



Metropolitan Police Authority

Generic Equality Scheme 2008

Contents

Acknowledgements 4

Foreword 5

The Metropolitan Police Authority 6

 What does the MPA do? 6

 The MPA and the MPS 7

 The MPA and the GLA 7

 The MPA and the Home Secretary 7

 The MPA as an organisation 8

 Want to know more about us? 9

The MPA Generic Equality Scheme 10

 What is an Equality Scheme? 10

 A Generic Equality Scheme 11

Mainstreaming Objectives 12

Mainstreaming the duty into the core functions 13

Measuring Progress and Success 15

 Accountability and Leadership 15

 The MPS' 'fair practice' Monitoring 16

 Local Scrutiny 16

 Internal Scrutiny 17

 Consultation 17

 Arrangements for Consultation 17

Gathering Information 19

 Using the Information Gathered 19

 User Involvement 20

Training of Staff and Members	21
Priority Training Issues for the MPS	22
Working with Others	22
Equality Impact Assessment Process	23
Publishing and Monitoring EIA Results	25
Access to Information and Services	26
MPA Communications	26
Customer Service	27
Access to the MPS – the MPAs role	27
Action Plans	28
Age	29
Disability	33
Gender	93
Race	133
Religion &/or Belief	160
Sexual Orientation	182
Appendices	202
The MPA and MPS Joint Equality Statement	202
Glossary	203
Acronyms and Abbreviations	208
Organisations contacted and consulted for the GNES	210
Other formats and languages	212

Acknowledgements

The Metropolitan Police Authority (MPA) would like to thank all those that have contributed to the development of its Generic Equality Scheme (GNES).

The MPA would like to thank members of the public and community organisations for their constructive support and feedback, particularly those that took part in the user involvement events over the summer of 2006 that were so instrumental to the development of the action plans, especially for the diversity strands of Disability, Gender and Race.

Within the Authority we thank all members of staff who have contributed to the action plans, the Equality and Diversity Unit (EDU) for coordinating the scheme and notably Julliett Fearon-Knott and Michael Wadham for managing and developing the scheme.

Foreword

The Metropolitan Police Authority (MPA) is committed to creating a Generic Equality Scheme (GNES) that not only encompasses the equalities duties we face with regard to disability, gender and race but also challenges us as an organisation to champion and drive equality and diversity issues internally and within the Metropolitan Police Service (MPS).

In producing a generic scheme, the MPA is actively working to incorporate other diversity strands that we do not, as yet, have a legislative duty to include. By doing this we place equal emphasis on establishing parity in terms of age, religion &/or belief and sexual orientation, thereby creating a more holistic approach to equality and diversity.

This GNES is designed to apply a series of standards that are consistent but flexible enough to recognise the differences, similarities, and conflicts that exist within the equalities and diversity arena. We hope to exceed accepted best practice in terms of employment, community engagement and service delivery and will apply its learning in our scrutiny, oversight and review of the MPS. Overall, we wish to ensure that the MPA and the MPS are considered employers of choice by the ever increasing numbers of London's diverse communities.

The Authority's intention is to be ahead of the game in this arena, and an annual review process is intended to keep us to this ambition. We would welcome your views on our scheme. It is a major step towards our achieving level 3 of the Equality Standard for Local Government.

The Metropolitan Police Authority

The MPA was established under The Greater London Authority Act 1999 and came into effect in July 2000. Our main function is to secure and maintain an efficient, effective and fair police service for the capital and to hold the Metropolitan Police Service (MPS) accountable for the services they provide to London.

We are an independent statutory body with 23 members, currently 12 from the London Assembly appointed by the Mayor, four magistrates appointed by the Greater London Magistrates Courts Association and seven independent members, one appointed directly by the Home secretary, with the other vacancies appointed after being advertised openly. Members are appointed for a period of four years. The Chair of the MPA is chosen by the members themselves, all of whom are eligible.

The MPA is part of the GLA 'family', which also includes the Greater London Authority (GLA), London Fire & Emergency Planning Authority (LFEPA), the London Development Agency (LDA) and Transport for London (TfL).

What does the MPA do?

The MPA is required to:

- set objectives for policing in London;
- issue a local policing plan, including details of objectives, targets, performance and actions;
- produce an annual report;
- bring improvements to policing by meeting a duty to provide best value;
- consult those who live and work in London about policing in their areas;
- co-operate with the London boroughs, the Commissioner of the MPS, and other agencies in Crime and Disorder Reduction Partnerships (CDRPs);
- promote equality of opportunity for all persons; eliminate unlawful discrimination; and promote good relations between people of different racial groups, religious beliefs and sexual orientation (GLA Act 1999, Section 404); and
- operate an Independent Custody Visiting (ICV) Scheme to make sure the welfare of people detained in London's police stations is maintained.

Planning and managing the annual police budget is one of the Authority's core responsibilities. We are required to:

- be accountable for the management of the police budget;
- keep a police fund and accounts;
- make proper arrangements for the administration of the financial affairs of the MPS;
- be responsible for the purchasing and disposal of police property in London;
- agree contracts and services; and
- conduct audits of the MPS.

Finally, we have responsibilities for staff under the command and control of the MPS Commissioner:

- overseeing the statutory complaints and discipline process for the MPS and dealing directly with complaints and disciplinary proceedings against senior police officers of Association of Chief Police Officers (ACPO) rank;
- overseeing employment issues involving police staff; and
- appointing ACPO rank officers.

The MPA and the MPS

Although the MPA and the MPS are separate bodies the MPA has powers to influence and lead the MPS. For example, we can:

- ask the Commissioner to submit a report on matters connected with the policing of London;
- determine the priorities and performance targets of the MPS;
- receive a general report annually from the Commissioner;
- be responsible for delivering best value work carried out by the MPS; and
- make arrangements for consultation, which helps the MPS provide more effective policing.

Generally, we have the same functions and responsibilities as the 41 other police authorities in England and Wales. There are some differences, which are linked to the existence of the GLA, and the importance of the MPS in terms of its size, together with its national and international policing responsibilities.

The MPA and the GLA

The MPA is a separate legal entity from the GLA and the Mayor of London must consult us before preparing a draft budget and when preparing statutory strategies for London.

However, the Mayor may choose to appoint himself as an MPA member when selecting London Assembly members and, as outlined in the Metropolitan Police Authority Regulations 2008 'if the Mayor is a member of the Metropolitan Police Authority he is to be chairman'.

The MPA and the Home Secretary

Both the MPA and the Home Secretary have a role to play in ensuring that the MPS discharges its national and international duties efficiently and effectively. These duties are set out in the Greater London Authority (GLA) Act 1999.

In addition, we comply with, or take into account, various directions and targets on policing matters given by the Home Secretary including any direction following a report about the MPS by Her Majesty's Inspectorate of Constabulary (HMIC).

The MPA as an organisation

We currently employ 104 permanent staff, with 69 employed in the secretariat and 35 in Internal Audit.

The Chief Executive to the Authority is responsible for corporate leadership, relations with the MPS and other key external partners and agencies.

The Assistant Chief Executive to the Authority is responsible for all MPA secretariat operations on a day-to-day basis.

The Treasurer is responsible for the proper administration of the financial affairs of the MPA and has a supervisory role over the entire police budget.

MPA members are fully briefed and regularly updated on their duties under equality and human rights legislation including:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Data Protection Act 1998
- Greater London Authority Act 1999
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations (Amendment) Act 2000
- Sex Discrimination Act 1975 (Amendment) Regulations 2003
- Race Relations Act 1976 (Amendment) Regulations 2003
- Disability Discrimination Act 1995 (Amendment) Regulations 2003
- Employment Equality (Religion or belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Equal Pay Act 1970 (Amendment) Regulations 2003 and 2004
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Disability Discrimination (Amendment) Act 2005
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Age) Regulations 2006
- Racial and Religious Hatred Act 2006
- Equality Act 2006
- Police Justice Act 2006

All members have signed the MPAs Code of Conduct¹, which sets out the standards they must meet when undertaking public duties on behalf of the Authority.

¹ For further information on the Code of Conduct see www.mpa.gov.uk/about/standingorders/conduct.htm

Want to know more about us?

See our website www.mpa.gov.uk or write to:

Metropolitan Police Authority
10 Dean Farrar Street
London SW1H 0NY

Tel: 020 7202 0202
Fax: 020 7202 0200
Minicom: 020 7202 0173
Email: enquiries@mpa.gov.uk

The MPA Generic Equality Scheme

What is an Equality Scheme?

Public authorities are expected to uphold and promote equality and human rights in everything they do. Accordingly, public authorities have legal duties relating to race, gender and disability. Their obligations within each area focus on:

- promoting good relations;
- promoting positive attitudes;
- eliminating harassment; and
- eliminating unlawful discrimination

These obligations are set out in the race equality duty, the gender equality duty and the disability equality duty. The three equality duties are similar in spirit as they all place the onus on public authorities to actively tackle discrimination and promote equality. However each duty does have slightly different requirements which need to be met in order to satisfy legal obligations. For example the disability duty requires public bodies such as the MPA to ensure that we actively involve and consult Deaf and disabled people in the development of our policies, practices and in developing our Disability Equality Scheme. In our case we have taken this requirement to include all six equality strands. An equality scheme is essentially a plan that explains how authorities will comply with the duties placed upon them.

Some of the benefits of promoting the six equality strands that the MPA focus on (age, disability, gender, race, religion &/or belief and sexual orientation) include improvements to:

- policy and practice
- representation of diverse communities at all levels
- customer satisfaction within all communities
- involvement of all communities
- targeting of services and information around our role
- accessibility of all services

There can also be considerable advantages to public authorities such as the MPA in terms of our employment functions. It can, for example, help us to:

- achieve a more representative workforce
- attract and keep competent staff
- improve staff morale and productivity
- improve staff management
- identify and develop good practice
- identify discriminatory outcomes for any groups of employees
- avoid claims of unlawful discrimination

In addition, from March 2008 every police authority has a new positive duty, introduced by the Police and Justice Act 2006 to ‘promote equality and diversity within the police force maintained for its area and within the authority’ – essentially extending the existing equalities duties so that the MPA should consider how it promotes equality and diversity within both itself and the MPS.

The MPA Generic Equality Scheme (GNES)

The focus of the MPA GNES is on six equality strands: age; disability; gender; race; religion &/or belief; and sexual orientation. This sits within the framework of the Human Rights Act 1999. The key elements of the GNES include promoting equality of opportunity in service delivery, employment practice and in the MPAs scrutiny role of the MPS. Alongside outlining our monitoring and scrutiny processes, we aim to ensure equality of opportunity for our employees, in our service delivery and through our initiatives. Throughout the development and proposed monitoring of our GNES we have involved and engaged with staff, MPA members and voluntary partners.

In order to assist with the development of the GNES we developed a Generic Equality Scheme Working Group (GNESWG). The GNESWG worked on behalf of the MPA Equal Opportunities and Diversity Board (EODB) - an MPA committee that has a responsibility to lead on the development and implementation of the MPAs Generic Equality Scheme. The membership of GNESWG consisted of one nominated person from each unit within the MPA, invited community members, MPA members and some MPS representatives. This group was disbanded when the MPA restructured the organisation through an improvement programme in 2006 but all MPA units continue to be involved in the development of the GNES.

Mainstreaming Objectives

The MPA GNES focuses on four areas where public bodies have a general duty to promote equality and diversity. These are:

- **Access** – this relates to obtaining information and being able to participate in decision-making processes. It can also relate to physical access e.g. being able to enter buildings to participate in decision-making processes.
- **Involvement/Consultation** – this relates to at one extreme, obtaining feedback and at the other, active participation of equality groups in our scrutiny and decision-making processes. This requires us to maintain an open-mind to alternative ideas, concepts and perceptions.
- **Training** – this relates to all training, learning and development activities.
- **Monitoring** – this relates to providing equality data on activities. For example, examining whether a new policy, procedure or function adversely impacts on Deaf and disabled staff or communities

Mainstreaming the Equalities Duties into Core Functions

The MPA will promote equality of opportunity in all of our functions through the implementation of the Equality Standard for Local Government (ESfLG). The ESfLG provides a framework for ensuring that 'a comprehensive and systematic approach' is taken towards equalities. This framework uses a continuous performance management cycle of review, assessment & consultation, action and monitoring, within which are five levels of achievement. For each of the levels there is a list of indicators for which the MPA must provide evidence that it is compliant. It is worth stressing that the levels should not be viewed as a linear progression but a *cycle*.

In 2001 the MPA signed up to achieve level 5 of the ESfLG as a result of the GLA Group Best Value Review of Equalities and in 2003 MPA Members reiterated this commitment. The ESfLG is a Best Value Performance Indicator (BVPI) and as such is audited in the same way as any other BVPI. Performance monitoring is a core requirement of the ESfLG and developments are underway to see that this is embedded into each policy review and impact assessments.

The ESLG will:

- provide a systematic framework for the mainstreaming of equality;
- assist the MPA in integrating equality policies and objectives with Best Value; and
- provide a generic framework through which the MPA can address its obligations under anti-discriminatory law, such as, Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976, Race Relations (Amendment) Act 2000 and Disability Discrimination Act 1995, which prohibits discrimination in the delivery of services and employment.

By working through the ESfLG, disadvantage associated with age, disability, gender, religion and/or belief, race and sexual orientation can be identified and action taken to eliminate these barriers. The MPA has self-assessed at level 2 and is working toward level 3.

In the future the MPA intends to identify and link how each action in its GNES will relate to the ESLG. This will assist the MPA achieve level 3 of the ESfLG and enable us to better mainstream our equality actions.

As a way forward towards making business improvements, and achieving level 3 of the ESfLG, the MPA will also seek to embed its GNES action plans through aligning them with core MPA business by adopting the following:

- all MPA staff members have at least one equality and diversity objective;
- all SMT members have at least one equality and diversity objective and a values and behaviours objective; and

- all MPA units have an equality and diversity objective that is directly linked to their business objectives; and all MPA committees set at least one equality and diversity target and/or objective.

The ESfLG will also require the MPA to develop IT systems and processes that are capable of monitoring actions and targets electronically. This will have a positive impact on the committee process the MPA uses to scrutinise the MPS.

In producing updated versions of its GNES with clear reference throughout the action plans to the ESfLG the MPA will demonstrate and evidence the steps it has taken to ensure that it has given 'due regard' to all the equality strands in the development of its policies, procedures and practices. The outcomes of the assessment against the ESfLG will, in turn, contribute towards implementing our GNES.

We will also prioritise those areas outlined by the GLA Group in their 2008-09 budget guidance, namely building the confidence of London's Black & Minority Ethnic (BME) and other communities experiencing discrimination in policing through creating a workforce that reflects the diversity of London and by improving the recruitment retention and promotion of women, and by reducing disproportionate policing activity such as Stop and Search where it has been shown to be ineffective.

The MPA equalities priorities between 2007-2010 will include the ESfLG and the action plans of our GNES. Equality objective progress will be reported at our public committee meeting of the Equal Opportunities and Diversity Board (EODB), and in some instances key equality objectives will be recorded through our annual report. The ultimate purpose of the ESfLG is to fully integrate equalities at the heart of an organisation's policy-making, service delivery, employment and community engagement – in effect the 'mainstreaming' of equality.

The MPA is taking a proactive approach to the equality strands such as disability, gender and race equality and will focus on outcomes and delivery. The Authority has chosen to also apply this approach to age, religion &/or belief and sexual orientation. This is because we are committed to exceeding the expectations of the legislative duties and ensuring that those equality strands that are not yet supported by legislation are recognised and approached in the same manner as those that do.

Therefore in compiling our GNES we have considered the proportionality and relevance to the weight that we should give to a function or policy and how we prioritise actions to address inequality across all six equality strands. We will prioritise those actions that will address significant aspects of inequality and that are likely to deliver the most effective equality outcomes.

Measuring Progress and Success

The MPA will review the GNES action plans annually, and will update the public on progress against the Scheme through the MPA EODB. Members² of the Authority will be at liberty to scrutinise the Scheme in its entirety, as well as make suggestions on improvements or considerations for specific areas as part of the annual review. Under the current committee structure, which is subject to review, EODB meetings are held every two months and the GNES will be scheduled to form part of the committee's agenda on an annual basis. Full Authority³ will sign off major documents produced.

Accountability and leadership

The MPA will formally review the whole Scheme every three years. The Chief Executive of the Authority will champion the equality agenda within the MPA. MPA team leaders, who make up the Business Management Team (BMT) and our Senior Management Team (SMT), will internally monitor our GNES.

The MPA Equality and Diversity Unit (EDU) will be responsible for facilitating, co-ordinating and supporting responses to the Scheme, and the SMT will call for annual updates from all units within the MPA.

Teams will report back to SMT on the progress of the actions within the Scheme. They will also add to or amend the actions as appropriate. Our Scheme is a living document. A quarterly update will contain evidence that indicates how the Authority is progressing, and will inform how we monitor equality within the MPA and MPS.

The MPA EDU will continue to support the SMT and all staff in the delivery of the action plan within the Scheme. The MPA will continue to involve Londoners who participated in our user involvement events, to continue to scrutinise our Scheme, and to hold us to account on the actions to which we have committed.

The MPA will also continue to encourage wider participation of Deaf and disabled Londoners in the monitoring of all MPA equality schemes through further user involvement events, as well as in our teams, which will take forward some specific actions within the disability, gender and race strands of our GNES.

² Members, who act for Londoners, can represent community views or invite community members to come and put forward their own views at an EODB community meeting.

³ The full Authority has overall responsibility for the discharge of all the powers and duties placed on it and has a statutory duty to 'maintain an efficient and effective police force'. Whilst there is an extensive scheme of delegation to the Authority's committees, the full Authority reserves to itself major policy and financial decisions and other decisions which cannot be delegated.

The MPS' 'fair practice' monitoring

The MPA will use the information from systems developed by the MPS to monitor the impact and fairness of the MPS' service delivery to both women and men. At the time of writing, the MPS' systems for monitoring gender equality, particularly in relation to service delivery and community engagement, is comprehensive. The MPS is committed to increasing the proportion of female and BME police officers within the force.

The current strength of female officers is 6,760 (June 2008), which is an increase of 322 officers from June 2007. The current level of female officers equates to 21.5% of all police officers. It is a target that the strength of female officers will reach 7574 (23%) by the end of March 2009.

Black and Minority Ethnic (BME) police officers currently represent 8.3% of all police officers. It is a target that this will reach 9.5% by the end of March 2009.

The introduction of Police Community Support Officers (PCSO) into the force in 2002 has led to a much more representative force. The current strength levels in June 2008 show female PCSOs at 34.2% of all PCSOs and BME at 31.1%.

However, with Deaf and disabled people, the MPA will encourage the MPS to consult on and develop monitoring systems as quickly as practicably possible and appropriate, with a view to implementing these systems in every borough across London.

Local scrutiny

The MPA will work with the MPS to develop local and London-wide analysis of the local equality monitoring as reported by each borough. To this end, the MPA will continue to invite local community organisations and agencies to monitor and offer advice about their borough services with regard to the MPA equality agenda. These arrangements will seek to utilise the knowledge and interest of forums that already deal closely with the police service in many boroughs. They will also seek to set up and develop new arrangements for working and monitoring the police service in some boroughs through the active involvement of Deaf and disabled people.

The MPA will work with Crime & Disorder Reduction Partnerships (CDRPs) to embed equalities and diversity in the work and objectives of each partnership⁴. Each CDRP has a variety of policies aimed at reducing crime and disorder on a local level. The MPA, as a CDRP partner, overviews CDRP policies to examine and tackle the impact of these policies on all groups and adhere to ethical and legal frameworks,

⁴Responsible authorities (police, police authorities, local authorities, fire and rescue authorities and primary care trusts) have a statutory duty to work with other local agencies and organisations to develop and implement strategies to tackle crime and disorder including anti-social and other behaviour adversely affecting the local environment as well as the misuse of drugs in their area. (s6, Crime and Disorder Act 1998 as amended by s97 & s98 Police Reform Act 2002 and s1, Clean Neighbourhoods & Environment Act 2005)

including compliance with the Human Rights Act (HRA) 1998 and the Race Relations (Amendment) Act 2000.

Internal scrutiny

The MPA will also invite trade unions and staff associations to help it develop a framework for monitoring the implementation of the Scheme and its intended outcomes within the service.

GLA support

The MPA recognises the important role the GLA will play in the Authority's monitoring of the MPS. In particular, the GLAs Budget and Equalities Group will play a key part in establishing the link between, and scrutiny of, budgets and performance.

Consultation

The MPA will work jointly with the GLA group and other public bodies to:

- reduce duplication with regard to when, where and with whom it consults;
- implement the recommendations arising from the Best Value Review of Equalities, the Best Value Review of Consultation, and other forthcoming reviews as relevant;
- identify and agree common standards, including achieving level 5 of the Equality Standard for Local Government (ESfLG); and
- develop shared resources on issues of translation and interpretation.

Arrangements for consultation

The MPA wants to ensure that the consultation it carries out reaches all sections of London society, including engaging with disaffected and under-represented groups, and that community relations and local crime problem solving are improved through consultation. The MPA intends to make the entire consultation process representative of London's diverse population - from the people who participate in and respond to the consultation through to those who undertake and manage it.

An appropriate method of consultation will be determined for each function and policy through an equality impact assessment review. The Engagement and Partnership

Unit (EDU) has developed a community engagement strategy. The strategy aims to provide effective ways for Londoners to understand and to be able to influence the policing decisions and policies that affect them, and to hold the MPS to account for their services at local level. It details how the MPA will strengthen Londoners' own voices by continuing to recognise and support the existing high level of commitment on the part of Londoners to provide an effective independent voice and civilian oversight of the police. The MPA Co-ordination and Policing (CoP) Committee will receive reports on the findings of all consultation activity.

