



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

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2. Name of the policy, strategy or project:

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

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

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

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6. Have you consulted on this policy?

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7. Please completed 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.
- (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					

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Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
Transgender people					
Older people (50+)					
Younger people (17-25) and children					
Faith groups (please specify)					

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

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

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?

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?

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

Date completed:

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.



Metropolitan Police Authority

Equality Impact Assessment Form

Part 2 – Full Assessment

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

2. Name of policy/strategy/project:

3. In part 1 (initial screening), which equality target groups were identified as being disadvantaged by the policy, strategy or project:

- Age
- Disability
- Faith or Religion
- Gender / Transgender
- Race
- Sexual Orientation

4. Summarise the negative impacts for each group:

5. What previous consultation has taken place or will take place with each equality target group either externally or internally? Give details:

Question 6 must only be completed once consultation and research has been carried out.

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6. Who was consulted and/or what research material was obtained? Please list:

7. What does the consultation indicate about the negative impact of the policy, strategy or project?

8. What changes do you propose to make to the policy, strategy or project as a result of research and/or consultation?

9. Will the planned changes to the policy/strategy/project:

- Lower the negative impact? **or**
- Ensure that the negative impact is legal under anti-discriminatory law?

- Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups? i.e. a positive impact

10. What equality monitoring/evaluation/review systems have been set up to carry out regular checks on the effects of the policy/strategy/project? Give details:

11. When will the policy be reviewed?

Date completed:

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.

