



**Metropolitan Police Authority**

**Composite MPA Equalities  
&  
Diversity Recommendations and actions  
2002 – 2005**

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# SUMMARY

The MPA Race Equality and Diversity strategy will form the baseline for the Authority's equality progress and performance for 2003 –2006.

The strategy document contains the priority areas, which the MPA will progress and on which regular reports will be presented to the EODB, MPA Service Management Team, Staff key partners and Stakeholders.

The annual report of the EODB will also reflect progress against the objectives and action plans which will be developed for all areas, where this is still to be achieved.

A key responsibility of the EODB will be to 'sign off the completion of the specified actions at a timescale to be agreed.

# MPA STATUS REPORT OF PROGRESS ON THE RES 2002/03 & RACE EQUALITY SCHEME

The Metropolitan Police Authority Race Equality Scheme was published on 31 May 2002, to meet the statutory requirement of the Race Relations (Amendment) Act 2000 (RRA). The Scheme highlighted some of the unique challenges for the MPA, including that of monitoring and over viewing the progress of the Metropolitan Police Service, the largest police force in the UK and held in high regard internationally for its performance, policies and practices in equal opportunities, race and diversity. The MPS is very well resourced to deliver all its commitments and aspirations set out in its own Race Equality Scheme (RES) and its published Diversity Strategy document.

The MPA has a statutory duty to promote equal opportunities under the RRA, equalities and other related legislation. It not only has to ensure that its own performance is compliant with the Act, but must also overview, monitor and scrutinise the performance of the MPS in its compliance with the RRA . Indeed, success in delivering the Scheme, as measured by some of the performance indicators contained in the MPA's RES is dependent on the performance of the MPS, and other key stakeholders involved in the delivery of policing and community safety.

As a public authority, the MPA has devoted considerable energies to ensure that, organisationally, it has the structures and processes in place to deliver under its Scheme. The actions outlined in the Scheme demonstrate the way in which it has mainstreamed its equalities performance throughout its structures in order to meet specific requirements of the RRA.

The MPA Equal Opportunities and Diversity Board is the body established in order to meet the requirements of the RRA to provide strategic direction and inform the race, equalities and diversity policy development and practices of the MPA and MPS. The Board has overseen and continues to monitor the range of activities and initiatives that have contributed to the delivery of the MPA's Race Equality Scheme.

The progress outlined in this report also needs to be seen in context of the other equalities and diversity policies, reviews, recommendations and reports that have been taken forward by the Authority in the past year. These include:

- The implementation of the recommendations arising from the GLA Group Best Value 'Equalities for All' Best Value review, including the development on an equalities Service Improvement Plan (September 2002)
- Monitoring and overview of the MPS performance and practice in a number of equalities and diversity areas, including the scrutinising of the performance monitoring data on all equalities and the implementation of the diversity recommendations arising from Her Majesty's Inspectorate of Constabulary (HMIC) thematic report
- Scrutinies on stop and search, gun crime, rape investigation and Crime and Disorder Reduction Partnerships (2002 – current).
- Partnerships with media organisations to promote and contribute to crime reduction and increase public trust and confidence.
- The development and launch of a London-wide race Hate Crime Forum, in partnership with the key pan London criminal justice, statutory and voluntary agencies
- An independent evaluation of the MPS Diversity/Community and Race Relations (CRR) Training (October 2002)

- Progress against the recommendations arising from the MPA Internal Audit review of the diversity applications of the MPA and MPS (December 2002)
- Detailed consideration and implementation issues arising from the Home Office 'Race and the Criminal Justice' report, which acted as one of the catalysts for the MPA scrutiny into the MPS performance and practice on stop and search (November 2002)
- The implementation, and monitoring of the implementation, of Recommendation 61 (police stops) of the Stephen Lawrence Inquiry report in the borough of Hackney (April 2003).
- The publication and wide circulation of the 'Know Your Rights' leaflets informing members of the public of their rights if they are stopped or stopped and searched by the police.
- Organisation of and contribution to a range of community events to engage with the public on policing matters as they influence public trust and confidence.
- Endorsement and full support of the MPS Gender Agenda initiative (October 2002)
- Progress with the implementation of the Disability Discrimination Act and participation in the Mayors office initiative to celebrate the Year of the disabled. (Feb 2003)

This first year annual report gives the opportunity for the Authority to demonstrate not only the progress that it has been made against the specific actions outlined in the RES but also against the many other initiatives noted above. As will be seen, significant progress has been made against the majority of the actions. But of course, there is always scope for further for improvement and the Authority will demonstrate its continuous progress in its next report in May 2004.

Since the publication of the RES, there have been structural, committee and personnel changes. There is therefore a need to update the Scheme and this will be completed in line with the requirements of the CRE by May 2005.

Copies of the Year One report can be requested in different community languages and other language formats. Please contact O'Cynthia Coleman, on the Consultation and Diversity Unit on 020 7202 0233, e-mail: [o'cynthia.coleman@mpa.gov.uk](mailto:o'cynthia.coleman@mpa.gov.uk) if you require these. For further information on the MPA Race Equality Scheme, please contact Julia Smith, Head of Consultation and Diversity, on 020 7202 0226, e-mail [julia.smith@mpa.gov.uk](mailto:julia.smith@mpa.gov.uk).