A key objective of the community engagement strategy will be to ensure consultation is fully inclusive, regardless of whether the Authority carries out the consultation itself, or simply supports it, e.g. through funding Community Engagement Groups (CEGs) and the MPA Engagement and Partnership Unit will support the work arising from the MPA CoP Committee. The Head of this unit is responsible for ensuring the proper administration and funding of borough consultative arrangements.

Gathering information and using the information gathered

In order to meet legislative duties we will gather information and evidence in the following ways:

In employment through:

- internal data collection exercises;
- staff surveys;
- feedback from staff network groups;
- feedback from staff meetings/team meetings; and
- internal complaints.

In service delivery through:

- research;
- customer surveys and questionnaires;
- focus groups;
- analysis of complaints;
- feedback at meetings (such as the EODB); and
- scrutinies

Using the information gathered

We will use the information we gather to help us determine how Londoners are affected by our activities, policies and practices and, in particular:

- the extent to which they promote equality between all of the equality strands; and
- the extent to which the services we provide and the functions we perform take account of all six equality strands.

More specifically, the information and evidence will help us to:

- improve the quality and delivery of our services, and how we consult internally and externally with individuals and groups and organisations;
- report annually on progress in the implementation of the actions within the GNES;
- inform the preparation of subsequent GNES updates;

- support teams and managers to achieve their outcomes as set out in the Action Plans;
- achieve our objective to meet Level 3 of the Equality Standard for Local Government by 2009; and
- update the GNES to take account of relevant legislative changes.

User involvement

Since 2005 we have undertaken a number of activities to help ensure wider user involvement and engagement. The GNESWG has also worked in parallel with the preparation of our earlier Disability Equality Scheme and Gender Equality Scheme and this has helped us to think across the equality strands, recognise that we all have multiple identities and focus on the needs of all of our employees and service users.

All of our consultation and engagement activities since the summer of 2006 have helped to inform the preparation of this GNES and the identification of our equality objectives. Our consultation and engagement work has helped us to understand the views of our users and we are grateful to them all for their time and input. The involvement of MPA staff across the range of equality initiatives we are undertaking and the participation of members and senior management will also help to ensure buy in and progress across the broader equalities agenda.

Training of Staff and Members

The MPA will seek to ensure that its staff and members are trained to meet the duties imposed by the various equalities legislation.

The MPA will continue to build the skills and understanding of all staff within the Authority, so that they are able to collect and analyse equality and diversity data effectively, ensure stakeholders are consulted effectively, carry out Equality Impact Assessments (EIAs) and increase equalities awareness and knowledge throughout the organisation.

Each year planned briefing sessions will be held with all team leaders, members and staff to outline new and changing requirements relating to equal opportunities legislation and the MPAs objectives and policies.

Where appropriate, specific training (in accordance with the MPA training programme) will be devised to support staff and members in carrying out and analysing impact assessments. Guidelines for assessments will be developed over the lifetime of the Scheme. Training has already been provided to team leaders on how to set and monitor equality objectives in performance appraisals. The MPA will seek to ensure that training opportunities are offered equitably throughout the Authority. An annual corporate training needs analysis will form the basis upon which training priorities will be set.

One of the ways in which specialist equality staff within the MPA will support the organisation is to facilitate gender equality workshops for all business unit leads (including policy/service, procurement and human resources managers). A programme of disability equality training is also being developed using appropriate disabled trainers.

To raise and maintain awareness of cultural understanding, and equalities and diversity issues, further equal opportunities and diversity training will be given to all staff on a regular basis. The training will be followed up to help staff use their raised awareness in a positive way.

All diversity training will be fully evaluated, and a report submitted to the Equal Opportunities and Diversity Board.

Members will be briefed on their duties and obligations as outlined in the Code of Conduct.

Priority training issues for the MPS

These are the MPAs priority training proposals with respect to the MPS:

- to review and evaluate the MPS's existing Diversity Training Program and other diversity specific training;
- to review how MPS training provisions can effectively achieve a better representation of minority ethnic, disabled and female officers at higher levels in the service.

Working with others

There is scope for the MPA to develop positive action training and initiatives and career development programs in partnership with other bodies, such as the GLA, APA, MPS, etc. As part of its commitment to work collaboratively, the EODB will consider the scope and options for joint positive action initiatives.

Equality Impact Assessment Process

The purpose of an Equality Impact Assessment (EIA) is to improve the work of the MPA by making sure it does not discriminate and that, where possible, it promotes equality. It is a way to make sure individuals and teams think carefully about the likely impact of their work on equality target groups and take action to improve services, policies, strategies and projects.

The MPA are committed to delivering specific and identifiable improvements in our policies, in the way our services and functions are delivered and in the equality and diversity outcomes for all of our employees. Therefore the MPA EIA process involves anticipating the consequences of policies and projects on the target groups and making sure that, as far as possible, any negative consequences are eliminated or minimised and opportunities for promoting equality are maximised.

EIAs originate from the Race Relations (Amendment) Act 2000 as well as the ESfLG, both of which place obligations on local authorities and public sector organisations to carry out impact assessments.

The MPA defines equality target groups as: women and men; black and minority ethnic people; young people and children; older people; Deaf and disabled people; lesbians; gay men; bisexual people; transgender people and people from different faith &/or belief groups. The equality areas, or strands as they are commonly called, are age, disability, gender, race, religion &/or belief and sexual orientation. The strands are inclusive of all people. When conducting an impact assessment the MPA looks at two possible impacts: positive or negative (adverse) impacts.

An impact could be considered to have a positive effect on one or more equality target groups. This positive impact may be differential, where the positive impact on one particular group of individuals or one equality target group is likely to be greater than on another.

For example:

Case Study – Performance and Planning PCSO Research – regarding race

The MPA Planning and Performance Unit conducted a piece of research into the diversity of Police Community Support Officers (PCSOs) compared to police officer recruits. This research found that the proportion of female PCSOs recruited during the data period (01/04/04 – 31/03/06) did not differ greatly to police officers. A higher proportion of female PCSO recruits than applicants suggested that more female applicants were successful than their male counterparts. However, the reverse of this trend was true for the police officer role, with a higher proportion of female applicants than recruits.

When interviewed, female PCSOs were less likely than their male counterparts to state that they were using the role as a stepping-stone to becoming a police officer. One female respondent stated that childcare responsibilities prevented her attending the 18-week residential police officer training course – a reason, she stated, that

prevented a lot of females on her PCSO training course applying to be a police officer. In addition, female PCSOs were more likely than males to cite the importance of work-life balance as a reason for not wanting to become a police officer.

It is hoped that findings from the study will contribute to the developing body of research into diversity of PCSOs and inform continuing efforts by the MPS to develop a service that reflects the communities it serves. A full and summary version of the research is available at www.mpa.gov.uk

An impact could be considered negative if there is a disadvantage for one or more equality target groups. This disadvantage may be differential, where the negative impact on one particular group of individuals or one equality target group is likely to be greater than on another. It should be noted that some negative impacts might not be intended. The EIA provides an opportunity to assess this.

For example:

Case Study – Internal Audit regarding gender

The limited size of the MPA forensic audit branch does not allow the branch to offer a career structure. When this taken together with the investigative nature of the work it has been an attractive employment opportunity for late age employees, such as a final position for older investigators and retired police officers. These have been mainly been male. Conventional recruitment in line with MPA policies failed to remedy the situation. The solution was found in recruiting trainees and providing them with the accredited training and experience to fulfil the role of a forensic auditor. The result is that the forensic branch now has two fully trained and experienced female forensic auditors in post, one of whom has gone on to further study and is close to completing a higher degree level course funded by the MPA.

We have applied a two-stage framework to the application of our impact assessment process to our GNES. Firstly, each section of our organisation undertakes an initial impact assessment of all their policies, practices and procedures.

Efforts have been made to identify the gaps and barriers within the organisation that may directly and/or indirectly affect staff or Londoners that we serve. Within our impact assessments we have considered:

- if the policy is a major one in terms of scale or significance for the Authority's activities; and/or
- if there is a clear indication that, although the policy is minor, it is likely to have a major impact upon any particular equality target group.

Our second stage is to ensure that all new initiatives, policies, practices and procedures are examined in terms of impact on all the equality target groups.

Publishing and Monitoring EIA results

A list of assessments carried out and the assessments themselves will be available on request, and online at the MPA website (www.mpa.gov.uk).

Equality impact assessments carried out as part of the committee reporting process will appear in the relevant published reports.

Part of the MPA performance plan will be used to report on the progress of actions within the GNES. It will highlight the main issues and achievements arising from the EIAs and the action plans.

Access to information and services

Members of the public can access MPA information and services most easily by using the Authority's accessible website, or can attend committee meetings, all of which are open to the public. To increase awareness of these meetings, and make the public feel welcome at them, the MPA aims to:

- publicise the meetings in a variety of ways - on the MPA website, in press releases, in local media and on email circulation lists;
- ensure committee agendas are available five working days in advance of a meeting and are published on the MPA website;
- where possible, meet requests to provide translators and interpreters;
- if practical, try to notify an individual community of forthcoming committee discussions that will be of particular relevance to that community;
- set standards that will encourage report writers to adopt a clear, straightforward style of presentation which can be understood by all;
- consider adopting a system that will enable the public to ask questions and submit petitions at any committee meeting. At present, the public can raise points at its full Authority meeting and at EODB meetings; and
- consider and seek to meet the needs of Deaf and disabled people who wish to attend meetings.

Occasionally the MPA holds other meetings to which members of the public are invited. Every effort will be made to achieve the standards set out above for these meetings too.

MPA communications

The MPA has its own website, which is used to provide the public with information/access to services. The Communications Unit ensures that information and supporting documents can be provided in various community languages and are accessible in a variety of formats. The MPA recognises that the Internet, like most channels of communication, has a limited reach. So, in order to widen the Authority's communications base, consideration will be given to a more effective use of broadcasting and print media.

Customer service

The MPA understands the importance of good customer service when it comes to providing access to information and services. To help promote high customer service standards, the MPA will aim to:

- support and train staff to meet the highest customer service standards;
- investigate any complaints of discriminatory behaviour and attitudes shown towards members of the public which goes against the MPA equality and diversity policies; and
- investigate any staff complaints of discriminatory behaviour from members of the public which goes against the MPA equality and diversity policies.

Access to the MPS - the MPAs role

The MPA will direct and encourage the MPS to adopt the Authority's priorities and share its own best practice with regard to access to information and services.

The MPA will be particularly concerned with promoting:

- engagement between the MPS and Deaf and disabled people; and
- access to jobs within the MPS. If the service can attract, and meet the needs of, a diverse and representative workforce, its service delivery will better reflect the population it serves.

Part B

MPA Generic Equality Scheme

Action Plans

NB – the ‘R’ and ‘P’ columns within the action plan represent ‘relevance’ and ‘priority’ respectively. The ‘relevance’ of a given work area / policy in relation to the diversity strand being considered and the ‘priority’ of a given action in relation to the MPAs business plans are marked as High (H), Medium (M) or Low (L).

Age

The Employment Equality (Age) Regulations came into effect in October 2006. The regulations mean it is unlawful to discriminate against employees, job seekers and trainees because of their age. This includes direct and indirect discrimination, harassment and victimisation. The regulations also:

- removed upper age limits on unfair dismissal and redundancy
- introduced a national default retirement age of 65, making compulsory retirement below 65 unlawful unless objectively justified
- gave all employees the right to request to work beyond 65 or any other retirement age set by the company

These regulations apply to all employers, private and public sector vocational training providers, trade unions, professional organisations, employer organisations and trustees and managers of occupational pension schemes. In this context an employer is anyone who has employees or who enters into a contract with a person for them to do work. The regulations cover recruitment, terms and conditions, promotions, transfers, dismissals and training. They do not cover the provision of goods and services. The regulations make it unlawful on the grounds of age to:

- discriminate directly against anyone – that is, to treat them less favorably than others because of their age – unless objectively justified
- discriminate indirectly against anyone – that is, to apply a criterion, provision or practice, which disadvantages people of a particular age unless it can be objectively justified
- subject someone to harassment. Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or
- offensive environment for them having regard to all the circumstances including the perception of the victim
- victimise someone because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on grounds of age
- discriminate against someone, in certain circumstances, after the working relationship has ended.

The MPA is currently in the process of setting up a new Human Resources (HR) Unit and has recruited a new Head of HR, HR Business Partner and a HR Coordinator. The interim Head of HR and the newly recruited HR Business Partner are working closely with an external HR Consultant to review, update and develop all the current policies. Policies which have been reviewed and updated so far include:

- maternity Leave
- grievance procedure
- disciplinary
- smoking at work

These are at the final draft stage and are waiting sign off by SMT.

All new and updated HR policies will be subject to an equality impact assessment before publication and will be assessed for current legislative compliance. The HR

Unit is working to an action plan to review and update its policies by November 2008. Close consultation with the Public & Commercial Services (PCS) Union has taken place on all stages of the policy review. Plans are currently underway to ensure all staff are aware of the new policies and managers are trained in key policies and processes.

Recruitment at the MPA does not discriminate on the basis of age and any reference to age/date of birth has been removed from the main application form and included in a diversity monitoring form, which is retained by HR. The recruitment panel does not have access to this information. In addition, no reference to age is mentioned within the advert, job description or person specification.

When the legislation was introduced in 2006, every member of MPA staff received an Employment Rights Act letter notifying them of a change in their conditions of service in respect of the age of retirement. The contract of employment was updated for new employees and the retirement policy was amended to reflect the new legislation and procedures.

Once the HR Unit is fully staffed (20 October 2008) they will develop an HR Strategy in close consultation with the business.

- all HR policies will be reviewed and updated by November 30 2008
- all staff will be aware of how age discrimination impacts on the HR policies by raising awareness through training sessions, meetings and a staff handbook
- an age 'health check' will be carried out on people processes in accordance with ACAS.
- training will be provided to a cross section of staff on recruitment which will include training in diversity and anti-age discrimination
- a programme will be delivered on age awareness training to all employees to focus on tackling deep-seated stereotypes and bullying and harassment.

MPA Generic Equality Scheme Age Action Plan

Human Resources

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	HR	All HR polices will be reviewed and updated by November 30 2008	30 November 2008	Polices written and comply with current legislation	Head of HR
H	H	HR	All staff will be aware of how age discrimination impacts on the polices by raising awareness through training sessions, meetings and a staff handbook.	November 2008 to Feb 2009	Training delivered and evaluated Handbook produced	Head of HR
H	H	HR processes	To carry out an age 'health check' on people processes in accordance with ACAS guidelines.	Jan 2009	'Health check' completed, any plans are put in place	Head of HR
H	M	Recruitment	Provide training to a cross section of staff involved in recruitment which will include training in diversity	Nov-Jan	Training completed	Head of HR

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			and anti-age discrimination in regards to recruitment			
M	M	General awareness training	Deliver a programme of age awareness training to all employees to focus on tackling deep-seated stereotypes bullying and harassment and diversity.	Jan-Feb 2009	Training delivered	Head of HR

Disability

The MPA recognises that we cannot tackle disability equality in isolation from other equality strands and that it must be addressed reflecting the diversity of disabled people themselves. This has been apparent in the work that we have carried out over the last few years in regards to the London Debate on Counter Terrorism⁵ and the joint MPA and Greater London Action on Disability (GLAD) disability conference and the subsequent oversight work that arose from the recommendations of this conference⁶.

The MPA, however, does have specific duties under the Disability Discrimination Act (2005) to promote the equality of disabled people. Our original Disability Equality Scheme⁷ and the subsequent disability element of our GNES reflect the progress that we have made in terms of involving disabled people in the development of our scheme and using their experiences to underpin the delivery of the work that the MPA carries out on behalf of Londoners.

The Disability Discrimination Act 1995 has been altered by the Disability Discrimination [Amendment] Act 2005 so that it now places a general duty on all public authorities, when carrying out their functions, to have due regard to the need to:

- promote equality of opportunity between disabled persons and non-disabled persons;
- eliminate discrimination that is unlawful under the Act;
- eliminate harassment of disabled persons that is related to their disability/impairment;
- promote positive attitudes towards disabled persons
- encourage participation by disabled persons in public life; and
- take account of disabled persons' needs in delivering services and employment, even where that involves treating disabled persons more favourably than other persons.

As a public authority, the MPA is expected to have due regard to these six parts of the general duty. In all our decisions and functions we should give due weight to the need to promote disability equality in proportion to its relevance.

Due regard comprises two linked elements; proportionality and relevance. Proportionality requires greater consideration to be given to functions and/or policies that have the most effect on disabled people. Where changing a function or proposed policy would lead to significant benefits to disabled people, the need for such a change will carry added weight when balanced against other considerations. Consequently like other public authorities we will need to take care when assessing relevance, as addressing disability equality will be more relevant to some operational areas than others.

⁵ For further information see www.mpa.gov.uk/issues/counterterrorism/default.htm

⁶ For further information see www.mpa.gov.uk/committees/x-ce/2004/041202/05.htm

⁷ For further information see www.mpa.gov.uk/reports/disabilityequalityscheme.htm

For the MPA, the Disability Equality Duty requires us to think about the needs of disabled people when we develop our policies, services and functions. It has brought a shift from a legal framework, which relies on individual disabled people complaining about discrimination, and adjustments made often on an individual basis, towards one in which the public sector becomes a proactive agent of change.

As outlined in the Statutory Codes of Practice the MPA needs to do the following to meet the general duties:

- carry out impact assessments
- collect and study evidence and identify and address gaps
- prioritise actions
- actively involve disabled people
- let people know what we are doing
- set an example to others
- train our staff on disability equality issues; and
- work with others to deliver disability equality

As a named public authority, the MPA also has a specific legal duty to ensure within the GNES that the disability strand of the document clearly sets out

- the involvement of disabled people in the development of the scheme
- how evidence will be collected and used in future
- the way we will assess our impact on disabled people and making improvements where necessary
- the steps which the MPA will take to fulfil its general duty encapsulated in a three year action plan
- ways we intend to monitor and review our performance; and
- our methodology for preparing and redrafting our scheme every three years with an annual review process

That being said the MPA are keen to ensure that whilst the specific requirements of the Disability Discrimination [Amendment] Act 2005 are clearly complied with, it is important that we still continue to actively involve all Londoners across all of the equality strands, and that both cross-strand and strand-specific issues are given equal recognition. This is in acknowledgement of the results from the MPA involvement/consultation exercises i.e. that disabled people can face compound discrimination and have a wide range of interests across all of the equality strands. The MPA understands that the Disability Discrimination [Amendment] Act 2005 was introduced to help combat disability being seen as the 'poor relation' to other equality strands, but also recognises that specific issues can affect individual groups in different ways. The Equality Act 2006, that brought together the EHRC, promotes disability issues within the broader equality framework. Therefore the MPA considers that the inclusion of the work carried out on disability equality in the current MPA Disability equality scheme as key to the work of the GNES.

The MPA will continue to involve disabled people in all our processes of evidence gathering, impact assessment, reviewing and revising the scheme and priorities, emphasising that a holistic approach will be taken when reviewing the GNES. The MPA GNES seeks to ensure that all Londoners have an equal opportunity to take part in all aspects of MPA business. We will continue to identify and remove barriers to the participation of disabled people in the life and business of the MPA.

The MPA promotes the social model of disability, which regards people as being disabled by social barriers. In adopting the social model, we can see that sometimes it is our own inappropriate or inadequate responses that create barriers for disabled people. We will seek to make adjustments where possible to enable disabled people to access and be part of the MPAs business e.g. providing reports in alternative formats, asking Londoners what support they need and providing it. Taking a proactive approach to identifying and removing barriers is likely to result in improved services for everyone.

