



Metropolitan Police Authority

10 Dean Farrar Street
LONDON
SW1H 0NY

Telephone: 020 7202 0185
Fax: 020 7202 0246

Email: yvonne.peart@mpa.gov.uk
Ref: [REDACTED]

[REDACTED]
By email

[REDACTED]

03 February 2010

Dear [REDACTED],

Thank you for your request under the Freedom of Information Act 2000 for MPA workforce equalities data. [REDACTED]

[REDACTED]

You asked for:

1. The current policy monitoring, reporting frameworks and make up of Equalities teams within the individual GLA functional bodies.
2. The complete ethnic workforce profiles of the GLA Group individual members from 2000 - 2009.
3. The ethnic profiles of the board of MPA, TfL, LDA and LFEPA from 2000 - 2009.
4. The budget spend of the GLA and individual GLA functional bodies on equalities from 2000 - 2009

I am able to respond as follows:

- 1. MPA policy monitoring and reporting frameworks and make up of Equalities teams.**

The MPA has a variety of monitoring and performance frameworks regarding its equalities functions and duties.

The MPA has a 'single' equality scheme that combines actions to promote good relations and positive attitudes as well as eliminate harassment and unlawful discrimination across all equality strands (age, gender, disability, religion & belief, sexual orientation and race). This scheme is updated annually and renewed every three years. Further information on the equality scheme is available on the MPA website (www.mpa.gov.uk).

The MPA is currently in the process of developing a new diversity strategy. This strategy set the strategic direction for the MPA in terms of its commitment to diversity and equalities and will support and complement the MPA's strategy for the police service - Met Forward. Met Forward sets out how the Met is to develop and perform to improve services, provide better value for money and fight crime.

In July 2009 the MPA signed up to the Association of Police Authorities (APA) Minimum/Gold Standard for equalities compliance. Further information on this standard is detailed in the APA report 'An Equalities Guide for Police Authorities – meeting the Police and Justice Act 2006 Equalities Duty, APA, June 2008'

All MPA HR policies were redeveloped in 2009. All MPA policies are subject to Equality Impact Assessment (EIA). EIA training is being delivered to MPA project leads throughout February 2010.

Oversight of MPA and MPS equality and diversity policy is provided by its members through the Communities, Equalities & Peoples Committee and its subcommittees: Community Engagement & Citizen Focus, Equality & Diversity and Human Resources & Remuneration. Further information on these committees and their recent work is available on the MPA website (www.mpa.gov.uk).

Organisation of Diversity Personnel -

A structure chart for the MPA's diversity posts is attached at **Appendix 1**. The newly created post of Head of Equalities and Engagement will provide a professional diversity lead to the organisation.

There are two equality and diversity Policy Development officers located in the Oversight and Review Unit and one in the Equalities & Partnerships Unit. There is also a dedicated equality specialist within the Human Resources Unit.

There are further specialist officers with expertise and remit on Domestic & Sexual Violence and Hate Crime, these officers are responsible for the Domestic & Sexual Violence Board and London Hate Crime Forum respectively, as well as a dedicated team of Engagement and Partnership Officers.

Officers with responsibility for equalities and diversity also work as part of a cross functional team to deliver the MPA's equalities and diversity objectives under the professional lead of the Head of Equalities and Engagement [REDACTED]

2. The complete ethnic workforce profiles of the GLA Group individual members from 2000 - 2009.

The MPA workforce diversity summary 2000-2009 is attached at **Appendix 2**.

3. The ethnic profiles of the board of MPA, TfL, LDA and LFEPA from 2000 - 2009.

Diversity of MPA members

The MPA comprises 23 members representing many of London's diverse communities. There are 12 males and 11 females and 22% are from visible ethnic minority communities. Both the disabled and LGBT communities are represented as are many of London's faith communities.

We do not disclose documentary evidence held on the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief where it would be possible for individuals to be identified. We consider this information to be personal data relating to a third party and to release it would breach one of the principles of the Data Protection Act. This information is therefore exempt under Section 40 (Personal Information) of the Freedom of Information Act. This is an absolute exemption where the public interest test does not apply.

4. The budget spend of individual GLA functional bodies on equalities from 2000 – 2009

The MPA equalities budget spend 2000 – 2009 is attached at **Appendix 3**

I hope that this response answers your questions.

However, if you are unhappy with the decision regarding your request for information you should write to me at the above address. I will arrange for an officer who has not had any involvement with this request to review our decision. If you are still unhappy after that, a further request can be made to the Information Commissioner, who will decide whether the request was dealt with in accordance with the requirements of the Freedom of Information Act. Further information is available on the Information Commissioner's website: www.informationcommissioner.gov.uk.

Yours sincerely,

Yvonne Peart
Information Officer