## Year One summary report

The Act requires that every public authority publish an annual report of progress against its scheme. Each action is aimed at meeting the General Duty of the Act, which is to:

- *Promote race equality*
- *Eliminate unlawful discrimination, and*
- *Promote good race relations.*

### **MPA POLICIES**

<b>1. Action</b>	<b>Responsible Officer</b>	<b>1. Progress</b>
Reach an agreed set of equality principles	Head of CDO	Draft equalities values have been developed. MPA Members, officers, key partners and stakeholders will be consulted before the MPA Equal Opportunities and Diversity Board adopt these for publication. An internal equalities sub group of members and officers has been established to ensure organisational progress on all aspects of the scheme and to secure the embedding of equalities principles in all aspects of the MPA's performance as well as in its overview of the policies and practices of the MPS
Consider members' accountability to equal opportunities in Code of Conduct	Clerk/ CDO	The Standards Committee, with two independent members, polices the Code of Conduct, which covers the responsibility of members to respect the requirements of equal opportunities legislation and policies.
Brief members on equalities legislation	Head of CDO	Members have been kept informed, via papers to full Authority, Human Resources Committee and EODB, of the requirements of equal opportunities legislation. Consideration is now being given to the most appropriate form of follow-up training
Transfer existing Committee remit for Equalities to new governance structure.	Head of CDO/Secretariat	Completed. New structure in place to overview the Equalities Performance and consideration of each Committee. All MPA committees have equalities in their terms of reference. Reports on the equalities implications of all reports considered by all MPA committees are regularly considered by the EODB.
Develop diversity work programme and secure funding for it.	Head of CDO & Deputy Treasurer.	Completed. £280K permanently transferred from MPS budget to meet MPA specific requirements.. The EODB agreed an Equalities and Diversity budget and work programme for 2003/04 at its meeting on 26 September 2002.

1. Action	Responsible Officer	1. Progress
Develop the link between Equalities objective setting and performance appraisals	Head of HR	<p>The MPA training for all staff in the performance management framework recognized that fairness was essential. Reporting and countersigning officers were trained to ensure that jobholders have equality of opportunity to achieve their full potential and that there was no discrimination when agreeing objectives and assessing performance.</p> <p>Reporting officers were trained to review the jobholders' performance regarding equal opportunities and diversity in the reporting year against:</p> <ul style="list-style-type: none"> <li>• The jobholder's equal opportunities developmental objectives; and</li> <li>• The MPA's equal opportunities statement and policies</li> </ul> <p>All staff are now expected to have an equal opportunities developmental objective. Reporting officers are now required to take account of the extent to which the jobholder has demonstrated the required standards of behaviour when assessing their performance regarding equal opportunities.</p> <p>When making the overall assessment and awarding the overall performance category, reporting officers are now required to assess the demonstration of equalities competencies. In doing this, they are required to take account of the jobholder's performance regarding equal opportunities. It has been made clear that jobholders should not be awarded the higher performance categories where it is clear that they have behaved in ways that contravene the MPA's values, equal opportunities policies or standards of behaviour. Processes are being developed and will be put in place to monitor action against this policy performance and reported to the MPA Internal Equalities Sub group and RES External Reference Group.</p>
Funding application forms for Community and Police Consultative Groups (CPCG) and Independent Custody Visiting Panels (ICVP) to include Equalities statement	Head of CDO	<p>A revised application form has been developed that will include an explicit equalities requirement against which CPCG applications for MPA funding will be assessed and monitored.</p> <p>The MPA has developed clear equalities performance indicators that will apply to CPCGs and ICVPs in its equalities Service Improvement Plan.</p>
Develop system for issuing Equal Opportunities statement with contract documents	Deputy Treasurer	<p>Completed. Report considered and agreed by the EODB on 1 May 2003 proposing new Equalities and Diversity Statement be included within the Authority's contract regulations referring to the Authority's equalities objectives and the framework with respect to its application when initiating contract action. Statement reflected recent guidance from the CRE. Agreed by full Authority as part of overall Standing Orders on 26 June 2003. Internal</p>

1. Action	Responsible Officer	1. Progress
		group in place to monitor progress and in the process of preparing detailed operational guidance notes.
Establish baseline and monitoring system for key success factors	Senior Analyst	Work in progress to be agreed with external reference group. The MPA has also been working closely with Racial Equalities Councils to develop performance indicators that can be used to monitor the MPA and MPS performance on their RE Schemes at local levels. This will be completed by December 2003 and implemented by the end of the financial year.
Development of borough pan London community scrutiny and consultation on race issues	Head of CDO	<p>Completed year 1 progress includes</p> <ul style="list-style-type: none"> <li>• Rec 61 Monitoring Group in Hackney</li> <li>• Establishment of an external reference group to monitor and publicise to organisations and communities the MPA and MPS progress on its RES.</li> <li>• Work with local REC to monitor borough implementation of MPS RES</li> <li>• MPA Stop and Search Scrutiny</li> <li>• MPA Evaluation of MPS CRR Training</li> <li>• Local focus groups with youths in Hackney, Barnet, Lambeth etc.</li> </ul>
Introduce equalities implications in committee reports	Head of secretariat	Completed and being reviewed and updated to include assessment of impact to satisfy a core aspect of the RRA.
Committee Standard Compliance	Head of Secretariat	The EODB now regularly considers the equality implications of all committee reports by all MPA committees. The MPA Equalities officers also have responsibility for over viewing the equalities implications in all committee reports. A system for monitoring the equality performance of each committee has been proposed by the GLA as part of its equalities budget assessment of the MPA performance and this will be progressed in the current financial year.
Publish impact assessment reviews and results	Head of CDO	Progress is underway and by December 2003 all briefing and training sessions for MPA members and staff will be completed. Consultation on the completed impact assessments will be organised through the external reference group, Racial Equality Councils and other equalities groups and organisations. Completed IA reports will be published on the MPA