MPA Generic Equality Scheme Disability Action Plan

Chief Executives Office

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate business management	<p>We will ensure that monitoring of the Disability action plan, and consideration of how the organisation is responding to the needs of Deaf & disabled persons, will be regular business items for the SMT meetings</p> <p>The Chief Executive and her senior management colleagues will strive to ensure that the MPAs legal obligations and the spirit of this action plan permeate and are reflected in the way the MPA does its business. The MPA Improvement Programme, and in particular the Leadership and Development Programme, will reflect the centrality of diversity in the MPA culture and business delivery</p>	<p>Ongoing, annual review</p> <p>Onward from April 2007</p>	<p>An independent audit of access to the MPA building has been carried out and will provide the basis for action by the SMT with the landlord of 10 Dean Farrar Street.</p> <p>Proposals for the Leadership programme are being developed.</p>	Catherine Crawford & Sally Benton

Corporate Development & Strategic Oversight Directorate, Equality and Diversity Unit

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Equality Plan (CEP)	Obtain agreement from SMT and members to 'sign off' the CEP as it has been overtaken by the MPAs GNES	February 2007 (Completed)	This was agreed by EODB members in January and ratified at Full Authority in March 07	Laurence Gouldbourne
H	H	Generic Equality Scheme (GNES)	To host an annual meeting with SMT, POG, DES WG and external WGs to review progress of the MPA DES actions	December 2007 – Jan 2008 (completed)	Currently compiling evidence from across MPA	Julliett Fearon-Knott
H	H	Generic Equality Scheme (GNES)	That all MPA committees set one disability equality target in 2007 – 2008	2007 (completed)	All MPA committees now have equality target.	Laurence Gouldbourne & Doug Lewins
H	H	Generic Equality Scheme (GNES)	All EDU staff and the EDU have disability equality targets	December 2008	All EDU staff and the EDU have disability equality targets	Doug Lewins
H	H	Equality and Diversity Policy	To revise and update the Equality and Diversity Policy, including the Policy Statement, ensuring compliance with existing legislation	January 2007 (completed)	This was signed off at Full Authority of December 2007	Laurence Gouldbourne
H	M	Equality Standard for Local Government (ESfLG)	Consult MPA staff on the outcomes of the scrutiny, inviting them to contribute to the equality impact	Summer 2008	In December 2007, the MPA signed off levels 1 and 2 of the ESfLG	Jane Harwood

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			assessment process			
M	M	Equality Standard for Local Government (ESfLG)	Ensure the MPS devises appropriate, proportionate and relevant targets and objectives based on evidence emerging from this Scrutiny (which assists the MPA meet level 3 of the Standard)	Summer 2008	On going work	Jane Harwood
M	M	Equality Standard for Local Government (ESfLG)	Ensure the MPS uses monitoring and information systems to assist in reviewing, assessing and evaluating scrutiny targets and objectives (level 4)	Summer 2008	On going work	Jane Harwood
H	M	Equality Standard for Local Government (ESfLG)	Review and monitor the achieved outcomes from the MPS' engagement with Deaf and disabled groups, especially those from under-represented groups (levels 4 and 5)	Summer 2008	On going work	Jane Harwood
M	H	MPA Domestic Violence Board (DVB)	To ensure disability groups are appropriately represented at Board meetings. To ensure an input from Deaf and disabled groups	4 Nov 2008	Violence Against Women Research Group, who have conducted extensive research into the impact of disability on women's experiences of DV, have attended Board meetings	Michael Wadham

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			at each meeting		and provided input from a disability perspective upon DV. Additional organisations are being sought to further improve representation	
M	M	MPA Domestic Violence Board (DVB)	Encourage the MPS to communicate as widely as possible its definition of 'domestic violence' in relation to disability issues. Issue to be raised at bi-monthly meetings with the Commander of the Violent Crime Directorate and Borough Commanders who report to the Board	Ongoing to June 2010	The Domestic Violence Board holds regular update meetings with the Commander of the Violent Crime Directorate to discuss all issues relating to DV The Board also receives reports and presentations from six borough commanders each year, providing further opportunity to spread practice	Michael Wadham
M	M	MPA Domestic Violence Board (DVB)	To support and encourage the MPS to ensure that C3i Metcall call handlers are sufficiently trained to deal with domestic violence issues, including those relating to disability	4 March 2008 (completed)	Head of Central Communications Command Simon Foy reported to the Board on 4 March 2008 to outline how call handler training is meeting the needs of users with regards to domestic violence, including	Michael Wadham

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					disability.	
M	M	MPA Domestic Violence Board (DVB)	To ensure the MPS acknowledges, and is encouraged to cater for, the impact of disability when reviewing child protection and domestic violence	8 July 2008	The DVB explored domestic violence and child protection during its summer meeting (8 July 2008), where this issue was raised. It was also be discussed as part of the Child Protection OCU's update to EODB in June 2008	Michael Wadham
H	H	MPA Hate Crime Forum (HCF)	To consult with Deaf and disabled groups in establishing the future model of the MPA HCF, which will include arrangements for the ongoing inclusion of Deaf and disabled people in the scrutiny of the MPS response to hate crime	Summer 2008	Model will contain input from Deaf and disabled groups	Bennett Obong

Corporate Development & Strategic Oversight Directorate, Oversight & Review Unit

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Scrutiny framework (This is the process used to identify the areas of police activity we are going to scrutinise in more depth. It sets our programme for the year)	MPA review of scrutiny framework including public consultation element	2008 - 2009	On schedule Activity will not commence until after July 2008 when new MPA is appointed.	Siobhan Coldwell
H	H	Scrutiny process (This is the methodology we use for conducting individual scrutiny projects)	When involving and consulting key stakeholders and Londoners we will proactively engage with Deaf and disability organisations and individuals We will inform Londoners, and in particular Deaf and disability organisations, of our programme at the start of each year		Deaf & disabled groups and individuals have been specifically targeted as part of the MPA youth scrutiny and will be when the 'talent management and succession planning' review addresses police staff. The MPA scrutiny programme is published at the beginning of each year. However in the past we failed to target Deaf & disabled groups specifically. This will be rectified for next year's programme.	Siobhan Coldwell
H	H	Youth scrutiny The focus of the youth scrutiny will be the causes, effects and impacts of young people's	The MPS should sign up to and implement recommendations that pertain to MPS practice and policy	September 2007 - April 2008	A Reference Group has been set up to check work of MPA officers and Members and provides expert guidance and	Siobhan Coldwell

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		involvement in crime as victims, witnesses and perpetrators and how this influences their interactions and relationships with the MPS.	<p>Other organisations and governmental bodies should take into consideration the recommendations pertaining to their work to improve practice and policy in regards to youth victimization and youth offending</p> <p>To make sure reporting mechanisms meet the needs of young people, thereby resulting in all young people feeling more confident about reporting crimes to the police</p> <p>Make sure quality of contact between all young people and the police improves noticeably</p> <p>Making sure MPS use examples of good practice in regards to consultation practices, sourced during the youth scrutiny to inform their engagement strategies.</p>		<p>support in regards to the youth consultation strands of the youth scrutiny. In order to ensure that the Reference Group reflected London's diverse population, all 6 equality strands were considered when recruiting young people. Deaf & disabled youth groups were included in the list of organisations which were contacted, Unfortunately no organisations took up the offer to be involved in the core youth group, however, the group had two Deaf & disabled virtual members who did not attend meetings, but were contacted before and after each meeting for input and feedback.</p> <p>During the recruitment period, those groups who were unable to send representatives to take part in the youth reference group (including the Deaf & disabled groups) were informed that there were other methods of informing</p>	

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>the Youth Scrutiny, this included an opportunity for the MPA to hold ad hoc consultation sessions with their young people.</p> <p>A series of stakeholder interviews were carried out between Augusts & December 2007. Stakeholders were chosen based on the thematic priorities of the youth scrutiny. Questions put to stakeholders focused on the needs of all young people as victims, offenders and witnesses.</p> <p>Youth consultation sessions will be held in accordance with MPS 4-way clustering of London (north east, north west, south east and south west) at 4 youth facilities in early 2008. Each host youth group (in each of the four areas) in partnership with the MPA will be expected to invite a wide variety of young people and youth groups (including Deaf &</p>	

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>disabled young people) to take part in the sessions.</p> <p>An offline and online survey was available throughout January 2008 - February 2008, for those young people who were unable to or who did not wish to take part in the face to face youth consultation events. The online survey was placed on the MPA website and on a youth specific website. The off line survey was sent to youth groups across London.</p>	

Corporate Development & Strategic Oversight Directorate, Planning & Performance Unit

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Oversight of the performance of the MPS	<p>An EIA was conducted in 2006, results of which were used for the development of the disability action plan</p> <p>A more detailed action plan will need to be completed taking into consideration the comments received from the consultation</p> <p>The MPS Crime Recording Information System (CRIS) captures all crimes that are reported to the MPS, including those where the victim is Deaf & disabled. The current system does not have the facility to record whether a victim is Deaf & disabled, but the reliability of this data is not known. The MPA will ensure that this issue is investigated fully</p> <p>The MPA Planning, Performance and Review Committee (PPRC) have commissioned a paper following on from EODB's Monitoring for Equality</p>	Dec 2007	<p>Planning & Performance commissioned a paper investigating disability and the recording of crime. The paper looked at crime recorded between April and November 2006 compared to April and November 2005.</p> <p>The codes for recording disability became available in April 2005 and as is always experienced with new codes, compliance in recording was slow in starting. Thus in April to November 2005 victims with disability made up 1per cent of the victimised, compared with April to November 2006 where victims with a disability were 3per cent of the total.</p> <p>More recent information has been requested for the EODB committee in November. This showed that the number of Deaf & disabled victims has</p>	Jane Owen

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>paper. This will set out non-recording of data and how the data that is recorded is used. This will include equalities data as a section of the report</p> <p>As part of the MPA PCSO research project, a postal survey of Safer London Panel members was conducted. Alternative non-written methods of response were considered together with the telephone number of the researcher for respondents who wished to pursue these</p> <p>The Planning and Performance Unit has ensured that the issue of rape and domestic violence was prioritised at the MPS Crime, Control Strategy Meeting round which looks at performance in critical areas across all boroughs in London. This included the issue of multiple vulnerabilities of victims</p>		<p>remained fairly static at 21,300 for a 12-month period. Theft is the most common crime committed against both Deaf & disabled and non-Deaf & disabled victims.</p> <p>Planning & Performance has been involved in re-designing the questionnaire for the public consultation process to determine the policing priorities for 2009-10. To ensure that the process takes into account of concerns affecting different communities in London the Planning & Performance unit has ensured that the questionnaire includes a full diversity section, including sections for all 6 equality strands. This will not only enable the MPA and MPS to monitor who is completing the questionnaire but will enable analysis to be conducted on the results detailing specific areas of</p>	

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>concern for particular groups of people.</p> <p>The Planning & Performance team have also assisted in designing a questionnaire to be used in the youth crime scrutiny. The demographic section of the questionnaire will include details of disability as well as the other five equality strands. Although completion of this information is voluntary, it may give a better understanding of the issues affecting Deaf & disabled young people.</p>	
H	H	Oversight of the Policing Plan production process	<p>Update:</p> <p>The EIA will be reviewed on a yearly basis to ensure that all equality strand issues are still relevant.</p> <p>The MPA will ensure that when consultation is conducted for the 2007-08 Annual Policing Plan, Deaf & disabled Londoners are considered as part of this</p>	Annual review	<p>An EIA was conducted in 2006, results of which were utilised for the development of the disability action plan.</p> <p>Invitations to take part in the policing plan priorities consultation process were distributed to community groups and diversity groups as advised by colleagues from the</p>	Jane Owen

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>process. The MPA/MPS Annual Policing Plan is available in a number of different languages and formats. The MPA will continue to ensure that this document is available to everyone.</p>		<p>Equalities and Diversity Unit and Engagement and Partnerships Unit at the MPA.</p>	

Corporate Secretariat, Administration

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	M	Office accommodation and building facilities	<p>All DDA requirements have been met including DDA Audit, turning circles, manoeuvrability, signage, floor, wall and ceiling contrasts, unobstructed access/egress, colour differentiation and contrasts, vision panels and handles/knobs. Induction loop facilities have been installed in all public meeting rooms since 2002 and updated in 2006. Strobe alarms to assist in the fire evacuation procedure are also now installed in meeting rooms and on office floors. All these arrangements will be kept under review</p> <p>Arrangements will be made for all complaints about MPA premises or facilities to be recorded and responded to, and for the register to be reviewed half yearly by SMT</p> <p>The building landlord will be approached to consider</p>	2007 (completed)	<p>Record of annual review (DDA Audit has been reviewed by Equality & Diversity Team and a report issued)</p> <p>Complaints register and reports to SMT (No complaints received) Action on improvements</p> <p>Landlord is considering installing disable toilet on ground floor</p>	Terry Ampofo

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			improving the accessible toilet facilities in the basement, to meet all access standards			
H	M	General office support services	<p>Display Screen Equipment (DSE) Risk Assessment process to be extended so as to identify all special needs and adjustments required</p> <p>All staff and members to be advised of availability of specialised equipment</p>	<p>Initial assessment completed 2007</p> <p>Ongoing review</p>	<p>DSE Risk Assessment form revised and record of needs identified</p> <p>Notice on intranet</p>	Terry Ampofo
H	H	Business Continuity Plan (BCP)	The BCP will be updated regularly to deal with any specific issues known relating to employees with specific needs	Ongoing	<p>Updating of BCP</p> <p>(Conducted test on plan, improvements identified, recommendations being implemented)</p>	Terry Ampofo
M	M	Procurement	<p>Ensure that audio cassette, CD with subtitles, BSL, Braille, large print, easy read, electronic (PDF and MS Word) of MPA terms and conditions are available on request</p> <p>Ensure that materials are placed on MPA website to</p>	<p>From March 2007</p> <p>Ongoing review</p>	<p>Availability Website System in place for other printing formats to be made available upon request)</p> <p>Policy on website</p>	Terry Ampofo

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			encourage diverse suppliers to contact MPA and MPS			
M	M	Physical security	From time to time there may be conflicts between the MPAs requirements for physical security and ease of access. These will be resolved pragmatically but may be insurmountable. Records will be kept of such conflicts to inform judgements about reasonable adjustments	From March 2007 Ongoing review	Register of issues (Physical security reviewed in December 2007, annual report sent to SO16, with copies filed in MPA) Complete	Terry Ampofo
L	L	Catering	The Administration Team is responsible for the MPA kitchens. They have all been DDA audited but there is a difficulty with building levels on the first floor, which prevents wheelchair access to the kitchen. The situation will be kept under review in order to improve the facility if and when office reshaping allows	From January 2007	Yearly review and specific review when accommodation is re-planned (Reviewed by Equality & Diversity Team in November 2007) (Consideration for wheelchair access will be given when the need arise.)	Terry Ampofo
M	L	CAE Access audit of MPA building 10 Dean Farrar Street	Adequate car park provisions are required, especially for disabled	To be reviewed in December 2008	This action will be unachievable due to the building constraints of	Simon Vile & Terry Ampofo

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			visitors. Possibly by acquiring a car parking space in the basement and then having adequate access into the building from there.		having no adequate way up from the basement car park, and double yellow lines prevent parking in the street outside the building.	
L	L		Security controls (card swipe & pin) at present may be difficult for some people, especially if they have visual or manual dexterity difficulties. Therefore a proximity card system may be better.	To be reviewed in December 2008	This action would be unachievable due to the nature of the work by the MPA would dictate's that we can not change from card & pin to proximity as this would result in a lowering of the level of security of the building.	Simon Vile & Terry Ampofo
M	M		Levels of floors in the building alter on some floors, therefore it is recommended ramps and sloped handrails, with visually contrasting surfaces on the slope, should be fitted.	To be reviewed in December 2008	The altering of floors on some floors would be unachievable due to the challenges of making the alterations and the disruption it would cause. Although handrails and contrasting surfaces can be installed where required.	Simon Vile & Terry Ampofo
L	L		Many doors are too heavy to open; possibly automatic-opening mechanisms for doors could be fitted.	To be reviewed in December 2008	Security doors cannot be converted to automatic entry, as this will compromise our security.	Simon Vile & Terry Ampofo

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M		Movement on floors needs to be more accessible, by make sure there are no physical obstacles, i.e. too much or ill placed furniture, to Deaf and disabled.	April 2008	Physical obstacles and other items obstructing walkways are picked up during safety inspections every six months.	Simon Vile & Terry Ampofo
L	L		Meeting room one is the only fully wheelchair accessible meeting room, efforts should be made to make all meeting rooms wheelchair accessible.	To be reviewed in December 2008	Wheelchair access in MR2 proved difficult to construct during the refurbishment of DFS but will be considered again to check if access can be improved with new technology.	Simon Vile & Terry Ampofo
L	L		The building should be clearly marked outside saying who the occupiers are, and the reception should have a floor guide that contrast against the wall to make it easier to read.		This will compromise security at MPA and Nigeria Oil company. We will request the landlord to make changes to the backdrop on the signboard.	Simon Vile & Terry Ampofo
H	M		Work needs to be done on the disability accessible toilet in the basement, to improve size of the cubicles and rearranging layout of grab rails.		This work has already been requested but the landlord has refused to make changes. The Chief Executive will be meeting the landlord to make further request.	Simon Vile & Terry Ampofo

Corporate Secretariat, Committee Services

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Access to meetings	<p>A number of steps have already been taken to make public committee meetings as accessible as possible. These arrangements will be reviewed to identify any improvements in, for instance:</p> <ul style="list-style-type: none"> physical access to the meetings; the written reports and alternative formats; and any communication support required at meetings, such as Palantypist (speech-to-text reporter) or BSL signers. <p>In doing so, the advice of disability groups and organisations will be sought</p> <p>Committee Services is not the only MPA unit to arrange public meetings. Any findings will therefore be recommended to other units as best practice.</p>	Ongoing review	The MPA Disability Equality Audit has been carried out. Committee Services have an ongoing responsibility to ensure that any requests for assistance can be met promptly, for instance by having identified in advance sources of assistance, such as alternative formats for reports, signers etc. This remains one of the objectives for the unit in 2008/09	Nick Baker
M	M	Member recruitment	The MPA is responsible for the recruitment of its	2008 (when next round of member appointments is	The 2008 recruitment has now been completed. It	Simon Vile

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>independent and magistrate members. In doing so, it will continue to actively seek to provide a level playing field for Deaf & disabled people who might wish to apply, for instance in terms of: how and where it advertises the vacancies to promote the contribution that Deaf & disabled people could make in this role; any specific information or support that someone might need to apply; the interview process; and any other issues</p>	made)	<p>was overseen by an independent assessor who was satisfied that the process was conducted fairly and in accord with equalities and diversity principles.</p>	
M	M	Support for members	<p>On the appointment of new members, or when circumstances change for existing members, the MPA will continue to review the support it provides to any Deaf & disabled members, both directly or by means of the allowances and expenses provision There are resource implications. To date these</p>	2008 (when next round of member appointments is made)	<p>That new members are satisfied with the support they receive. This will be checked on a regular basis with individual members.</p>	Jenny Trevillion

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			have been managed within existing staff and financial resources.			
H	M	Complaints Procedure	<p>Carry out an EIA on the MPA Complaints Procedure to identify where improvements are required</p> <p>In reviewing the Complaints Procedure, advice will be sought from disability groups on the kinds of problems that Deaf & disabled people face in making complaints to organisations like the MPA</p> <p>As part of any improvements to the MPAs complaints procedure, to provide an explanation of the different roles of the MPAs, MPS's and IPCC's processes and to provide links to MPS and IPCC websites</p> <p>There are likely to be resource implications in developing the MPAs Complaints Procedure, but some of the issues about disability access apply to a</p>	2007 (Complete)	This was unachieved; it has been carried forward as an objective in 2007/08.	Jenny Trevillion

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			number of MPA corporate policies and not solely to the Complaints Procedure and this should therefore be a corporate initiative.			
M	M	Authority's Code of Conduct (Part D of Standing Orders)	The national Model Code is currently under review. When produced the MPA will review its code to ensure that DDA requirements are suitably addressed	2006 -2008	A new national Model Code has been produced which the MPA has adopted in full. Through ongoing guidance to members on the Code we will look to ensure that they are made aware of their DDA obligations.	Simon Vile
M	M	Protocol on member / officer relations	Review the protocol to ensure that any disability-specific issues are addressed	February 2009	Protocol reviewed and changed as necessary	Simon Vile
L	L	Terms of reference of the Metropolitan Police Authority, its committees and sub-committees (Part B of Standing Orders)	Ensure that disability issues are taken account of in each review of the terms of reference Ensure that committee annual work plans address any disability issues relevant to that committee	Annually	Each committee has been asked to include at least one equalities objective in its work plan.	Simon Vile
L	L	Authority's procedural Standing Orders (Part A of Standing Orders)	Ensure that reviews of Standing Orders take account of any disability	By October 2009	These were reviewed in June, and an EIA was carried out.	Simon Vile

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			issues in relation to the conduct of meetings			
L	L	Records Management policy	Any disability issues (particularly relating to staff) will be addressed at the next review stage	2009	Any necessary changes made following review	Simon Vile
L	L	Scheme of delegation of powers to the officer (Part C of Standing Orders) Complaints Procedure	Any disability issues will be addressed at the next review stage	2008	These were reviewed in June as part of Standing Orders and were included in the EIA	Simon Vile
M	M	Security policy	Security policy is required to be regularly reviewed. A review will be carried out in 2008 and disability issues will be considered. Monthly monitoring reports are to be submitted to SMT and those will provide a basis to consider if the policy requires adjustment	2008	Policy reviewed with any relevance to disability highlighted	Simon Vile
M	M	Health and Safety	Consideration by the internal MPA Health and Safety Committee in November 2006 and subsequent review of risk of all HASAW assessments and codes of practice having regard to	Safe systems of work will be reviewed in June 2008	Completed	Simon Vile

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			disability considerations			
M	M	Health and Safety plan	Accident reports will be monitored to consider any issues for Deaf & disabled people	On going by the Health and Safety Working Group	The Health & Safety Committee reviews accident reports every 3 months. There have been no incidents in 2007/8 as at January 2008	Simon Vile
M	M	Health and Safety policy	At the next review of the policy statement arrangements will be made to consult staff and customers in relation to issues for Deaf & disabled people	June 2008	Not completed as the MPS HASW Policy has been revised and the MPA policy will be reviewed by June 2008 to align it with the MPS policy.	Simon Vile

Corporate Secretariat, Human Resources

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	M	Two tick (√√) scheme	<p>The MPA supported by the HR function will seek recognition as a “two ticks” employer, i.e. an organisation that is positive about Deaf & disabled people</p> <p>By achieving recognition the MPA will be able to demonstrate to Deaf & disabled people that we welcome applications from them and are positive about their abilities. It will also show existing staff that we value their contribution and will treat them fairly should they become Deaf & disabled</p> <p>The HR function will make contact with the Disability Employment Adviser (DEA) at a local Jobcentre or Jobcentre Plus office. The DEA will work through the commitments and discuss how we might make them work within the MPA. They will work with us to enhance our HR policies and practices to</p>	<p>Deferred until new HR Unit in place December 2008</p>	<p>As an outcome of achieving this we will demonstrate our commitment to employing Deaf & disabled people. The recognition will also make a real difference to existing Deaf & disabled staff by cultivating a culture where difference is celebrated</p>	Mike Shurety

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			enable us to meet the five symbol commitments. The HR function will prepare a comprehensive change management plan to ensure that the MPA is able to deliver the commitments when we are ready to begin			
M	L	Set up an MPA Deaf & disabled Staff Fcus Group	The HR function will facilitate the establishment of a Focus Group aimed at staff with disabilities. The terms of reference will be agreed with the Focus Group but the main aim is to seek the views of MPA Deaf & disabled staff about existing HR policies, procedures and working practices and their continued fitness for purpose in promoting a positive working environment for staff with disabilities. The Focus Group and HR Function will work closely with an established working group i.e. the GLA Deaf & disabled Staff Network The Focus Group's views	Deferred until new HR Unit in place December 2008	The outcome of the Focus Group is to further demonstrate the MPAs commitment to cultivating a positive working environment for Deaf & disabled staff	Mike Shurety

