessible to disabled staff			
Expenditure to make facilities available to women staff			
Expenditure to make buildings accessible to disabled people			
Expenditure to ensure facilities are available for women			
Other (Please Specify)			
Induction loop			
Ramps			
Website			
The MPA has recently moved into new leasehold accommodation; as part of the refurbishment it is estimated that £21,000 was spent on works to make the building more accessible to staff and members of the public with disabilities.			

PART 3 TARGETS

Targets	31/3/04 Target	31/3/03 Target	31/3/02 Actual
% of buildings fully accessible to disabled staff	100		
% of buildings fully accessible to disabled members of the public	100		
% of buildings providing full facilities for women staff	100		
% of buildings providing full facilities for women members of the public.	100		
Other (please specify)			

PART 4 SERVICES TO THE PUBLIC

SERVICES SPECIFICALLY TARGETED AT EQUALITY GROUPS (Note 13)

The projected cost of services specifically targeted at equality groups

The MPA does not provide any services specifically targeted at equality groups. Its work programme aims to deal with issues of key concern to equality groups that are not duplicated elsewhere.

2001/02

- The MPA consulted on the Home Office proposal on the issue of police stops. Statistics show that stop and search disproportionately affects young, black men. A response was provided to the Home Office in support of the proposal as favoured by Londoners. The proposal is now to be introduced and/or piloted.
- Following the disturbances in northern cities, the MPA hosted a conference with community leaders to find ways of preventing occurrences in London and diffusing racial tensions. This was carried out in partnership with the MPS. Borough commanders took steps to ensure that community leaders from the Asian community were adequately briefed and held regular meetings to address emerging difficulties.
- The MPA commenced the development of its Race Equalities scheme as part of the requirement of the Race Relations (Amendment) Act 2002 which was aimed directly at ensuring that policing service is delivered in ways that addresses and reflects the needs of black and minority ethnic groups.
- The Authority in consultation with other interested partners is exploring the issue of police suspensions and fatal incidents which is a significant issue for BME communities. A working Group, Chaired by the Chair of the MPA, has been set up to consider this issue.

2002/03

- The Authority developed and published its Race Equality Scheme, in full consultation with the MPS, by the Commission for Racial Equality legislative deadline. The Scheme has been promoted as a good practice example by the CRE.
- The MPA and MPS are key contributors and are acting as advisors to other and Police Authorities on the progression of their Race Equality Schemes
- In partnership with the GLA group (TfL, LDA, GLA and LLEPA), the MPA

participated and contributed to the Best Value review of equalities. The finalised report was launched in September 2002.

- Following serious concerns that the MPS may be failing to achieve the Home Secretary targets for recruiting (and retaining) BME police officers, the MPA, in consultation and partnership with the MPS and GLA, has established a Recruitment task force which provides advice and guidance to the MPS on initiatives and practices that could add significantly improve the number of BME recruits.
- The MPA has been working to monitor and review the impact of the Safer Streets Initiative on BME communities. The Chair of the MPA Equal Opportunities and Diversity Board is represented on the Government's London Street Crime Management Board
- As part of its review of MPS performance, the MPA is undertaking an independent evaluation of the MPA Diversity (Community and Race Relations) training programme.
- Internally, the MPA has set targets for improving its staffing representation to reflect London's diverse communities.
- As part of its implementation of its Race Equality Scheme, and in line with its policy decision to integrate equal opportunities and diversity matters into all aspects of its work, the Authority now has in place a process for ensuring that all committee reports address equal opportunities and diversity issues. The MPA Equal Opportunities and Diversity Board monitors the resilience of these analyses.

2003/04

- The MPA will be closely monitoring the MPS pilot of the implementation of Recommendation 61 of the Lawrence Inquiry
- A comprehensive mapping of all equalities and diversity work activities/work programmes and recommendations arising from key developments such as the BV review of equalities, the recommendations arising from the race equality scheme will be developed to inform the development of a comprehensive MPA/MPS diversity strategy
- Development and publication of MPA/MPS equal opportunities and diversity strategy
- Implementation of recommendations arising from Internal Audit report into MPA/MPS diversity application and monitoring
- Implementation of outcomes of Diversity (CRR) independent evaluation

- Ongoing implementation and monitoring of actions outlined in Race Equality Scheme
- Ongoing implementation of the Race Equality Scheme including the following:

In partnership with CRE, GLA and other partners, implementation of borough based processes to monitoring implementation of RES at local borough levels, including:

- *Establishment of an External reference Group of external organisations that can provide challenge and objectivity to the MPA and MPS in the implementation of their RES.*
- *Capacity build identified Race Equality Councils to enable them to monitor the performance of the local borough police in progressing the key performance indicators of the MPA and MPS Race Equality Schemes*
- *Provide advice and scrutiny to the MPS on progressing and completion of key recommendations arising from the Stephen Lawrence Inquiry report, to ensure public 'sign of' in the 10th year of the murder of Stephen Lawrence.*

SERVICES WHICH DISPROPORTIONATELY BENEFIT EQUALITIES GROUPS (Note 14)

The Authority has a core objective of ensuring that its services disproportionately benefit certain groups and communities. Many of its key decisions reflect this core aim. The activities and services below are examples of these.

- The MPA has taken active steps, in partnerships with the GLA to ensure that key consultation, activities will specifically engage with groups and communities that are traditionally excluded and experience disproportionate discrimination in policing and crime and community safety policing service.
- The Authority's Race Hate Crimes work activity will disproportionately benefit people that experience race hate crimes and organisations that work on their behalf.
- The implementation of the MPS Race Equality Scheme will play a major part in delivering race and equalities performance in a number of related areas
- The MPA Employment Task Force that is looking into the recruitment and retention and progression on ethnic minority staff in the police service will inform and positively influence the MPS practice and performance.
- The Authority is closely monitoring and reviewing the MPS Street Crime initiative, especially the impact on the Black and minority ethnic communities.
- The MPA has taken proactive steps to influence the decision of the Home Secretary in the progress towards implementing Recommendation 61 of the Lawrence Report.
- The Authority's Equal Opportunities and Diversity Board will have the key role of closely scrutinising and monitoring the MPA and MPS diversity budget expenditure against performance.
- Implementation of the service improvement plan, following the "Equalities for All" review will disproportionately benefit a range of minority groups.

Annex A

Terms of reference

In the restructure of the committees in July 2002 the Consultation Diversity and Outreach Committee was split into the Consultation Committee and the **Equal Opportunities and Diversity Board**.

1. To lead on all issues relating to equal opportunities and diversity within the MPA and the MPS. This includes:
2. To ensure that the MPA meets its statutory responsibilities under all relevant anti-discrimination legislation; and to monitor the MPS's response to this legislation.
3. To consider and advise on the equalities and diversity implications of major policy proposals and initiatives.
4. To keep under review the Authority's equal opportunities statement and strategies which put this statement into practice
5. To review and interrogate MPS performance data on diversity issues, including trends and performance against policing plan objectives, particularly with regard to:
 - stop and search data
 - hate crimes (race, homophobic, rape, domestic violence, child abuse)
 - street crimes (diversity issues)
 - possession of knives/weapons (diversity issues)
 - CRR training
6. To consider other areas of performance which have a specific impact on diversity issues.
7. To propose the development of performance indicators and target setting in areas of diversity issues.
8. To consider areas of diversity where new or improved performance monitoring is required.
9. Issues arising from the Lawrence Report
10. To advise other MPA committees on diversity issues of relevance to their responsibilities