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			will feed into the wider corporate planning process that reviews HR policies and procedures. HR will ensure that the views of the Focus Group are acknowledged and where appropriate implemented with the support of SMT			
M	M	Staff survey	It is expected that an element of the staff survey will explore issues of disability in the workplace as well as getting a better understanding of the numbers of Deaf & disabled staff and their feedback on how accessibility issues are currently managed or dealt with in the workplace	January 2007 (Completed)	The outcome of the staff survey will inform how the MPA shapes and implements future HR strategies, policies, procedures and working practices taking into account the needs of and feedback from Deaf & disabled staff	Mike Shurety
H	H	Review policies, procedures and working practices in the following areas: disability leave, reasonable adjustments and access to work	This piece of work will be captured under the work plan for the two tick scheme The HR function will work closely with the DEA to review our policies and procedures with the aim of providing recommendations for	November 2008	The outcome of a review is a fit for purpose suite of HR policies and procedures that demonstrate the MPAs commitment to staff with disabilities to improve efficiency, productivity and overall MPA success	Mike Shurety

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			change. This piece of work will be undertaken in close consultation with SMT, staff and Public and Commercial Services Union (PCS)			
H	H	Equal Pay Audit	In conjunction with PCS the HR function will undertake a wide-ranging equal pay audit of the pay system by the end of the 2006 / 2007 financial year. It will build on the work undertaken in 2004 and look at potential discrimination on the grounds of disability	May 2007 (Completed)	The outcome of the equal pay audit will identify any pay issues around staff with disabilities. This will provide a benchmark for improvement in the area of pay	Mike Shurety
H	M	Conduct follow-up staff survey	A follow-up staff survey will be commissioned 12 –18 months after the previous survey (see above) to measure impact & improvement across a range of internal issues, including disability.	Spring 2009	The outcome of this further staff survey will help shape MPA HR strategies, policies, procedures & working practices & take account of feedback from Deaf & disabled staff.	Mike Shurety
M	M	Implement Equal Pay Audit recommendations	In discussion with the PCS, agree and progress an Implementation Plan arising from the recommendations of the	December 2008	The Implementation Plan will focus on avoiding any potential grounds for discrimination on the basis of disability	Mike Shurety

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>Equal Pay Audit (see above). Although no specific recommendations were made in respect of disability issues to plan will focus on avoiding potential grounds for discrimination.</p>			

Corporate Secretariat, ISIT

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Draft Information Security Policy	Ensure the policy is equality impact assessed Consult technology users and involve Deaf & disabled people in the community	October 2008.	The IS/IT DES action plan will be completed as part of the Connect Programme * under the Governance & Compliance strand. Although our policy work on disability equalities is still in progress, it remains at the forefront of planning and design work being undertaken for the new corporate IT infrastructure. The revised timetable for implementation is October 2008.	Sudhen Swami (Head of IS/IT)
H	H	Blackberry Acceptable Usage Policy	Ensure the policy is equality impact assessed Consult Deaf & disabled staff to ensure they are aware of alternative options	Completed	Policy takes account of disability issues	Sudhen Swami
H	H	Reasonable adjustments	Utilise solutions such as: mobile computing solutions for visually impaired users; enable accessibility options on desktops/laptops;	On-going	Adjustments made following assessments	Sudhen Swami

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			speech recognition software; speech output software; video magnifiers; speech output software for websites and web based content; and modified keyboards and mice, Braille printers			
H	H	Access to Information Policy	Develop a policy on how MPA information assets are accessed, highlighting access methods for Deaf & disabled users Encourage awareness of disability issues throughout the information lifecycle management process from the start of each cycle	October 2008	Policy produced taking account of disability issues	Sudhen Swami
H	H	Access to Technology Policy	Develop a policy on how MPA technology assets are accessed, highlighting methods and facilities available to Deaf & disabled users Encourage awareness of disability issues throughout the technology lifecycle management process from the start of each cycle	October 2008	Policy produced taking account of disability issues	Sudhen Swami

Engagement & Partnerships Directorate

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	L	Community Engagement Groups including Community Safety Boards	The EPU will: collect and analyse further information on Deaf & disabled representation in groups; collect and analyse each group's disability policy; develop and publish Good Practice examples; review policies and practices to ensure that they adhere to MPA equality and diversity principles; and review and amend grant conditions to reflect the community engagement needs of Deaf & disabled people.	2007 – 2009	Newly formed groups and theses that have been reconstituted have as a matter of course looked at representation of Deaf & disabled groups. For example Greenwich has as part of its membership First steps trust who deal with mental health issues and Greenwich action on disabilities (GAD) All Boroughs have been asked to return a demographic profile of their executive members. This information has been collected. Of the 32 Boroughs 25 submitted returns, 13 have Deaf & disabled people represented on their Executive committees, 4 Borough did not disclose. The 13 Boroughs that had Deaf & disabled people on their Execs had 20 people who are deaf or Deaf & disabled. Deaf & disabled Policies will be included in the	Martin Davis

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>requirements for the funding application for 2008-9 and grant conditions</p> <p>Emerging good practise is shared but evidence of this is not currently collected. All Groups have adopted an equalities statement and make efforts to ensure that both their membership and activities are in line with good practice. Many of them enhance this by reaching out to communities who do not normally attend formal meetings. All applications should include details of the Executive's ethnicity, gender, age range and disability."</p>	
M	M	Support Members in their role as statutory partners on CDRPs	Draft a short report on the statutory responsibilities under the DDA 2005 with recommendations that members table the report at CDRPs and seek confirmation that the CDRP has in place proper arrangements to ensure compliance with the	<p>Dec 2006</p> <p>Jan 2007</p> <p>First quarter of 2007</p>	A paper on the DDA 2005 and the MPA Disability Equality Scheme (DES) was presented at the MPA EODB on 18 January 2006. The DES contained actions pertaining to all MPA units including the CDRP unit who are responsible for the	Martin Davis

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>requirements of the DDA 2005 Present report to Full Authority or EODB to be endorsed for presentation at all CDRPs Members of the Authority to take the report to CDRPs asking for impact assessments on strategies and plans to be carried out in accordance with the act. Asking CDRPs to ensure this process includes all areas of disability</p> <p>Members to ask CDRPs to ensure that the operational groups below CDRP level improve and support community representation from Deaf & disabled people</p>	First quarter of 2007	<p>administration of all borough CDRPs. The DES action plan was endorsed by EODB at this meeting. MPA: Committees: EODB reports - 18 Jan 07 (13)</p> <p>There are examples of Impact assessments that the MPA have available in Greenwich and Bromley. Greenwich. The MPA recognises that more work needs to be done.</p> <p>The EDU is looking at a performance framework where issues such as this are routinely captured and available for future updates.</p>	
M	M	Sharing good practice	Look for good practice examples that may impact Deaf & disabled people and ensure they are shared as widely as possible	On-going	Safer London Problem solving awards developed to share good practise across a wide range of themes. Videos of projects posted on Safer London Foundation web site. Submissions printed and	Martin Davis

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>circulated at annual conference.</p> <p>Emerging good practise examples posted on the MPA web site.</p> <p>Officers in EPU update each other on Borough activity during team meetings. They also disseminate good practise when working out in the Boroughs at CEG and CDRP meetings.</p> <p>To date there is little evidence of good practice specifically relating to Deaf & disabled people although the case study of the Blue badge project is now common across London.</p> <p>There are however numerous projects that are inclusive and embrace Deaf & Deaf & disabled people.</p> <p>TOR for CSBs all include that venue must be disabled assessable. As a result Hammersmith and Fulham held one of their meetings at HAFAD center to integrate the community safety board with the</p>	

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					disabled community.	
M	M	£50k partnership fund	<p>Expand the fund profile to ensure responses explicitly identify how it can impact on all equality strands including disability Instruct the MPS to include the impact on Deaf & disabled people into their report on the use of the fund</p> <p>Include a section in the fund criteria to encourage consideration to support youth diversion activities that are inclusive of all young people, including those who are Deaf & disabled and/or specific groups working with Deaf & disabled victims/offenders</p>	<p>2007 amend fund spend profile to include disability</p> <p>_Report on 2006/7 spending in 2008</p> <p>January 2007 amend criteria for use of the funding</p>	<p>This was considered in a report on the use of the funding commissioned in November at 6th December Co-ordination & Policing Committee (CoP) meeting.</p> <p>The current MPA funding guidance includes: Equality & Diversity Impact</p> <p>The MPA works towards eliminating unlawful discrimination and promoting equality of opportunity and good relations between all persons irrespective of their race, gender, disability, age, sexual orientation or religion. In considering uses of the MPA Partnership Fund, it is important to consider whether the planned activities will affect any groups or section of the community – negatively or positively – to a greater extent than the general population. If the effect is</p>	Martin Davis & Guy Beattie

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>negative, then you should be in a position to explain why this is the case, and should also consider proposals for how this could be mitigated. If the effect is positive, you should consider how, for instance, the activity would improve the appropriateness or accessibility of service provision to specific communities or groups. Your partnership support officer can provide further guidance.</p> <p><u>NB. When completing this section of the proforma, it will not be sufficient to simply say 'not applicable'.</u></p>	
M	M	Regional partnership fund	Amend the application process to include a section on how the application would impact on all equality strands including disability	January 2007 amend process	The application form for this funding now carries a similar declaration to that in the section above.	Martin Davis & Guy Beattie
		MPS use of less lethal weapons	A report was submitted to the MPA Co-ordination and Policing Committee on 9 June 2006 that detailed the	June 2007	Papers concerning TASER were sent to Co-ordination and Policing Committee on 27th pf September 2007,	SMT

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>use of TASER and included an appendix on discharges detailing age, gender and ethnicity. Monitoring will continue with a further report that will examine any impact on Deaf & disabled people</p>		<p>and a full update paper was presented at MPA Full Authority on the 22nd November 2007.</p> <p>In Sept 2007 the government agreed to pilot the use of TASER in non-lethal situations. The MPA established a member-led oversight group to ensure that impact on special population groups including the deaf and disabled are properly assessed. The pilot ends on 31st August 2008 and a report will be presented to the MPA in due course.</p>	

Engagement & Partnerships Directorate, Independent Custody Visitor Team

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Independent Custody Visiting (ICV) Scheme	Conduct a rolling programme of diversity training for all ICVs in addition to basic and refresher training	Autumn 2008 onwards	Programme to commence in 2008/09	Kerry McClelland
	M		Issue all ICVs with visual prompt cards, which can aid communication with detainees who are deaf, or for those whom English is an additional or second language	2007 and ongoing	Visual prompt cards have been issued to all ICV panels for use during custody visits	
	H		To capture and record information on disability for ICVs and ensure the rolling recruitment of the Scheme's membership is representative of Londoners, specifically targeting groups who are underrepresented, including deaf & disabled people	Summer 2008 and ongoing	Recruitment and marketing materials have been developed and regular recruitment campaigns have been run in the press. A wide range of community groups have been mailed information about the scheme, however groups representing people with disabilities have not been separately targeted.	
	M		Ensure all information is produced in appropriate formats upon request		Diversity monitoring form covering six strands of diversity has been sent to	

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>all ICVs. Return rate of 50% or above to be considered as measure of success</p> <p>We have developed a suite of policies for the scheme which have all been equality impact assessed.</p> <p>Recruitment guidance and an interview framework has also been developed, again these have been EIA'd.</p>	

Internal Audit

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Audit Systems	<p>Systems in the MPA and MPS relating to equalities and diversity, including disability, will remain included in the audit programme in order to measure compliance with policies and practices</p> <p>Audit reports will be supplied in formats/media to meet the needs of the recipient</p> <p>In the conduct of all audits we will continue to monitor for any adverse impacts on equalities and diversity groups, including Deaf & disabled people</p>	<p>No requests received for alternative formats but audit reports can be supplied in appropriate media.</p> <p>Completed for 2006/7 and 2007/08 arrangements continue for 2008/9.</p>	<p>Systems included in the audit programme</p> <p>Audit report produced on the findings, including recommendations</p> <p>Completed for 2006/7 and 2007/8 audit programmes.</p> <p>Availability of reports in alternative formats/media</p> <p>Disability issues to be brought to the attention of MPS senior managers</p>	Peter Tickner
H	M	Internal Audit Strategy	<p>In the conduct of all future recruitment and promotion exercises IA will continue to make adjustments to meet the needs of Deaf & disabled people.</p> <p>Consulting the Deaf & disabled candidate and appropriate advisers on the needs of the individual candidate</p>	<p>Immediate</p> <p>Reasonable adjustment will be made for the needs of individual candidates in all recruitment.</p>	<p>Two recruitment campaigns conducted in 2006/7 and on each occasion appropriate adjustments made to meet requirements of candidates.</p>	Peter Tickner

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Internal Audit Communications Strategy	The strategy will be subjected to consultation with interest groups and will be revised on the basis of feedback to ensure the needs of Deaf & disabled people are included	Implemented and being monitored to ensure needs are met.	The strategy has been the subject of an impact assessment. Meeting the needs of individual staff members and Deaf & disabled people is on going.	Peter Tickner
H	H	Internal Audit Training Strategy	The strategy will be subjected to consultation with interest groups to ensure that the needs of Deaf & disabled people are taken into account, particularly in the areas where training and development can assist candidates with disabilities Consulting with Deaf & disabled staff to confirm that their reasonable training and development needs are being met	Implemented. Meeting the reasonable training needs and development needs of IA Deaf & disabled staff is ongoing.	The strategy has been subject to impact assessed and the needs of IA staff with disabilities have been met.	Peter Tickner
M	M	Internal Audit Manual	The manual will be subjected to consultation with stakeholders	Implemented The manual has been circulated for consultation and whilst no requests have been made for alternative formats arrangements can be made to meet needs.	The manual has been impact assessed. The manual will be available in alternative formats/media to meet the needs of IA Deaf & disabled staff	Peter Tickner

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	MPA Anti-Fraud policy	This policy is due for review. Interested bodies and stakeholders will be consulted as the document is revised.	Implemented and approved by Full Authority in June 2007.	That the policy has been subject to consultation with stakeholders, including those representatives from disability groups. Approved by Full Authority June 2007.	Peter Tickner

Press & Communications

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Media and Communications Strategy	<p>We will revise and update the communications and other related strategies to bring all strands together under one document and incorporate the Authority's DES objectives. We will work with key stakeholders to improve the way in which we communicate with Deaf & disabled people, either directly or via their representative organisations, and specialist media.</p> <p>We will look to develop ways of disseminating information, for example through audio news releases for the blind, BSL or sub-titled video / DVD for the Deaf and hearing impaired, or through Braille publications.</p>	March 2007	<p>Greater understanding of the MPAs role among Deaf & disabled people and disability groups, and greater use of our information by specialist disability media.</p> <p>Greater use of alternative information systems and methods.</p> <p>Recognition by peers within the PR industry and among stakeholders that we are an exemplar organisation for communications with Deaf & disabled people and disability organisations and the media.</p> <p>The MPA follows, and exceeds, <i>the Guidelines for UK Government Websites, published</i> by the Office of the e-Envoy and signs up to a number of external assessors (see www.mpa.gov.uk/accessibility/default.htm).</p> <p>We have doubled the number of languages on our website from 8 – 16.</p>	Jacqui Jones

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					We also provided specialist translations of the MPAs counter-terrorism report. The report summary was provided in Easy Read and BSL.	
H	H	Major Incident Communications Strategy	We have made communication with Deaf & disabled people and their representative organisations around major incidents and events a priority. We recognise the importance of communicating with all communities living and working London. We will therefore explore ways to disseminate information in a variety of accessible formats. We will work with MPA EDU to raise standards of MPS or joint press conferences.	2007-2008	Effective and efficient dissemination of relevant information targeted at Deaf & disabled people and in a variety of easily accessible formats.	Jacqui Jones
M	M	Feedback	We will work with stakeholders, as well as with Deaf & disabled people and the organisations that represent them, to establish the views of Deaf	2007 2007-2009	Feedback from stakeholders and Deaf & disabled people used to create a variety of accessible formats of information about the work of the MPA.	Jacqui Jones

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>& disabled people on how they wish to receive information; and the tone and content of information they receive from the Authority.</p> <p>We will hold regular meetings with EDU to ensure we are meeting our corporate objectives.</p>		<p>Feedback regarding the new formats once produced.</p> <p>The way in which we communicate with the Deaf & disabled people enhanced so that we are seen as an exemplar in the field.</p>	
H	H	Online communication	<p>We will promote our website to Deaf & disabled people and work with them to ensure its accessibility is maintained and enhanced.</p> <p>We will continue to work with disability groups and representatives to set up relevant hyperlinks between our respective websites, and look to establish joint initiatives and share best practice.</p>	2007-2009	<p>Greater use of our website by Deaf & disabled people, organisations and media, recognised by monitoring internet traffic to certain accessibility functions on the MPA website.</p> <p>Positive feedback of our efforts to enhance accessibility.</p>	Angela Carbery-Roach

Professional Standards

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Professional Standards (oversight of MPS professional standards matters i.e. public complaints handling and investigations of complaints and conduct matters against junior officers)	MPA to speak to members of the MPS Disability Independent Advisory Group (DIAG) and wider Deaf & disabled communities to better understand, for example, the frequency and nature of complaints about the MPS's response to hate crimes committed against Deaf & disabled people. The MPA will also seek further information from DIAG about the context in which those crimes occur	Dec 2007 Dec 2007		Claire Lister
			The MPA will review the MPS handling and monitoring of complaints about the MPS' response to hate crimes committed against Deaf & disabled people	Summer 2008		Claire Lister
			The MPA will review whether the MPS is acting in accordance with provisions in the Police Reform Act (PRA) 2002 and Statutory Guidance	Summer 2008		Claire Lister

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			relevant to third party reporting of complaints against the police			
			By reviewing the way in which the MPS responds to complaints made by or on behalf of Deaf & disabled people, the MPA will identify whether there is a lack of understanding of current legislation and will make recommendations to ensure that any training issues and knowledge gaps are addressed. The MPA will also ensure that any training issues are addressed in respect of its own staff	Summer 2008		Claire Lister
			The MPA will, where necessary, make recommendations and support initiatives to amend legislation, policy and guidance	Summer 2008		Claire Lister
		Professional Standards (regulatory function i.e. (i) statutory responsibility for public complaints and	In addition to actions set out above the PSU will ensure that disability issues are addressed in	2007 - 2008		Claire Lister

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		conduct matters involving ACPO officers; (ii) responsibility for police pensions forfeiture, (iii) administration of Police Appeals Tribunals)	the reports that it prepares for MPA committees i.e. the PSCC and Professional Standards Cases Sub-Committee			

Treasury

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	New Contract Regulations (Part F of Standing Orders)	Conduct a review of Contract Regulations in consultation with the EDU and other interested parties, to ensure that structures are put in place to prevent barriers to equality of opportunity in accessing procurement opportunities. Also ensure that all reviews consider disability issues.	March 2007 and annually	To be reviewed annually. The most recent revision was approved by Full Authority in July 2008.	Annabel Adams
L	M	Treasury Management Strategy	Undertake a review to identify if and how the current structure causes barriers to equality of opportunity On completion of the review draw up an action plan to address any issues highlighted in the review Ensure future reviews of Treasury Management Strategy consider disability issues	Sept 2007	An ethical investment policy has been incorporated into the 2008-09 Treasury Management Strategy, approved by Finance Committee in February 2008.	Ken Hunt
L	M	Financial Guidance Policy	Conduct review of Financial Guidance in consultation with the EDU and other interested	Sept 2007 and annually (following review of Contract and Financial Regulations)	Publication of revised financial guidance. Revised financial guidance was considered and	Ken Hunt

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			parties. Ensure all future reviews consider disability issues		agreed by SMT in September 2007. The guidance clearly identifies the responsibilities of various people/groups of people within the organisation in respect of budget management. Particular issue for businesses owned/managed by people with disabilities is our commitment to timely payment of invoices. The guidance will be reviewed annually following review of Contract and Financial Regulations Publication of future policies that properly consider disability issues.	
L	M	Financial Regulations (Part E of standing orders)	Conduct review of Financial Regulations in consultation with the EDU and other interested parties Ensure all future reviews consider disability issues	March 2007 and annually	To be reviewed annually – the most recent revision was approved by Full Authority in July 2008	Ken Hunt
H	H	Finance Committee	<ul style="list-style-type: none"> ▪ To monitor progress 	March 2009	This is a new objective	Annabel Adams

R	P	Work Area / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Equality Objective To monitor progress in implementing the Responsible Procurement Policy especially: - <ul style="list-style-type: none"> ▪ Embedding the policy throughout the MPS ▪ Increasing the number of diverse suppliers we procure goods and services from Implementation of the London Living Wage	against the Finance Committee objective: Of particular relevance to the DES will be opening opportunities to small and medium enterprises (SMEs) that are owned by, or employ, people from the Deaf & disabled community.		agreed by Finance Committee in December 2007, with commitment restated at committee in June 2008. It will be monitored by the Committee and the member-led Procurement Oversight Group	
H	H	Oversee the budget and financial planning process	Ensure that all prospective areas of saving are subject to an equality impact assessment (EIA) to ensure that any cuts in service do not adversely impact on the deaf and disabled community.	Annually	Robust scrutiny of growth and savings proposals, all of which are supported by an EIA.	Ken Hunt (MPA Treasurer)

Gender

Following the models established for race equality and disability equality in public bodies, the single Equality Act 2006 introduced the Gender Equality Duty (GED). The Equality Act 2006 amends the Sex Discrimination Act 1975 to place a statutory duty on public authorities (such as the MPA) when carrying out their functions to have due regard to the need:

- to eliminate unlawful discrimination and harassment on the grounds of sex; and
- to promote equality of opportunity between men and women

This is the general duty and applies to all our functions. It requires us to take a proactive approach to gender equality and focus on outcomes and delivery. The duty also applies in relation to employment and vocational training to those who intend to undergo, are undergoing or have undergone gender reassignment.

The Gender duty specifically requires us to have 'due regard' to the issue of gender within the Authority. This includes the two concepts of proportionality and relevance which both relate to the weight that we should give to a function.

The duty requires organisations to take action on the most important gender equality issues within their functions. The promotion of equal opportunities between women and men requires public authorities to recognise that the two groups are not starting from an equal footing and identical treatment will not always be appropriate. Under the duty authorities also have an obligation to eliminate discrimination and harassment towards current and potential transsexual staff. This duty was extended to transsexual service users in December 2007.

The specific duties are not an objective in themselves but a means of meeting the general duty. The specific duties require each organisation to:

- prepare and publish a gender equality scheme, showing how it will meet its general and specific duties and setting out its gender equality objectives.
- in formulating its overall objectives, consider the need to include objectives to address the causes of any gender pay gap.
- gather and use information on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services.
- to consult stakeholders (i.e. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives.
- to assess the impact of its current and proposed policies and practices on gender equality.
- to implement the actions set out in its scheme within three years, unless it is unreasonable or impractical to do so.

- to report against the scheme every year and review the scheme at least every three years.

Through MPA consultation and involvement exercises, we have looked at gender equality issues for men and women within the MPA and service users. We have, from the intelligence gathered, gained a better understanding of why inequalities exist and how to overcome them. As with all the other equality strands, we understand that compound discrimination also exists and by looking at gender, in conjunction with the other equality strands, we can create an effective service provision for all, so that everyone can access services that meet their needs. It is for this reason that the current MPA Gender Equality Scheme will be subsumed into the MPA GNES and the MPA will of course ensure the gender equality strand of the GNES is fully compliant with the requirements of the Gender Equality Duty.

MPA Generic Equality Scheme Gender Action Plan

Chief Executives Office

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Business Management Delivery and Implementation of the MPA Improvement Plan	The MPA Improvement Programme, and in particular the Leadership and Development Programme will reflect the centrality of equalities and diversity in the MPA culture and business delivery. Equalities issues, including gender equality, will be reflected in the design and monitoring of ongoing work, building on completed EIAs.	Ongoing in 2008		Catherine Crawford & SMT
H	H	Business Planning and Performance Management	An essential element of the Improvement Programme is the revitalisation of the MPA business planning and performance management processes. These must be designed to ensure a focus on equalities at all levels of the process and of the organisation.	Ongoing in 2008		Catherine Crawford & SMT

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Compliance	The Chief Executive and her senior management colleagues will strive to ensure that the MPAs legal obligations and the spirit of this Action Plan permeate and are reflected in the way the MPA does its business.	Ongoing in 2008		Catherine Crawford

Corporate Development & Strategic Oversight Directorate, Equality and Diversity Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	MPA Domestic Violence Board (DVB)	The Board will scrutinise and monitor the activities of central MPS directorates and Borough Occupational Command Units (BOCUs) in relation to domestic violence	Ongoing to June 2010 A review of the Board's work during 2007-08 is scheduled to take place in the Autumn of 2008	The Board has met six times and has examined the response to DV from 10 boroughs The Board has also scrutinised two policy areas of the Violent Crime Directorate (VCD) ' DV specific training within the MPS' and 'Potential conflict of policies around DV, rape, sexual offences and child abuse' For further information MPA Domestic Violence Board Annual Report 2006-07	Michael Wadham
H	H	MPA Domestic Violence Board (DVB)	The Board will make recommendations for improvement that will lead to increased performance in sanction detection rates, victim and witness care and community engagement by BOCUs	2007 (completed).	Recommendations made see MPA Domestic Violence Board Annual Report 2006-07	Michael Wadham
H	H	MPA Domestic Violence Board (DVB)	The Board will make recommendations to	2007 (completed).	Recommendations made see 2006-07 annual report	Michael Wadham

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			Government on improving women's and children's safety in relation to domestic violence		(MPA Domestic Violence Board Annual Report 2006-07)	
H	H	MPA Domestic Violence Board (DVB)	The Board will scrutinise and monitor MPS involvement in Project Umbra – a project commissioned by the London Criminal Justice Board designed to improve London's response to domestic violence	8 July 2008 Review ongoing	<p>The Domestic Violence Board holds regular update meetings with the Commander of the Violent Crime Directorate at which the progress of project Umbra is discussed</p> <p>The Board also receives reports and presentations from six borough commanders each year, which include how they interact with project Umbra</p> <p>For further information see MPA Domestic Violence Board Annual Report 2006-07</p> <p>The board heard a full update of project Umbra, at its summer (8 July) meeting in 2008</p>	Michael Wadham

Corporate Development & Strategic Oversight Directorate, Oversight & Review Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Scrutiny framework	MPA review of scrutiny framework including gender specific consultation public consultation aimed at ensuring that our framework places appropriate emphasis on gender. The framework will be amended to reflect any review findings as appropriate.	To be complete by end March 2009	Scrutiny programme that has been arrived at as a result of the application of the MPA scrutiny framework and that positively considers the gender implications of service delivery.	Siobhan Coldwell
H	H	Scrutiny process	Bespoke impact assessment at the start of each scrutiny to identify positive/negative gender issues that will require investigation during scrutiny. Engagement with relevant user / staff groups throughout the process to ensure that issues are being addressed. Impact assessment of recommendations where appropriate.	On-going	Written impact assessment and revised recommendations should the impact assessment indicate any weaknesses.	Siobhan Coldwell

Corporate Development & Strategic Oversight Directorate, Planning & Performance Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Oversight of the Performance of the MPS	The MPS Crime Reporting Information System (CRIS) captures all crimes that are reported to the MPS, including the gender of the victim and person accused. The gender field has a high compliance rate, but the MPA will ensure that the issue of non-recording of all equality fields is continually monitored within committees.		<p>PPU to provide updates on non-compliance/recording to Equal Opportunities and Diversity Board on a 6-monthly basis. Bi-monthly meetings between PPU and Strategy Modernisation and Performance Directorate.</p> <p>PPU to request a response to the research findings in their commissioning brief for the Equal Opportunities and Diversity Board in May 2007.</p> <p>The Planning, Performance & Review Committee (PPRC) monitors all areas of performance, with specific reference to gender specific crimes such as domestic violence, crimes against LGBT individuals, child protection, sexual offences and Trident. PPU are involved in all stages of setting targets for the MPA/MPS and continuing</p>	Jane Owen

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>to ensure that they strive to achieve equality of outcomes for male, female and transgender individuals. The target setting process for 2008/09 will commence towards the end of 2007. It is difficult to set specific actions as forthcoming targets will be based around a number of future consultation sessions. However, the PPU foresee domestic violence remaining a high level indicator and will meet with key individuals within the MPS Performance Directorate on a bi-monthly basis to monitor the performance of this and other related indicators.</p> <p>PPU has ensured that the issue of rape and domestic violence was prioritised at the MPS CCSM round which looked at performance and shared good practice in critical areas across all boroughs in London. This included</p>	

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					<p>the issue of multiple vulnerabilities of victims.</p> <p>Research conducted by PPU highlighted some gender differences in reasons for applying for the PCSO and police officer role. The research found that the residential nature of the 18-week police officer training course was prohibitive for persons with domestic or other care responsibilities. Police officer training is now becoming more community based and less residential; however the research highlighted a lack of awareness around this issue. ACPO officers have been alerted to the findings of this study and will be asked to respond through a forthcoming EODB.</p>	
H	H	Oversight of the Policing Plan Production Process	The MPA will ensure, when consultation is conducted for the 2007-08 Policing London Plan, that all gender and transgender individuals are considered as part of this process.	Gap analysis exercise to be completed by end of June 2007.	<p>The gap analysis exercise was completed by June 2007.</p> <p>It was decided that the MPA would manage and conduct the public</p>	Jane Owen

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>PPU will conduct a gap analysis of current groups consulted and advise the MPS where appropriate if any disproportionality in consultation is identified.</p> <p>The MPA/MPS Policing Plan is available in a number of different languages and formats. The MPA will continue to ensure that this document is available to everyone. The MPA/MPS Policing Plan is available in electronic form on the MPA website, or a hard copy is available on request.</p>		<p>consultation process for the policing plan. Planning & Performance has been involved in re-designing the questionnaire for the public consultation process to determine the policing priorities for 2009-10. To ensure that the process takes into account concerns affecting different communities in London, the Planning & Performance unit has ensured that the questionnaire includes a full diversity section, including sections for all 6 equality strands. This will not only enable the MPA and MPS to monitor who is completing the questionnaire but will enable analysis to be conducted on the results detailing specific areas of concern for particular groups of people.</p> <p>Invitations to take part in the policing plan priorities consultation process were</p>	

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					distributed to community groups and diversity groups as advised by colleagues from the Equalities and Diversity Unit and Engagement and Partnerships Unit at the MPA.	

Corporate Secretariat

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Member recruitment	<p>The MPA is responsible for the recruitment of its independent and magistrate members. In doing so, it will continue to ensure that, as far as possible, the overall makeup of the membership is representative in terms of gender balance.</p> <p>Specific actions: review whether there are any aspects of the recruitment process that need to be addressed so that women are not discouraged from applying. monitor the gender balance of potential and actual applicants through the recruitment process to identify any issues that can be addressed.</p>	2008 (next recruitment round)	The 2008 recruitment has now been completed. It was overseen by an independent assessor who was satisfied that the process was conducted fairly and in accord with equalities and diversity principles.	Simon Vile
		Support for Members	On the appointment of new members, or when circumstances change for existing members, the MPA will continue to review the support it	2008	That members are satisfied with the support they receive. This will be checked on a regular basis with individual members.	Simon Vile

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>provides to those members. In doing so it will take into account any gender issues. For instance specific training needs might be identified either for the membership as a whole or for individual members.</p> <p>The support offered to members is tailored to individual requirements and will be discussed with members on their appointment.</p>			
		Complaints Procedure	Carry out an EIA on the MPAs Complaints Procedure. This will include addressing any gender issues.	2008	When necessary changes are made to the complaints procedure	Head of Secretariat
		Protocol on member / officer relations	Review the MPAs protocol to determine whether there are any gender specific issues. Address identified issues.	February 2008	Protocol reviewed and changed as necessary	Head of Secretariat
L	L	Security Policy Maintenance of Effective Security policy and practice in the MPA.	The Security Policy is required to be regularly reviewed. A full review will be carried out in 2007 and any gender factors will be	Review by December 2008	Policy received with any relevance to gender issues highlighted	Simon Vile

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			considered.			
L	L	Maintenance of effective Business Continuity Planning	Business Continuity Planning will be developed during 2007 and will take account of gender factors.	Ongoing	Any gender issues identified as part of ongoing review process	Simon Vile
M	M	Health and Safety Health and Safety plan Health and Safety policy Compliance with MPA legal duties under HASWA	Ongoing review of MPA policy and practice by the MPA HASAW Committee will assist in identifying any issues or risks with particular gender factors and they will be addressed in subsequent review of risk assessments and codes of practice. Accident reports will be monitored to consider any gender issues. At the next review of the policy statement, arrangements will be made to consult staff and other relevant stakeholders in relation to issues for gender.	Ongoing	Any changes made to take account of gender issues	Terry Ampofo

Corporate Secretariat, Human Resources

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	HR Policies, Practices and Procedures	<p>Carry out a review of the MPAs HR policies, procedures, processes and practices to ensure continued fitness for purpose and mirror “best practice” wherever possible. This will include the areas of, and consideration of:</p> <p>ensuring fair recruitment processes; avoiding concentration of women and men into particular areas of work and addressing it where it already exists ('occupational segregation'); promoting and managing flexible working; ensuring high-level part-time work and supporting part-time workers; managing leave for parents and carers; managing pregnancy and return from maternity leave; eliminating harassment</p>	November 2008	A fit for purpose suite of HR policies that take account of all the factors noted in the action column	Mike Shurety

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>including sexual harassment; eliminating discrimination against, and harassment of, transsexual staff and potential staff; grievance and disciplinary procedures; redundancy; retirement; and work-based training opportunities.</p> <p>2. Produce a detailed action plan (to be included in this action plan) for actions following review.</p>			
H	H	Equal Pay Audit	<p>Carry out an Equal Pay Audit by the end of April 2007, including an audit of individual salaries, identifying any pay issues that exist between the MPAs equality strands. This will compare the pay of men and women doing equal work (or work of equal value), investigating the causes of any gender gaps and closing any gaps that cannot be satisfactorily explained on</p>	Completed May 2007	The outcome of the audit will identify any pay issues for staff based on gender	Mike Shurety

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			grounds other than sex.			
		Focused recruitment of female police officers, PCSOs and police staff in the MPS	The MPS, with MPA support, will develop positive action initiatives and targeted recruitment campaigns, specifically for police officers and police staff. The proposals for 2007-08 will be submitted to the MPAs Co-ordination and Policing Committee (CoP) for endorsement in June 2007. There will be greater emphasis on achieving a representative workforce through, for example, highlighting work-life balance initiatives and opportunities for specialisation. There will be annual 'targets' for females and BME police officers and police staff in order to set challenging yet achievable goals.	31 March 2008		Alan Johnson
		Career progression and development of female police officers and police staff in MPS	The MPS, with MPA support, will encourage new initiatives to promote and develop female police officers and police staff.		31 March 2008	Alan Johnson

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>There will be greater emphasis on achieving a representative workforce through, for example, highlighting work-life balance initiatives and opportunities for specialisation. The MPS will report these proposals to the MPA in the Spring of 2007.</p> <p>The Authority is also considering conducting a formal member-led scrutiny on “talent identification and management” in order to address the under-representation of women and BME police officers and police staff at senior levels.</p> <p>This will probably include positive action initiatives, ensuring such staff receives appropriate learning and development opportunities, careers advice and other opportunities for development. There will be challenging annual targets</p>			

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			for representation and progression.			

Corporate Secretariat, IS/IT

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	IT Policies	Review all IT policies to ensure gender specific Information Technology implications are addressed.	October 2008	Gender issues taken into account in relation to email and internet usage policies	Sudhen Swami
M	M	Induction process	Review induction process for all new technology users. A health & safety assessment will be carried out which will highlight requirements for pregnant women, home working arrangements, and communication with staff who are off work.	Ongoing	Induction process to include assessment of specific issues detailed in action column	Sudhen Swami
M	M	Sourcing appropriate alternative solutions	Where pre-existing arrangements, or those that are part of planned projects, are deemed inappropriate, alternative solutions will be sought for male, female and transgender technology users.	Ongoing	Alternative solutions provided as required	Sudhen Swami
M	M	Technology Guide for Managers	IT related gender equalities issues will be addressed more effectively through guidance to be	October 2008	Guide produced	Sudhen Swami

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			issued to all managers; for example, an action plan for tackling IT implications and arrangements for pregnant women.			

Engagement & Partnerships Directorate

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Counter Terrorism – the London Debate Report recommendations	<p>When planning the Counter Terrorism Community Engagement series of events, CEU ensured that two of the public hearings were gender specific – a women only public hearing and an Asian men only hearing were held.</p> <p>There were two main reasons for this decision. Firstly, the public hearings were designed to hear from those London communities who had been disproportionately impacted on by the policing response after July 7th 2005 and secondly, because these particular communities are often overlooked when consultation is carried out by key stakeholders.</p> <p>We will:</p> <p>Ensure that the implementation of the</p>	March 07 – March 08 (complete)	Action plan has been agreed with the MPS and regular reports providing updates on implementation have been provided to the MPA.	Andrew Hull

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>report recommendations address and incorporate gender concerns.</p> <p>Ensure that the report is widely disseminated across London, taking into consideration that the recipient list addresses gender parity.</p> <p>Ensure that the findings are publicised widely, taking into consideration the different types of media used, ensuring that community media, which often caters for particular demographic communities, is utilised.</p>			
		Community Engagement Strategy and work plan	<p>In addition to the actions identified throughout this document, the annual community engagement work plan needs to be taken into account.</p> <p>It should be noted that an integral strand of the Community Engagement Strategy is its equality dimension and the</p>	Ongoing		Martin Davis

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>requirement that it includes all sectors of the public. In particular it places emphasis on engaging disproportionately with those sectors of the population who have particular policing needs and are disproportionately impacted by crime and disorder.</p> <p>A useful example of how the Community Engagement Strategy is being implemented is the MPA role on the Safer Neighbourhoods 4 People, children/young peoples, photography project. This project has been designed as a tool which can be adopted/adapted by Safer Neighbourhoods when working and engaging with children/young people.</p>			
		Community Engagement Groups including Community Safety Boards	A more rigorous equality dimension has been introduced into the assessment criteria for providing MPA funding to borough based community			Martin Davis

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>engagement groups. Documented evidence of the membership representation on both the Membership and Executive of Groups is required and monitored.</p> <p>In addition to the above, the MPA are:</p> <p>Collecting and analysing further information on representation in groups including gender; Identifying and publishing good/promising practice examples of work with particular equality strands; and Reviewing policies and practices to ensure that they adhere to MPA equality and diversity principals.</p>			
		Capacity Building/Training Programme	<p>Ensure that gender concerns are addressed during the development and delivery of the programme.</p> <p>Ensure that the</p>	January 2007 – January 2008		Martin Davis

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>Community Advisory Group, to be convened by the MPA to inform the Capacity Building/Training Programme, has gender parity.</p> <p>Ensure that appropriate consideration is given when locating venues and setting meeting/training times in order to ensure that there is no gender bias.</p>			
		Support Members in their role as statutory partners on CDRPs	<p>Members of the Authority to ask CDRPs for impact assessments on strategies and plans to be carried out.</p> <p>Members to ask CDRPs to ensure that the operational groups below CDRP level improve /support gender specific representation.</p>	<p>Second quarter of 2007</p> <p>Third quarter of 2007</p>		Martin Davis
		Borough partnership fund	Amend the guidance to include a section on how the application would impact on all equality strands including gender.	Second quarter of 2007		Martin Davis

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Sharing Good Practice	Look for good practice examples that impact on gender and ensure they are shared as widely as possible.	Annual Review		Martin Davis

Engagement & Partnerships Directorate, Independent Custody Visitor Team

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
L	H	Independent Custody Visitors (ICV) Scheme	Conduct a rolling programme of diversity training for all ICVs, in addition to basic and refresher training.	Autumn 2008 and ongoing	Programme to commence in 2008/09	Kerry McClelland
	H		To capture and record information on gender of ICVs		A diversity monitoring form covering six strands of diversity has been sent to all ICVs. Return rate of 50% or above to be considered as measure of success	
	M		Ensure that the rolling recruitment programme takes account of any imbalances in scheme membership and is representative of Londoners		Recruitment and marketing materials have been developed and regular recruitment campaigns have been run in the press. A wide range of community groups have been mailed information about the scheme including groups which particularly support women.	
	M		Ensure that ICV policy and procedures take account of gender issues where relevant.		We have developed a suite of policies for the scheme which have all been equality impact assessed. Recruitment guidance and an interview framework	

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					has also been developed, again these have been EIA'd.	

Internal Audit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Systems Audits	Systems in the MPA and MPS relating to equalities and diversity, including gender and transgender issues, will remain included in the audit programme in order to measure and test compliance with policies and practices.	No requests received for alternative formats but audit reports can be supplied in appropriate media. Completed for 2006/7 and 2007/08 arrangements continue for 2008/9.	Systems included in the audit programme Audit report produced on the findings, including recommendations Completed for 2006/7 and 2007/8 audit programmes. Availability of reports in alternative formats/media Disability issues to be brought to the attention of MPS senior managers	Peter Tickner
H	M	Internal Audit (IA) Strategy	To address the under representation of women and transgender people in Internal Audit; in the conduct of all future recruitment and promotion exercises consideration will given to extending the range of media used to advertise jobs to include those likely to be read by women and transgender people.	Immediate	The wording of job advertisements has been reviewed and the level of applications from under represented groups is monitored. In the current exercises there is an encouraging increase in the level of applications from women.	Peter Tickner
H	M	IA Training Strategy	The revision of the IA training strategy, currently underway, will be subjected to an EIA.	Implemented. Meeting the reasonable training needs and development needs of all	The strategy has been subject to impact assessed and the training needs of all IA staff have been met.	Peter Tickner

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			Evidence will be gathered from the EIA and the performance management system to verify that the reasonable training needs of individuals are being met.	IA staff is ongoing		
H	H	Anti-Fraud Policy	Stakeholders, including women and transgender people, will be consulted as the policy is developed and the policy will be subjected to an EIA. Feedback will be assessed and changes incorporated into the policy or reasons given for them not being included.	Approved by Full Authority June 2007 Work continuing to develop policy until September 2008.	Approved by Full Authority June 2007.	Peter Tickner
H	M	Work Place	Feedback will be invited from staff in Internal Audit on the working environment, particularly concerning parity in the allocation of work, health and safety issues and differential (adverse or positive) reactions by auditees, in order to check that it does not discourage	This work was planned to take place by April 2008 but has been delayed until Autumn 2008.	Workshop planned and interested groups consulted.	Peter Tickner

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>applicants from women and transgender people.</p> <p>Any issues identified will be tackled.</p>			

Press & Communications

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	The Communications Unit is responsible for overseeing the MPAs internal and external communications strategies, media liaison, public relations, online communications and corporate image.	We will: Carry out detailed liaison with key stakeholders to formulate and spread best practice; Establish protocols for communicating with gender groups and media; Formulate media strategies for disseminating gender specific information; Consult colleagues on how to tailor our messages around the policing priorities so they meet our GNES requirements; and Carry out EIAs as necessary to quality check our communications procedures, practices and protocols.	3 years overall, but most of the important set up work will be started and completed within the first 6 – 9 months, with regular checks and updates to follow over the remaining period. New ways of communicating and collecting feedback will be explored in year 2, with evaluation taking place in year 3.	Greater understanding of the MPAs role among gender representation groups. Greater representation of MPA messages in gender representative media. Better engagement with gender representation groups via MPA website. EIAs carried out by Press & Communications as required.	Jacqueline Jones

Professional Standards

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Data Monitoring	PSCC will ensure that any identified trends and gender imbalances in complaints data will result in the delivery of recommendations aimed at challenging discriminatory practices and gender imbalances.	Ongoing 2007-2010		Claire Lister
		Policy Development	PSU is committed to promoting gender equality. To ensure that the needs of women and men are equally taken into account in the services it provides, PSU will ensure that equality impact assessments are carried out in respect of all new policies and services as and when these are developed.	Ongoing 2007-2010		Claire Lister
		Review	Following an annual review of the Gender Equality Scheme in April 2008, PSU will commit to updating its action plan accordingly. Stakeholders will be consulted as the scheme is developed.	April 2008		Claire Lister

Treasury

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	Contract Regulations (Part F of Standing Orders) and Procurement Policy	<p>Review Contract Regulations and Procurement Policy, in consultation with the EDU and other interested parties, to ensure that good practice around accessible procurement is included.</p> <p>Ensure that management information on suppliers is provided to the GLA group on a quarterly basis – monitoring the effectiveness of the policy in removing barriers.</p> <p>Ensure all future reviews consider gender issues.</p>	<p>Annually from March 2007</p> <p>Quarterly</p> <p>Annually</p>	<p>To be reviewed annually – the most recent revision was approved by Full Authority in July 2008.</p> <p>Evidence of removal of barriers will be picked up through quarterly monitoring of spend with diverse suppliers, once a thorough understanding of the spend baseline has been established.</p>	Annabel Adams
L	M	Financial Regulations (Part E of Standing Orders)	<p>Conduct review of Financial Regulations in consultation with the RDU and other interested parties. The review to include consideration of gender issues and potential inequalities within the regulations.</p>	Annually from March 2007	To be reviewed annually – the most recent revision was approved by Full Authority in July 2008.	Annabel Adams

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			Ensure all future reviews consider gender issues.			
H	H	Oversee the budget and financial planning process	Ensure that all prospective areas of saving are subject to an EIA to ensure that any cuts in service do not adversely impact on one gender group.	Annually	Robust scrutiny of growth and savings proposals, all of which are supported by an EIA, which indicate no adverse impact.	Ken Hunt
H	H	<p>Finance Committee Equality Objective:</p> <p>To monitor progress in implementing the Responsible Procurement Policy, especially:</p> <ul style="list-style-type: none"> • Embedding the policy throughout the MPS, • Increasing the number of diverse suppliers we procure goods & services from, <p>Implementation of the London Living Wage.</p>	<p>To monitor progress against the Finance Committee objective. Of particular relevance to the GNES will be opening opportunities to small and medium enterprises (SMEs) that are owned by women.</p> <p>Baseline data on procurement has been commissioned by the GLA Central Responsible Procurement Team for all GLA functional bodies, to enable better understanding of the current supplier base and allow meaningful targets for SME/diverse spend to be set.</p> <p>Ensure that management</p>	<p>The objective was approved by Committee in December 2007, and restated in June 2008, and will be monitored annually by Committee and quarterly by the Procurement Oversight Group and GLA.</p> <p>Baseline data available September 2008.</p> <p>Quarterly management information on spend with SMEs and diverse suppliers.</p>	<p>Clear baseline information about the current supplier base</p> <p>Increased number of SMEs used as main, or sub-contractors.</p> <p>Regular review of Responsible Procurement by the Procurement Oversight Group.</p>	Annabel Adams

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			information on suppliers is provided to the GLA group on a quarterly basis – monitoring the effectiveness of the policy in removing barriers.			

Race

The MPA has developed an equalities scheme with action plans that will deliver a modern and dynamic Authority. Through the MPA improvement programme the Authority has worked to transform its services so that they foster integration and respect for diversity; where all are able to help shape the services the MPA provides and can share in what it has to offer.

The MPA wants to give Londoners a voice and to ensure that no one is held back because of their race or any other diversity aspect that may exist along with race. People often face discrimination from multiple directions, for example an older black woman who defines herself as being a lesbian and is also disabled. So whilst the MPA fights against racism, we recognise that individuals may face compound discrimination. Therefore the MPA has compiled its race action plan whilst being cognisant of this fact.

London is rightly proud of its distinct heritage and of the new cultures, faiths and traditions it continues to embrace. The Macpherson Report, which followed the tragic murder of Stephen Lawrence, was a watershed in race relations – opening up the issue of institutional or systemic racism for more careful scrutiny and public debate, thereby creating a powerful impetus for legislative change.

The Racist Incident Group⁸, formally Lawrence Steering Group consulted widely and provide well-considered recommendations for change. The MPA responded by establishing the London Race Hate Crime Forum⁹.

These recommendations provide much of the basis for current race equality work. However, the MPA is moving again in regards to how we deal with race hate crime, recognising the complexity of compound discrimination the Authority has decided to extend the remit of the London Race Hate Crime Forum to cover all six equality strands and be re-launched in 2009 as the MPA Hate Crime Forum.

As the debates around citizenship and identity continue, the increase in migrant labour through the expansion of the European Union (EU) and the public duty to promote race equality has altered the landscape on which we operate. But it has been the subjects such as the London bombings in July 2005, the wider conflicts in the middle east and latterly issues of refugees and asylum which have captured headlines and reverberated within communities – pulling communities together on the one hand, and heightening tension on the other.

The MPA has co-ordinated several set pieces of work aimed at developing stronger relationships with London's communities as well as gaining a better understanding of some of the complex issues that have emerged over the last few years. For example the conference 'Race Hate Crime: A problem for

⁸ For further information see http://police.homeoffice.gov.uk/publications/operational-policing/RIG_Strategy_and_Action_Plan.pdf?view=Binary

⁹ For further information see www.mpa.gov.uk/partnerships/rhcf/default.htm

Society', the London Debate on Counter Terrorism and the recent Youth Scrutiny¹⁰. These pieces of work have also highlighted that it is impossible to look at issues of trust and confidence of the police within London without making the link between all of the equality strands. This work highlighted that when we looked at counter terrorism for example it was a concern for all not just individuals of a particular race or faith, we must look at the equality strands holistically as such work highlights the effects of compound discrimination.

The MPA is aware through the many consultations and scrutinies that there is a need to foster greater integration, understanding and dialogue between communities and to provide support to tackle issues of inequality and integration. We need to focus increasingly on, both majority and minority communities, to develop a shared agenda across communities – to encourage people to work together on what are common problems and mutual areas of concern. At the same time we must recognise that our communities are diverse and this must be respected. Minority ethnic communities are not all the same and will have different needs. Compound discrimination across various equality strands will differ among the many communities within London.

Legislative changes such the introduction of the Equalities & Human Rights Commission (EHRC)¹¹ has also had an impact on how we look at all the equality strands including race. The establishment of a single body dealing with equality and human rights, and the introduction of anti discrimination legislation for religion, sexual orientation and age has altered the framework within which we operate.

These developments have encouraged closer collaboration and joint working across equality strands and work on race equality will need to reflect this new environment, the MPA are however still cognisant of the Race Relations Act 1976, the Race Relations [Amendment] Act 2000 and the subsequent regulations enacted in 2001, that require the Authority to promote race equality through a general duty.

The MPA will endeavour to ensure that the race element of its GNES is fully compliant. The Race Relations [Amendment] Act 2000 is the legislative response to the Stephen Lawrence Inquiry. Its policy intention is to incorporate race equality considerations into public services and to build on work already in place in many public sector organisations. Its agenda concentrate-s on both cultural change and practical delivery.

The general duty under the Race Relations [amendment] Act 2000 says a public authority must "have due regard to the need" to:

- eliminate racial discrimination
- promote equality of opportunity
- promote good race relations

¹⁰ For further information see www.mpa.gov.uk/issues/youth/default.htm

¹¹ www.equalityhumanrights.com

In practice, this means making sure that the duty is central to the way in which any function is carried out where race equality is relevant.

Under the specific duty all public authorities to whom the Act applies must prepare and publish a race equality scheme. The scheme should set out how they plan to meet the general and specific duties.

The MPS is separately required under the Act to meet the general and specific duties and to produce its own race equality scheme. The MPA has worked with the MPS to ensure each other's schemes, and the arrangements within these, work together. Given how important policing is to London's diverse communities, the MPA has a crucial role to play in ensuring the MPS continues to make improvements to the policing service it delivers. Where appropriate, the MPA will work in partnership with key stakeholders and partners, such as the EHRC and the GLA to bring about these continuous improvements.

Through looking at the race element of the GNES in conjunction with the other equality strands the MPA is better placed to identify and deal with issues around multiculturalism, integration and identity. In particular as we continue our current work on:

- Asylum seekers and refugees
- Developing the MPA Hate Crime Forum
- Gypsies/travellers

MPA Generic Equality Scheme Race Action Plan

Chief Executives Office

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Business Management	<p>To revitalise the MPA business planning and performance management processes.</p> <p>The Chief Executive and the senior management team to ensure that duties under the Race Relations Amendment Act are reflected and considered in the design, delivery and monitoring of MPA work across units.</p>	Ongoing Apr 2008 – Review date Jan 2009	<p>Confident and competent managers</p> <p>The MPA senior management team (SMT) has expanded its membership and remit. The SMT team will ensure race equality will be reflected in the design and monitoring of ongoing work, building on completed Elias.</p>	Catherine Crawford & Jane Harwood
H	H	MPA Continuous Improvement	<p>The chief executive will ensure that the consideration of duties under the Race Relations Amendment Act is central to the training and promotion of the MPA values and behaviours.</p> <p>The chief executive will ensure that the new composite of the MPA</p>	Ongoing Apr 2008 – Review date Oct 2009	<p>The promotion of values and behaviours are a priority for the continued improvement of the MPA. Training for all staff will focus on values and behaviours and consider individual responsibilities to promote equality and diversity across all aspects of work and interaction.</p>	Catherine Crawford & Jane Harwood

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			comply with standards and are accountable to equal opportunities under the code.		MPA Members will be provided with training and development with regards to their responsibilities under the Race Relations Amendment Act.	
M	M	Corporate Strategy	The chief executive will ensure that race equality is reflected across the corporate strategy and unit delivery plans.	May 2008 – Oct 2008	All staff have been given the opportunity to input into planning for the new strategy via special seminar sessions, which open access and ensure specialist knowledge, including equalities, are fully incorporated into the draft strategy for members approval.	Catherine Crawford & Jane Harwood
M	M	Compliance	The Chief Executive and her senior management colleagues will ensure that the MPA applies a similar standard to the race equality strand as it would for the equality strands with a statutory duty.	Ongoing – Review Date Dec 2009	Any review of, for instance, Standing Orders or protocols regarding behaviour has specifically addressed these issues	Catherine Crawford & SMT
H	M	Equalities Champion	The chief executive is the MPA equalities champion and will internally monitor the sexual orientation aspect of the Generic	Ongoing	This will be reflected in our achievement of level 3 of ESLG for which this action is also a priority.	Catherine Crawford

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			Equality Scheme.			
M	M	National Responsibilities	<p>The chief executive ensures that the MPA fulfils its national duties under the Police Act 1996.</p> <p>The Chief Executive will ensure that all aspects of MPS national policing responsibilities consider race relations and promote equality.</p>	Ongoing – Review Apr 2009	The MPA established a joint counter terrorist unit oversight group with four other police authorities in April 2007. It works to promote transparency and openness in counter terrorist policing. Reports to the group consider impact on the race equality strand.	Catherine Crawford & Sally Benton

Corporate Development & Strategic Oversight Directorate, Equality and Diversity Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	MPA commitment to GLA Group 'Equalities for All' review	MPA actions in review agreed and implementation monitored	2007 (completed)	All equalities actions are to be taken forward within the GNES. Progress is monitored by EODB and through the GLA Budget and Equalities process	Laurence Gouldbourne
H	H	Impact assessment and monitoring arrangements of MPS procurement policy	Implementation of phase 1 and 2 of MPS Procurement Services diversity programme plan	2007 (completed)	The monitoring of the MPS Procurement Policy is now undertaken by Finance Committee through its equality objective	Laurence Gouldbourne
H	H	Equality impact assessment and development of borough and pan-London community scrutiny's and consultations around race issues	Hold quarterly conferences on stop and search local monitoring groups	2007 (completed)	This work is now taken forward by the EPU	Laurence Gouldbourne
H	H	Equality impact assessment programme and procedures	Introduce quality assurance systems and review of EIA process	2007 (completed)	The EIA process was reviewed and revised guidance issued. All EIAs are quality assured by EDU prior to approval by SMT	Laurence Gouldbourne & Doug Lewins
H	M	Monitoring and evaluation of mainstreaming of equality and diversity	To dip sample equalities and diversity implication section (C) of MPA reports	Ongoing, to be reviewed summer 2009	Dip sampling has taken place and recommendations made	Jane Harwood

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		considerations within MPA	and provide evaluation			
H	H	MPA Hate Crime Forum (HCF)	To consult with race groups in establishing the future model of the MPA HCF, which will include arrangements for the ongoing inclusion of race issues in the scrutiny of the MPS response to hate crime	31 June 2008	Model will contain input from race groups	Bennett Obong

Corporate Development & Strategic Oversight Directorate, Oversight & Review Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Safer London Panel	Collate views of 3000 residents, across the diverse racial communities of London, on a wide range of issues about how London is policed	Completed	Superseded by more effective methods of community engagement	Siobhan Coldwell
H	H	Community engagement strategy	Implement joint MPS/A community engagement strategy 2006-9, looking at BME communities, which was presented to Authority in 2006.	2008-2009 unit work plan	Papers presented to PPRC covering all actions	Siobhan Coldwell
H	H	Community engagement strategy	Review strategy to ensure the needs of BME communities have been included	2008-2009 unit work plan	Strategy reviewed	Siobhan Coldwell
H	H	Community engagement strategy	Develop new strategy for implementation in 2009, ensuring that BME communities are considered	2008-2009 unit work plan	New strategy formulated	Siobhan Coldwell

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Scrutiny framework	Review framework for identifying potential scrutiny work, ensuring consultation key reflects the ethnic diversity of London and amending the framework to reflect any review findings as appropriate.	2008/09 unit work plan.	Scrutiny programme that has been arrived at as a result of the application of the MPA scrutiny framework and that positively considers the needs of London's diverse ethnic communities	Siobhan Coldwell
H	H	Scrutiny process	Bespoke impact assessment at the start of each scrutiny to identify positive/negative race issues that will require investigation as part of a scrutiny. This will ensure engagement with relevant user/staff groups throughout the process to ensure that race issues are being addressed.	Each Scrutiny - Ongoing	Written impact assessment, including the views or BME communities, and revised recommendations should positively impact on those communities	Siobhan Coldwell
H	H	HR oversight: review of MPS HR policies	Ensure that all MPS HR policies and activities, i.e. occupational health provision, training, selection, development and progression, have ethnicity issues and considerations "designed in", rather than "added on", on a differentiated basis,	2008-2009 HR Oversight Group work plan	Papers to HR Oversight Group show best practice HR policy and practice, leading to an improved ethnically representative workforce across all MPS directorates and fewer complaints.	Alan Johnson

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			by examining policies, processes and delivery, including Equality Impact Assessments.			
H	H	HR oversight: career development and progression	Encourage the MPS to take new initiatives to promote and develop police officers and police staff, regardless of ethnicity, and to achieve a workforce that is more representative of London's diverse ethnic communities.	2008-2009 HR Oversight Group work plan	Papers to HR Oversight Group show new initiatives are being taken and workforce more representative of London's diverse ethnic communities.	Alan Johnson
H	H	HR oversight: career development and progression	Monitoring data on all equality strands, including ethnicity, to be made more reliable and comprehensive in order that a proposal to develop targets for other under-represented groups can be scoped by the MPS for further discussion.	2008-2009 HR Oversight Group work plan	Papers to HR Oversight Group show that data is more robust	Alan Johnson

Corporate Development & Strategic Oversight Directorate, Planning & Performance Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Strategy	To review the corporate strategy, the priorities that the MPA intends to achieve over the next three years (2008-2012), particularly in relation to race.	By 31 March 2009	Review is completed and published	Jane Owen
H	H	MPS National & International Functions	Monitor the duty imposed by the GLA Act 1999, amended by section 96 of the Police Act 1996, in relation to race, to secure an efficient and effective service by the MPS in relation to the delivery of national and international functions, i.e. protection of prominent persons and premises, national security, counter terrorism and a service for any other national or international purposes.	Every 4 months	Reports produced for the Planning, Performance and Review Committee (PPRC) of the MPA	Jane Owen
H	H	MPS Counter-terrorism Strategy	Following a review of MPS counter-terrorism strategy, Specialist Operations are currently producing new written procedures and are conducting Equality (Race)	Beginning June 2008 and ongoing	EIAs monitored to ensure race issues are correctly considered	Jane Owen

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			Impact Assessments on them. The emerging actions and EIAs will be monitored.			
H	M	MPS Police Community Support Officer (PCSO) Programme.	<p>Undertake research into the ethnicity of PCSOs compared to that of Police Officers.</p> <p>Monitor the ethnicity of PCSOs.</p> <p>Monitor the PCSO Programme to ensure that race issues are considered.</p>	<p>Completed</p> <p>Every 2 months</p> <p>Every 3 months</p>	<p>Research now completed and published.</p> <p>Information report to Equal Opportunities and Diversity Board produced</p> <p>Attendance at the meetings of the MPS PCSO Programme Board</p>	<p>Jane Owen</p> <p>Melissa Wagstaff & Gemma Deadman</p> <p>Jane Owen</p>

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	MPS Performance	<p>Monitor performance of the MPS against targets and any performance indicators set locally or by external organizations, as they impinge on race.</p> <p>Monitor performance of the MPS at both corporate and borough level in order to identify best practice and advise on setting of relevant performance indicators and targets in annual plans and corporate strategies, in relation to race.</p>	<p>Every 2 months</p> <p>Every 12 – 18 months</p>	<p>Performance issues considered at PPRC meeting and each paper flags-up diversity issues</p> <p>Policing Plan produced</p>	<p>Jane Owen</p> <p>Jane Owen</p>
H	H	Policing Plan Production Process	<p>Review and continuously monitor the policy, which has been equality (race) impact assessed by the MPS.</p> <p>Consult with ethnic minority communities over policing priorities and liaise with the MPA Equality and Diversity Unit and the MPS Diversity and Citizen Focus Directorate to ensure the consultation survey captures the widest</p>	<p>Every 2 months</p> <p>Annually</p>	<p>Considered at Planning, Performance and Review Committee.</p> <p>The MPA now manage and conduct the public consultation process for the policing plan.</p> <p>The questionnaire for the public consultation process includes a full diversity section, including</p>	<p>Jane Owen</p> <p>Jane Owen</p>

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			possible demographic details of respondents to allow more robust analysis.		<p>sections for all 6 equality strands. This will not only enable the MPA and MPS to monitor who is completing the questionnaire but will enable analysis to be conducted on the results detailing specific areas of concern for particular groups of people.</p> <p>Invitations to take part in the policing plan priorities consultation process were distributed to community groups and diversity groups as advised by colleagues from the Equalities and Diversity Unit and Engagement and Partnerships Unit at the MPA.</p>	

Corporate Secretariat

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Member recruitment	The MPA is responsible for the recruitment of its independent members. In doing so it will take into account any race issues. For instance the recruitment process will be monitored to ensure that there is no disproportionality during the various stages of the process leading to appointment.	The 2008 appointments have now been completed. The next appointment is due to be made in 2011, before which time the process will be reviewed.	That the MPA membership is, as far as practicable, reflective of London's communities	Head of Corporate Secretariat
H	H	Staff and member awareness training	To provide awareness training for all staff and members on equalities and diversity which will specifically address race issues	December 2008	Awareness training courses held Member awareness to have particular reference to the statutory Code of Conduct	Head of Corporate Secretariat / Head of HR

Engagement & Partnerships Directorate

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Community and Police Engagement Groups	<p>Ensure funding for Community and Police Engagement Groups (CPEGs) includes an explicit equalities requirement that covers ethnicity</p> <p>Develop a good practice handbook for CPEGs that includes issues to consider around ethnicity.</p>	<p>Completed</p> <p>October 2008</p>	<p>2008 funding applications included equalities statements</p> <p>Handbook completed and published</p>	Martin Davis
		MPA Community Engagement Strategy	<p>Develop MPA strategy</p> <p>Develop joint MPA/MPS strategy.</p> <p>Implement a reform programme for community engagement which will require each CPEG to have an equalities policy that includes ethnicity and encourages CPEGs to adopt structures that allow for improved representation by Black & Minority Ethnic (BME) communities, who may be</p>	<p>Completed</p> <p>Completed</p> <p>March 2009</p>	<p>Strategy by MPA in June 2005</p> <p>Joint MPA/MPS Strategy 2006-2009 published.</p> <p>Programme completed</p>	<p>Martin Davis</p> <p>Martin Davis</p> <p>Martin Davis</p>

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			<p>affected by crime and disorder in different ways http://www.mpa.gov.uk/committees/cop/2007/070301/05.htm</p> <p>Monitor Community Engagement Strategy</p>	Quarterly	Updates received by the Community Engagement and Citizen Focus Oversight Group.	Martin Davis
		Crime and Disorder Reduction Partnerships	MPA, as CDRP partner, to Influence CDRP policies, through the Engagement and Partnership Unit (EPU), which is responsible for the MPAs work at CDRPs, to ensure that no policy has a differential negative impact on any group and adheres to ethical and legal frameworks, including compliance with the Human Rights Act (HRA) and the Race Relations (Amendment) Act 2000 .	Ongoing	Updates received by the Community Engagement and Citizen Focus Oversight Group.	Martin Davis

Engagement & Partnerships Directorate, Independent Custody Visitor Team

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	London ICV Scheme	To seek to capture and record information on the ethnic origins of our ICVs through implementation of a diversity monitoring form	Summer 2008	A realistic measurement of success would be a response rate of 50% or more	Kerry McClelland & George Fry
H	H	London ICV Scheme	To seek to ensure that ICVs of different ethnic origins are proportionally represented within the ICV Scheme as a whole and, as far as possible, to match the ethnic make up of the boroughs in which they volunteer	Ongoing	Outcome of monitoring exercise is positive (see above). Successful targeted recruitment is achieved. ICVs broadly match the ethnic make up of their boroughs.	Kerry McClelland & George Fry
H	H	London ICV Scheme	To provide London ICVs with training on diversity which includes awareness of race	Autumn 2008 – rolling programme	ICVs undergo training Positive evaluations of the training programme Improved race awareness amongst ICVs	Kerry McClelland & George Fry

Internal Audit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
L	H	Internal Audit Strategy	Develop a strategy that will set out how the MPA will discharge its responsibility to provide an efficient and effective internal audit service to support the MPA and MPS achieve their aims and objectives.	Completed	Strategy approved by MPA Corporate Governance Committee in March 2008	Peter Tickner
H	H	Internal audit of the MPA and MPS	Systems in the MPA and MPS relating to equalities and diversity, including race issues, will remain included in the audit programme in order to measure compliance with agreed policies and practices.	On-going. (A rolling programme of audit covers all systems within the MPA and MPS.)	Systems are subjected to audit, which includes testing, and the level of compliance or non-compliance will be reported to the appropriate member of MPS Management Board.	Peter Tickner
M	M	Conduct of audit staff	A feedback system will be maintained that includes the conduct of the auditor in the course of their work to check that they meet the expectations set out in the MPA values and behaviours especially in relation to BME issues.	On-going.	Feedback from auditees will be monitored by managers, through PDRs, and through reports to Corporate Governance Committee.	Peter Tickner

Press & Communications

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Media and Communication strategy	Promote the work of the Authority and raise awareness of, and support for, its statutory role and communicate to a wide and diverse audience how the MPA carries out its key functions, its responsibility of holding the Metropolitan Police to account, and how we work in partnership to achieve our mission, vision and values. Internal communication is also covered by this strategy and aims to provide timely advice and regular information to MPA staff to: keep them fully informed and updated on all relevant media news, developments and aspects of the communications strategy; and have an informed and engaged staff who feel they are part of a cohesive, corporate structure, working together to achieve and promote the mission, vision and values of the MPA.	Reviewed every 6 months and annually by SMT	This policy is currently being reviewed and will include more detailed explanations of internal communications, sponsorship arrangements, style guides and marketing advice for all staff.	Jacqui Jones Michael Upton

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Major incident communications strategy	This strategy aims to maximise public confidence in police response, public safety and security issues through timely, accurate and widely accessible information; to liaise with relevant agencies, specifically the MPS, Home Office, Mayor's Office and News Co-ordination Centre to ensure that a unified message is conveyed to the public and media and to ensure that the MPA is perceived by the public and media as a vital element of the emergency services/government integrated response to the threat/strike.	Reviewed every 6 months and annually by SMT	This policy is currently being reviewed and will include more detailed explanations of internal communications for all staff	Jacqui Jones Michael Upton

Professional Standards

To Follow

Treasury

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	Contract Regulations (Part F of Standing Orders)	These regulations lay down the minimum requirements for purchasing goods or services or ordering building work or purchasing or disposing of land and property. They promote good purchasing practice, public accountability and deter corruption. The regulations include the MPA Anti Fraud and Corruption Policy.	The Authority approved revised Contract Regulations in June 2007. The Regulations are now subject to annual review.	To be reviewed annually – the most recent revision was approved by Full Authority in July 2008.	Ken Hunt
L	M	Treasury Management Strategy	This strategy sets out the objectives underpinning the Authority's treasury management activities and the policies for the investment of Authority funds and for borrowing. The strategy also includes treasury management indicators set by the Authority as required under the Prudential Code.	Annual review;	The Treasury Management Strategy is reviewed annually. The 2008-09 Treasury Management and Investment Strategy was presented to the Finance Committee in February 2008. At this committee, an Ethical Investment Policy was approved.	Ken Hunt

H	H	Finance Committee Equality Objective	<p>To monitor progress against the Finance Committee objective: To monitor progress in implementing the Responsible Procurement Policy especially:-</p> <ul style="list-style-type: none"> ▪ Embedding the policy throughout the MPS ▪ Increasing the number of diverse suppliers we procure goods and services from ▪ Implementation of the London Living Wage. <p>Of particular relevance to the RES will be opening opportunities to small and medium enterprises (SMEs) that are owned by, or employ from BME communities</p> <p>Baseline data on procurement has been commissioned by the GLA Central Responsible Procurement Team for all GLA functional bodies, to enable better understanding of the current supplier base and allow meaningful targets for SME/diverse spend to be set.</p>	<p>The objective was approved by Committee in December 2007, with commitment to the objective restated in June 2008. The objective will be monitored annually by Committee and quarterly by the Procurement Oversight Group and GLA.</p> <p>Baseline data available September 2008.</p> <p>Quarterly management information on spend with SMEs and diverse suppliers.</p>	<p>Clear baseline information about the current supplier base</p> <p>Increased number of SMEs used as main, or sub-contractors.</p> <p>Regular review of Responsible Procurement by the Procurement Oversight Group.</p>	Ken Hunt
---	---	--------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------

L	M	Financial Guidance Policy	Financial guidance for policy officers who are budget holders on the monitoring and planning of finances.	Sept 2007 and annually (following review of Contract and Financial Regulations).	Revised financial guidance was considered and agreed by SMT in September 2007. The guidance clearly identifies the responsibilities of various people/groups of people within the organisation in respect of budget management. Particular issue for businesses owned/managed by people from black and minority ethnic communities is our commitment to timely payment of invoices. The guidance will be reviewed annually following review of Contract and Financial Regulations	Ken Hunt
L	M	Financial Regulations (Part E of standing orders)	Financial Regulations are a key element in the financial control framework within which the financial management of the MPA and the MPS takes place and sets out arrangements for the proper administration of the MPAs financial affairs.	Annually from March 2007	The Regulations are now subject to annual review. The most recent revision was approved by Full Authority in July 2008.	Ken Hunt

H	H	Oversee the budget and financial planning process	Ensure that all prospective areas of saving are subject to an equality impact assessment (EIA) to ensure that any cuts in service do not adversely impact on one gender group.	Annually	Robust scrutiny of growth and savings proposals, all of which are supported by an EIA, which indicate no adverse impact.	Ken Hunt (MPA Treasurer)
---	---	---------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------	--------------------------------------------------------------------------------------------------------------------------	--------------------------

Religion &/or Belief

The Employment Equality (Religion or Belief) Regulations 2003 came into force in December 2003. The regulations mean it is unlawful to discriminate against employees because of their religion or similar belief. These regulations apply to vocational training and all facets of employment – including recruitment, terms and conditions, promotions, transfers, dismissals and training. They make it unlawful on the grounds of religion or belief to:

- discriminate directly against anyone. Where a person, on grounds of religion or belief, is treated less favourably than another.
- discriminate indirectly against anyone. Where a requirement, condition or practice has the effect of putting people of a particular religious belief at a disadvantage, which cannot be justified.
- subject someone to harassment
- victimise someone because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on the grounds of religion or belief.

Exceptions can be made where there is a genuine occupational requirement for the worker to be of a particular religion or belief in order to do the job or to comply with the religious or belief ethos of the organisation.

Religion or belief is defined as being any religion, religious belief or similar philosophical belief. This does not include any philosophical or political belief unless it is similar to a religious belief. It is for Employment Tribunals and other Courts to decide whether particular circumstances are covered by the Regulations.

Part 2 of the Equality Act 2006, which came into effect in April 2007, prohibits discrimination against a person because of their religion or belief when providing goods, facilities, services, public functions, or education, and in management and disposal of premises.

Again there are exceptions, for example around charities and other organisations whose purpose is related to religion or belief to serve particular communities.

MPA Generic Equality Scheme Religion &/or Belief Action Plan

Chief Executives Office

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Business Management	<p>To revitalise the MPA business planning and performance management processes.</p> <p>The Chief Executive and the senior management team to ensure religion and or belief, are reflected and considered in the design, delivery and monitoring of MPA work across units.</p>	Ongoing Apr 2008 – Review Jan 2009	<p>Confident and competent managers</p> <p>The MPA senior management team (SMT) has expanded its membership and remit. The SMT team will ensure that religion and/or belief will be reflected in the design and monitoring of ongoing work, building on completed EIAs.</p>	Catherine Crawford & Jane Harwood
H	H	MPA Continuous Improvement	The chief executive will ensure that the consideration of religion and /or belief is central to the training and promotion of the MPA values and behaviours	Ongoing Apr 2008 – Review Oct 2009	The promotion of values and behaviours are a priority for the continued improvement of the MPA. Training for all staff will focus on values and behaviours and consider individual responsibilities to promote equality and diversity across all aspects of work and interaction.	Catherine Crawford & Jane Harwood
H	H	Corporate Strategy	The chief executive will	May 2008 – Oct 2008	All staff have been given	Catherine Crawford & Jane

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			ensure that religion and/or belief are reflected across the corporate strategy and unit delivery plans.		the opportunity to input into planning for the new strategy via special seminar sessions, which open access and ensure specialist knowledge, including equalities, are fully incorporated into the draft strategy for members approval.	Harwood
M	M	Compliance	The Chief Executive and her senior management colleagues will ensure that the MPA applies a similar standard to its religion and/or belief equality strand as it would for the equality strands with a statutory duty.	Ongoing – Review date Dec 2009	Any review of, for instance, Standing Orders or protocols regarding behaviour has specifically addressed these issues	Catherine Crawford & SMT
M	M	Equalities Champion	The chief executive is the MPA equalities champion and will internally monitor the religion/and or belief aspect of the Generic Equality Scheme.	Ongoing	This will be reflected in our achievement of level 3 of ESLG for which this action is also a priority.	Catherine Crawford
M	M	National Responsibilities	The chief executive ensures that the MPA fulfils its national duties under the Police Act 1996.	Ongoing – Review Apr 2009	The MPA established a joint counter terrorist unit oversight group with four other police authorities in April 2007. It works to	Catherine Crawford & Sally Benton

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			The Chief Executive will ensure that all aspects of MPS national policing responsibilities consider Religion and /or belief implications.		promote transparency and openness in counter terrorist policing. Reports to the group consider impact on the religion and /pr belief equality strand.	

Corporate Development & Strategic Oversight Directorate, Equality and Diversity Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	M	MPA Domestic Violence Board (DVB)	To ensure religious and/or belief groups are appropriately represented at Board meetings To ensure an input from religious and/or belief groups at each meeting	4 November 2008	Various religious and/or faith groups represented or have an input at Board meetings.	Michael Wadham
H	M	MPA Hate Crime Forum (HCF)	To consult with religious and/or belief groups in establishing the future model of the MPA HCF, which will include arrangements for the ongoing inclusion of religious and/or belief matters in the scrutiny of the MPS response to hate crime	Summer 2008	Model will contain input from religious and/or belief groups	Bennett Obong

Corporate Development & Strategic Oversight Directorate, Oversight & Review Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Scrutiny framework	Review framework for identifying potential scrutiny work. Ensure consultation with key stakeholders including faith groups. The framework will be amended to reflect any review findings as appropriate.	2008/09 work plan.	Scrutiny programme that has been arrived at as a result of the application of the MPA scrutiny framework and that positively considers the needs of faith groups.	Siobhan Coldwell
H	H	Scrutiny process	Bespoke impact assessment at the start of each scrutiny to identify positive/negative faith issues that will require investigation as part of a scrutiny.	Each Scrutiny – Ongoing according to work plan priorities	Written assessment outlining issues and how they will be addressed. Written impact assessment and revised recommendations should identify any potential issues.	Oversight and Review Team
H	H	Scrutiny process	Engagement with relevant user/staff groups throughout the process to ensure that issues are being addressed.	Each Scrutiny – Ongoing according to work plan priorities	Evidence of engagement (for e.g. feedback, minutes, survey results etc) and how issues raised have been responded to	Oversight and Review Team
H	H	Scrutiny process	Impact assessment of recommendations.	Each Scrutiny – Ongoing according to work plan priorities	Written impact assessment and revised recommendations should identify any potential issues	Oversight and Review Team

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	HR oversight: review of MPS HR policies	The MPA will ensure that all HR policies and activities (for e.g. occupational health provision, training, selection, development and progression) ensure that religion and/or belief issues and considerations are integral rather than 'bolted on' in a separate process.	Ongoing	Improved understanding of faith issues across all MPS directorates. Improved diversity across all MPS directorates. Fewer complaints.	Alan Johnson
H	H	HR oversight: career development and progression	The MPA will support the MPS to achieve a more representative workforce through developing new initiatives that take into consideration religion and/or belief.	2008-2009 HR Oversight Group work plan	Papers to HR Oversight Group show new initiatives are being taken and workforce more representative. Need to ensure that this is replicated for faith.	Alan Johnson
H	H	HR oversight: career development and progression	The MPA will scrutinise data on all equality strands in order to set targets for under-represented groups including faith and/or belief groups.	2008-2009 HR Oversight Group work plan	Papers to HR Oversight Group show that data is more robust	Alan Johnson

Corporate Development & Strategic Oversight Directorate, Planning & Performance Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Public Consultation for the Policing Priorities 2010-11.	Analyse the results of the policing priorities consultation to identify gaps in terms of religion/and or belief of respondents and use the analysis to consider new ways of consulting with under represented groups.	Annual process. 2010-11 consultation is due for completion Autumn 2008	<p>The MPA Planning and Performance Unit now manage and conduct the public consultation process for the policing plan. The questionnaire has been redesigned to include a full diversity section, including sections for all 6 equality strands. This will not only enable the MPA and MPS to monitor who is completing the questionnaire but will enable analysis to be conducted on the results detailing specific areas of concern for particular groups of people.</p> <p>Invitations to take part in the policing plan priorities consultation process were distributed to community groups and diversity groups as advised by colleagues from the Equalities and Diversity Unit and Engagement and Partnerships Unit at the MPA.</p>	Jane Owen Melissa Wagstaff Chloe Hughes Gemma Deadman

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					The 2008/09 consultation process to feed into the 2010/11 priorities is aiming to increase participation by advertising the consultation in the press and compiling an even larger email distribution list to invite people to take part. This list will include a considerable number of young people and youth organisations to encourage participation of young Londoners. Plans to increase participation in future consultations are being considered, including focus groups and community events.	
M	M	Performance Information availability	To identify where there are gaps in relation to religion/and or belief in the MPS data recording system in order to support any work areas (as appropriate) to improve data collection. P&P unit will include this information as part of a	When an appropriate EODB focus area is identified or end 2009-10	MPS data recording systems capture a large amount of information about staff/officers and other people who come in contact with the police; however, details of religion/and or belief can be recorded but are not compulsory. This often results in a gap in data.	Jane Owen Melissa Wagstaff Chloe Hughes Gemma Deadman

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			EODB management information paper (when an appropriate focus area is scheduled)		P&P unit will investigate this further.	
M	M	Provide performance information for the EODB.	To provide analytical support to the EODB, this will include details of recorded faith hate offences.	Provide timely performance information to the EODB	Decisions at the EODB informed by up to date performance information	Gemma Deadman Melissa Wagstaff
M	L	Provide performance information for the MPA Hate Crime Forum	To provide analytical support to the MPA Hate Crime Forum. This will include details of recorded faith hate offences.	Provide timely performance information to the MPA Hate Crime Forum	Decisions at the MPA Hate Crime Forum informed by up to date performance information	Gemma Deadman

Corporate Secretariat

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Access to meetings	To review the public accessibility of the MPAs committee meetings with particular reference to specific diversity needs, including any religious/belief issues that could impact on how committees are organised or run	Ongoing but reviewed twice a year and linked to committee staff's individual objectives	Changes made where necessary to arrangements for committee meetings, for instance where possible to avoid major religious festivals or to provide prayer facilities for those attending meetings	Simon Vile
H	H	Committee reports	To ensure that committee officers are briefed so that they are able to identify inappropriate language in draft committee reports in respect of religion and/or belief	Ongoing but linked to committee staff's individual objectives and appraisal meetings	Note of unit meeting evidencing that this briefing has taken place. No inappropriate language occurring in committee reports	Simon Vile
M	M	Prayer room	When the MPA looks for new office accommodation, to take account in the brief of religious/belief needs, such as the provision of a prayer or quiet room	2011 (when lease runs out) or	Provision made in new accommodation	Terry Ampofo
H	H	Member recruitment	To take account of religion/belief issues in the recruitment of independent members, specifically to	June / July 2008	Monitoring can help to demonstrate fairness in the recruitment process	Simon Vile & Jenny Trevillion

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			ensure through monitoring that as far as practicable (and dependent on the quality of the applications) there is a balance of religions/beliefs amongst applicants interviewed for these positions. Also to ensure that practical arrangements for interviews etc take account of any specific religious/beliefs needs			
H	H	ISIT policies and guidance	To take account of any religion/belief issues when reviewing ISIT policies and guidance, for instance relating to email and internet usage	October 2008	Guidance issued and policies reviewed	Sudhen Swami
H	M	Staff / Member Protocol	Review the protocol to ensure that any religion/belief issues are addressed e.g. to show respect for others ' religious beliefs	November 2008	That, where appropriate, the protocol refers to specific religion/belief issues	Simon Vile

Engagement & Partnerships Directorate, Engagement & Partnership Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	Community Police Engagement Groups (CPEGs)	To ensure that local faith groups are represented or engaged with the Borough CPEG	March 2009	2009 funding process Membership records will reflect Faith groups involved with CPEGs	Martin Davis & Guy Beattie
M	H	Community Police Engagement Groups (CPEGs)	Devise a handbook for CPEGs that promotes engagement and membership of faith groups as well as consideration of faith issues.	June 2008	Handbook published and circulated to all CPEGs.	Martin Davis
M	H	Crime and disorder partnerships (CDRPs)	EPU officers will promote consideration of faith issues when counter terrorism briefings are being considered	On-going	Minutes of CDRPs reflecting Faith issues in Counter terrorism briefings.	Martin Davis & Guy Beattie
M	M	Crime and disorder partnerships (CDRPs)	To increase the number of faith groups involved in the delivery of crime and disorder reduction	On-going	Number of faith groups involved in the delivery of the crime and disorder reduction strategies, such as street Pastors, is increased to (depends on the base line.)	Martin Davis & Guy Beattie
M	M	Stop and search	To promote faith groups being represented on Borough Community Monitoring Networks	On-going	The number of faith groups that are represented on Borough Community Monitoring Networks.	Martin Davis & Guy Beattie

Engagement & Partnerships Directorate, Independent Custody Visitor Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	London ICV Scheme	To capture and record information on religion and/or belief of Independent Custody Visitors (ICVs) through implementation of a diversity monitoring form.	Summer 2008	A realistic measurement of success with encouragement would be a response rate of 50% or more	Kerry McClelland & George Fry
M	H	London ICV Scheme	To ensure that ICVs of different religion and/or belief are represented within the ICV Scheme.	Ongoing – to be reviewed by December 2008	Outcome of monitoring exercise is positive (see above) Successful targeted recruitment if monitoring information shows that this required	Kerry McClelland & George Fry
M	H	London ICV Scheme	To provide London ICVs with training on diversity which includes religion and/or belief	Starting in September 2008 – rolling programme	ICVs undergo training Positive evaluations of training programme Improved awareness of diversity of faiths/ religions amongst ICVs.	Kerry McClelland & George Fry
M	M	London ICV Scheme	Through the deployment of our volunteers in custody, to ensure that detainees are afforded appropriate provision by the Met, in	October 2008 - ongoing Reviewed for impact after one year i.e.: October 2009	ICVs pick up issues of concern regarding appropriate provision regarding faith/religion and include these in reports to	Kerry McClelland & George Fry

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			relation to their religion and/or belief		the police as necessary	

Internal Audit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Internal audit of the MPA and MPS	Systems in the MPA and MPS relating to religion and belief issues are in the audit programme in order to measure compliance with agreed policies and practices.	On-going. A rolling programme of audit covers all systems within the MPA and MPS over a maximum of a five-year period.	Systems are subjected to audit, which includes testing, and the level of compliance or non-compliance will be reported to the appropriate member of MPS Management Board.	Peter Tickner
H	M	Recruitment and promotion of internal audit staff	In the conduct of all future recruitment and promotion exercises Internal Audit will use a range of media that is likely to reach as many faith and belief groups as possible.	On-going and as recruitment opportunities arise.	The extent to which religion and belief groups within internal audit reflect the wider London community.	Peter Tickner
H	M	Training of internal audit staff	The internal audit training strategy will be checked to ensure that any reasonable training and development needs of staff of all religions and beliefs can be met.	Completed, July 2008	Use the performance management system to check all reasonable training and developments needs of staff are met and no groups are excluded on grounds of religion or belief.	Peter Tickner

Press & Communications

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Citizen focussed policing	To hold regular meetings with EPU to ensure communications team are aware of any religious and/or belief issues	Meeting every six weeks	Being aware of issues concerning religion and/or belief work around borough delivery work (e.g. stop and search)	Jacqui Jones & Michael Upton
H	H	Media and communications strategy	Revise and update communications with regard to religion and/or belief	Reviewed every six months and annually by SMT	<p>Press strategies for major policy issues such as 'CT: the London Debate' taking account of religion/belief</p> <p>Timely media response to specific incidents e.g. 3 April 2008 Race Hate Crime Forum statement condemning desecration of East London Jewish cemetery</p> <p>Targeted dissemination of relevant breaking news items on specific religion/belief issues</p>	Jacqui Jones & Michael Upton
H	H	Major incident communications strategy	Revise and update major incident communications strategy with regards to religious and/or belief groups	Reviewed every six months and annually by SMT	<p>Posting information for religious groups on website e.g. after Forest Gate raid</p> <p>Dissemination of reassurance messages to</p>	Jacqui Jones & Michael Upton

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					MPA link members to cascade to communities	
H	H	Working with external partners to promote citizen focussed policing	Liaising with key stakeholders to improve the way communications with religion/belief groups	Reviewed every six months or as requested	Dissemination of MPA statements, press releases etc to relevant and new organisations via distribution lists	Jacqui Jones & Michael Upton
M	M	Online communications	Set up relevant hyperlinks	Ongoing	Links to Christian Police Association and Jewish Police Association from MPA website Telephone numbers and email addresses for internal use are available for other religious groups	Celia Prentice & Angela Carbery-Roach
M	M	Online communications	Explore innovative ways to encourage engagement by religious and/or belief groups	Ongoing (Review in 2009)	Better engagement by religious groups via MPA website	Celia Prentice & Angela Carbery-Roach

Professional Standards

To Follow

Treasury

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	Contract Regulations (Part F of Standing Orders)	Conduct a review of Contract Regulations in consultation with the EDU and other interested parties, to ensure that structures are put in place to prevent barriers to equality of opportunity in accessing procurement opportunities.	June 2008 and annually	Publication of Contract Regulations. To be reviewed annually – the most recent revision was approved by Full Authority in July 2008.	Deputy Treasurer
M	H	Contract Regulations (Part F of Standing Orders)	Ensure that all reviews of the Contract Regulations consider belief issues.	June 2008 and annually	Publication of Contract Regulations that properly reflect belief issues	Deputy Treasurer
H	H	Finance Committee Equality Objective: To monitor progress in implementing the Responsible Procurement Policy, especially: <ul style="list-style-type: none"> • Embedding the policy throughout the MPS, • Increasing the number of diverse suppliers we procure goods & services from, • Implementation of 	To monitor progress against the Finance Committee objective. Of particular relevance to the GNES will be opening opportunities to small and medium enterprises (SMEs) that are owned by, or employ, people from different belief communities. Baseline data on procurement has been commissioned by the GLA Central Responsible	The objective was approved by Committee in December 2007, and restated in June 2008, and will be monitored annually by Committee and quarterly by the Procurement Oversight Group and GLA. Baseline data available September 2008.	Clear baseline information about the current supplier base Increased number of SMEs used as main, or sub-contractors. Regular review of Responsible Procurement by the Procurement Oversight Group.	Deputy Treasurer

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		the London Living Wage.	<p>Procurement Team for all GLA functional bodies, to enable better understanding of the current supplier base and allow meaningful targets for SME/diverse spend to be set.</p> <p>Ensure that management information on suppliers is provided to the GLA group on a quarterly basis – monitoring the effectiveness of the policy in removing barriers.</p>			
H	H	Oversee the budget and financial planning process	Ensure that all prospective areas of saving are subject to an equality impact assessment (EIA) to ensure that any cuts in service do not adversely impact on any belief community	Annually	Robust scrutiny of growth and savings proposals, all of which are supported by an EIA.	Ken Hunt (MPA Treasurer)

Sexual Orientation

The Employment Equality (Sexual Orientation) Regulations 2003, effective from 1st December 2003, provides legislation to protect and guard against harassment and discrimination on grounds of sexual orientation for all aspects of employment and training including recruitment, promotion, terms and conditions and dismissals. The regulations define three types of discrimination: direct, indirect and harassment.

Due to the Civil Partnership Act 2004, which came into effect in December 2005, same sex couples can enter into civil partnerships to gain legal recognition of their relationship – thereby entitling them to similar rights and responsibilities as married couples, including:

- tax, including inheritance tax
- state and occupational benefits
- income related benefits
- tax credits and child support
- employment benefits

The Employment Equality (Sexual Orientation) Regulations 2003 were amended in December 2005 so that a civil partner who is treated less favourably than a married person can claim discrimination.

The Equality Act (Sexual Orientation) Regulations 2007 makes it unlawful to discriminate in the provision of goods, facilities and services on grounds of sexual orientation. The laws came into effect in Great Britain on 30 April 2007 and cover both the private and public sectors.

The MPA recognises that Lesbian, Gay and Bisexual (LGB) people may choose a range of terms to describe themselves and/or their community. The MPA will term this section of the GNES the 'Sexual Orientation' action plan since this is a widely accepted umbrella term used in the UK. This action plan will also support transgender people who identify as lesbian, gay or bisexual.

In this section the MPA will outline the methods by which the MPA will challenge discrimination and prejudice on the basis of sexual orientation equality and its outcomes and priorities.

MPA Generic Equality Scheme Sexual Orientation Action Plan

Chief Executives Office

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Business Management	<p>To revitalise the MPA business planning and performance management processes.</p> <p>The Chief Executive and the senior management team to ensure sexual orientation is reflected and considered in the design, delivery and monitoring of MPA work across units.</p>	Ongoing Apr 2008 – Review Jan 2009	<p>Confident and competent managers</p> <p>The MPA senior management team (SMT) has expanded its membership and remit. The SMT team will ensure that sexual orientation will be reflected in the design and monitoring of ongoing work, building on completed EIAs.</p>	Catherine Crawford (Chief Executive)/Jane Harwood (Assistant Chief Executive)
H	H	MPA Continuous Improvement	The chief executive will ensure that the consideration of sexual orientation is central to the training and promotion of the MPA values and behaviours	Ongoing Apr 2008 – Review date Oct 2009	The promotion of values and behaviours are a priority for the continued improvement of the MPA. Training for all staff will focus on values and behaviours and consider individual responsibilities to promote equality and diversity across all aspects of work and interaction.	Catherine Crawford (Chief Executive)/Jane Harwood (Assistant Chief Executive)

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Corporate Strategy	The chief executive will ensure that sexual orientation is reflected across the corporate strategy and unit delivery plans.	May 2008 – Oct 2008	All staff have been given the opportunity to input into planning for the new strategy via special seminar sessions, which open access and ensure specialist knowledge, including equalities, are fully incorporated into the draft strategy for members approval.	Catherine Crawford (Chief Executive)/Jane Harwood (Assistant Chief Executive)
M	M	Compliance	The Chief Executive and her senior management colleagues will ensure that the MPA applies a similar standard to the sexual orientation equality strand as it would for the equality strands with a statutory duty.	Ongoing – review date December 2009	Any review of, for instance, Standing Orders or protocols regarding behaviour has specifically addressed these issues	Catherine Crawford (Chief Executive)/Senior Management Team
M	M	Equalities Champion	The chief executive is the MPA equalities champion and will internally monitor the sexual orientation aspect of the Generic Equality Scheme.	Ongoing	This will be reflected in our achievement of level 3 of ESLG for which this action is also a priority.	Catherine Crawford (Chief Executive)
M	M	National Responsibilities	1. The chief executive ensures that the MPA fulfils its national duties under the Police Act 1996.	Ongoing – Review date Apr 2009	The MPA established a joint counter terrorist unit oversight group with four other police authorities in	Catherine Crawford (Chief Executive), Sally Benton (Policy Advisor)

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			2.The Chief Executive will ensure that all aspects of MPS national policing responsibilities consider sexual orientation.		April 2007. It works to promote transparency and openness in counter terrorist policing. Reports to the group consider impact on the sexual orientation equality strand.	

Corporate Development & Strategic Oversight Directorate, Equality and Diversity Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	M	MPA Domestic Violence Board (DVB)	<p>To ensure LGBT groups are appropriately represented at Board meetings</p> <p>To ensure an input from LGBT groups at each meeting</p>	8 July 2008	<p>The organisation Broken Rainbow (www.broken-rainbow.org.uk), which supports LGBT people experiencing domestic violence, is represented on the Domestic Violence Board.</p> <p>Additional representation is being sought to further improve representation</p>	Laurence Gouldbourne
H	M	MPA Hate Crime Forum (HCF)	To consult with LGBT groups in establishing the future model of the MPA HCF, which will include arrangements for the ongoing inclusion of LGBT groups in the scrutiny of the MPS response to hate crime	31 June 2008	Model will contain input from LGBT groups	Laurence Gouldbourne & Bennett Obong

Corporate Development & Strategic Oversight Directorate, Oversight & Review Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Scrutiny framework	Review framework for identifying potential scrutiny work. Ensure consultation with key stakeholders including Lesbian Gay and Bisexual (LGB) groups The framework will be amended to reflect any review findings as appropriate.	2008/09-work plan.	Scrutiny programme that has been arrived at as a result of the application of the MPA scrutiny framework and that positively considers the needs of LGB groups.	Siobhan Coldwell
H	H	Scrutiny process	Bespoke impact assessment at the start of each scrutiny to identify positive/negative LGB issues that will require investigation as part of a scrutiny.	Each Scrutiny – Ongoing according to work plan priorities	Written assessment outlining issues and how they will be addressed. Written impact assessment and revised recommendations should identify any potential issues.	Oversight and Review Team
H	H	Scrutiny process	Engagement with relevant user/staff groups throughout the process to ensure that issues are being addressed.	Each Scrutiny – Ongoing according to work plan priorities	Evidence of engagement (for e.g. feedback, minutes, survey results etc) and how issues raised have been responded to	Oversight and Review Team
H	H	Scrutiny process	Impact assessment of recommendations.	Each Scrutiny – Ongoing according to work plan priorities	Written impact assessment and revised recommendations should	Oversight and Review Team

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					identify any potential issues.	
H	H	HR oversight: review of MPS HR policies	The MPA will ensure that all HR policies and activities (for e.g. occupational health provision, training, selection, development and progression) LGB issues and considerations are integral rather than 'bolted on' in a separate process.	Ongoing	Improved understanding of LGB issues across all MPS directorates. Improved diversity across all MPS directorates. Fewer complaints.	Alan Johnson
H	H	HR oversight: career development and progression	The MPA will support the MPS to achieve a more representative workforce through developing new initiatives that take into consideration LGB issues.			Alan Johnson
H	H	HR oversight: career development and progression	The MPA will scrutinise data on all equality strands in order to set targets for under-represented groups including LGB groups.			Alan Johnson

Corporate Development & Strategic Oversight Directorate, Planning & Performance Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	M	Public Consultation for the Policing Priorities 2010-11.	Analyse the results of the policing priorities consultation to Identify gaps in terms of sexual orientation of respondents and use the analysis to consider new ways of consulting with under represented groups. .	Annual process. 2010-11 consultation is due for completion Autumn 2008	<p>The MPA Planning and Performance Unit now manage and conduct the public consultation process for the policing plan. The questionnaire has been redesigned to include a full diversity section, including sections for all 6 equality strands. This will not only enable the MPA and MPS to monitor who is completing the questionnaire but will enable analysis to be conducted on the results detailing specific areas of concern for particular groups of people.</p> <p>Invitations to take part in the policing plan priorities consultation process were distributed to community groups and diversity groups as advised by colleagues from the Equalities and Diversity Unit and Engagement and Partnerships Unit at the MPA.</p>	Jane Owen Melissa Wagstaff Chloe Hughes Gemma Deadman

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
					The 2008/09 consultation process to feed into the 2010/11 priorities is aiming to increase participation by advertising the consultation in the press and compiling an even larger email distribution list to invite people to take part. This list will include a considerable number of young people and youth organisations to encourage participation of young Londoners. Plans to increase participation in future consultations are being considered, including focus groups and community events.	
M	M	Performance Information availability	To identify where there are gaps in relation to sexual orientation in the MPS data recording system in order to support any work areas (as appropriate) to improve data collection P&P unit will include this information as part of an EODB management	When an appropriate EODB focus area is identified or end 2009-10	MPS data recording system capture a large amount of information about staff/officers and other people who come in contact with the police, however, details of sexual orientation can be recorded but are not compulsory. This often results in a gap in data.	Jane Owen Melissa Wagstaff Chloe Hughes Gemma Deadman

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			information paper (when an appropriate focus area is scheduled).		P&P unit will investigate this further.	
M	M	Provide performance information for the EODB.	To provide analytical support to the EODB, this will include details of recorded offences against people due to their sexual orientation.	Provide timely performance information to the EODB	Decisions at the EODB informed by up to date performance information	Gemma Deadman Melissa Wagstaff
M	L	Provide performance information for the MPA Hate Crime Forum	To provide analytical support to the MPA Hate Crime Forum. This will include details of recorded offences against people due to their sexual orientation.	Provide timely performance information to the MPA Hate Crime Forum	Decisions at the MPA Hate Crime Forum informed by up to date performance information	Gemma Deadman

Corporate Secretariat

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Committee reports	To ensure that committee officers are briefed so that they are able to identify inappropriate language in draft committee reports in respect of sexual orientation	July 2008	Note of unit meeting evidencing that this briefing has taken place. No inappropriate language occurring in committee reports	Simon Vile
H	M	Member recruitment	To take account of sexual orientation issues in the recruitment of independent members, specifically to ensure through monitoring that declared sexual orientation has not been an adverse factor in short listing/appointment decisions	June / July 2008	Monitoring can help to demonstrate fairness in the recruitment process	Simon Vile & Jenny Trevillion
L	L	ISIT policies and guidance	To take account of any sexual orientation issues when reviewing ISIT policies and guidance, for instance relating to email and internet usage	October 2008	Guidance issued and policies reviewed	Sudhen Swami
H	M	Staff / Member Protocol	Review the protocol to ensure that any sexual orientation issues are addressed	November 2008	That, where appropriate, the protocol refers to specific sexual orientation issues and that preferred terminology is used in communication	Simon Vile

Engagement & Partnerships Directorate

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		Community Police Engagement Groups (CPEGs)	To ensure that local LGBT groups are represented or engaged with the Borough CPEG	March 2009	2009 funding process, Membership records will reflect local LGBT groups involved with CPEGs	Martin Davis & Guy Beattie
		Community Police Engagement Groups (CPEGs)	Devising a handbook for CPEGs that promotes engagement and membership of LGBT groups as well as consideration of LGBT issues.	June 2008	Handbook published and circulated to all CPEGs.	Martin Davis & Guy Beattie

Engagement & Partnerships Directorate, Independent Custody Visitor Unit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	London ICV Scheme	To seek to capture and record information on sexual orientation of our ICVs through implementation of a diversity monitoring form	July 2008	A realistic measurement of success with encouragement would be a response rate of 50% or more	Kerry McClelland & George Fry
M	M	London ICV Scheme	To seek to ensure that ICVs of different sexual orientations are represented within the ICV Scheme	Ongoing	Outcome of monitoring exercise is positive (see above) Successful targeted recruitment	Kerry McClelland & George Fry
M	H	London ICV Scheme	To provide London ICVs with training on diversity which includes sexual orientation and gender identity as a diversity strand	Starting in September 2008 – rolling programme	ICVs undergo training Positive evaluations of training programme Improved awareness of diversity of sexual orientation amongst ICVs	Kerry McClelland & George Fry

Internal Audit

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Internal audit of the MPA and MPS	Systems in the MPA and MPS relating to sexual orientation are included in the audit programme in order to measure compliance with agreed policies and practices.	On-going. A rolling programme of audit covers all systems within the MPA and MPS over a maximum of a five-year period.	Systems are subjected to audit, which includes testing, and the level of compliance or non-compliance will be reported to the appropriate member of MPS Management Board.	Peter Tickner
H	M	Recruitment and promotion of internal audit staff	In the conduct of all future recruitment and promotion exercises Internal Audit will use a range of media that will not inadvertently exclude people on grounds of sexual orientation.	On-going and as recruitment opportunities arise.	The extent to which sexual orientation groups within internal audit reflect the wider London community.	Peter Tickner
H	M	Training of internal audit staff	The internal audit training strategy will be checked to ensure that any training and development needs of staff of all sexual orientation can be met.	Completed, July 2008	Use the performance management system to check all reasonable training and developments needs of staff are met and no groups are excluded on grounds of sexual orientation.	Peter Tickner

Press & Communications

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
H	H	Media and communications strategy	Revise and update communications strategy with regard to LGTB groups	Reviewed every six months and annually by SMT	Domestic Violence Board and Hate Crime Forum statements and press releases Targeted dissemination of relevant breaking news items on specific LGBT issues	Jacqui Jones & Michael Upton
H	H	Major incident communications strategy	Revise and update major incident communications strategy with regards to LGBT groups	Reviewed every six months and annually by SMT	Liaison with LGBT groups for advice re press statements etc following David Morley murder Local media undertaken by lead member Lambeth	Jacqui Jones & Michael Upton
M	M	Sponsorship	Research into appropriate and effective events	Annually	'Pride' – LGBT disabled access to the community event Trafalgar Square MPA editorial and welcome in Pride brochure	Michael Upton
M	M	Online communications	Set up relevant hyperlinks	Ongoing	Link to Gay Police Association from MPA website	Celia Prentice & Angela Carbery-Roach
M	M	Online communications	Explore innovative ways to encourage engagement by	Ongoing (Review in 2009)	Better engagement by LGBT groups via MPA	Celia Prentice & Angela Carbery-Roach

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
			LGBT groups via MPA website		website	

Professional Standards

To Follow

Treasury

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
M	H	Contract Regulations (Part F of Standing Orders)	Conduct a review of Contract Regulations in consultation with the EDU and other interested parties, to ensure that structures are put in place to prevent barriers to equality of opportunity in accessing procurement opportunities.	June 2008 and annually	Publication of Contract Regulations. To be reviewed annually – the most recent revision was approved by Full Authority in July 2008.	Annabel Adams
M	H	Contract Regulations (Part F of Standing Orders)	Ensure that all reviews of the Contract Regulations consider sexual orientation issues.	June 2008 and annually	Publication of Contract Regulations that properly reflect sexual orientation issues	Annabel Adams
H	H	Finance Committee Equality Objective: To monitor progress in implementing the Responsible Procurement Policy, especially: <ul style="list-style-type: none"> Embedding the policy throughout the MPS, Increasing the number of diverse suppliers we procure goods & 	To monitor progress against the Finance Committee objective. Of particular relevance to the GNES will be opening opportunities to small and medium enterprises (SMEs) that are owned by, or employ, people from the LGBT community. Baseline data on procurement has been commissioned by the GLA	The objective was approved by Committee in December 2007, and restated in June 2008, and will be monitored annually by Committee and quarterly by the Procurement Oversight Group and GLA. Baseline data available September 2008.	Clear baseline information about the current supplier base Increased number of SMEs used as main, or sub-contractors Regular review of Responsible Procurement by the Procurement Oversight Group.	Annabel Adams

R	P	Area of Work / policy	Action	Due Date	Evidence of Success	Lead Officer/s
		services from, <ul style="list-style-type: none"> • Implementation of the London Living Wage. 	Central Responsible Procurement Team for all GLA functional bodies, to enable better understanding of the current supplier base and allow meaningful targets for SME/diverse spend to be set.			
H	H	Oversee the budget and financial planning process	Ensure that all prospective areas of saving are subject to an equality impact assessment (EIA) to ensure that any cuts in service do not adversely impact on the LGBT community.	Annually	Robust scrutiny of growth and savings proposals, all of which are supported by an EIA.	Ken Hunt

Appendices

MPA and MPS joint equality statement

6 December 2005

The Metropolitan Police Authority and Metropolitan Police Service are committed to the development of a customer-focussed workforce that respects, and is inclusive of, the diversity of the communities we serve and one in which individual talent and potential is recognised and cultivated.

We will continue, in a culture of fairness, to work towards the elimination of unlawful discrimination, the promotion of good relations between all persons and the promotion of equality of opportunity irrespective of race, gender, disability, age, sexual orientation, religion or belief, or working arrangement. We will strive to provide a working environment and service delivery that is free from harassment, bullying, or victimisation.

We jointly acknowledge our responsibilities towards the members of London's diverse communities. We will engage with, and value the contributions of, our partners and continue to nurture positive relationships of constructive support and scrutiny.

Together we will work to achieve our common vision of making London the safest major city in the world through effective and efficient means, improving our internal working environment and delivering excellence in governance and service provision.

Sir Ian Blair QPM

Commissioner
MPS

Catherine Crawford

Chief Executive and Clerk
MPA

Len Duvall AM

Chair
MPA

Glossary

Definitions are taken from the CRE Code of Practice on the Duty to Promote Race Equality where possible.

Access

The methods by which people with a range of needs, such as disabled people, people with children and those whose first language is not English, find and use services and information. For disabled people, access in London means the freedom to participate in the economy, planning, and social and cultural life of the capital.

Access to Work (AtW)

A scheme that is managed by Jobcentre Plus to assist disabled people who are in paid employment or running their own business to overcome disability barriers. AtW provides practical and financial support to overcome work related obstacles resulting from impairments.

Best Value

A government programme designed to produce continuous improvement in service quality, i.e. the way in which authorities exercise their duties and powers.

Black and Minority Ethnic communities or people

BME is widely used as a generic descriptor and is accepted as appropriate ethnicity terminology across public services. The term describes communities and individuals who belong to an ethnic group that is smaller in number than the UK's predominant white group. 'Black' is an inclusive term that refers to all groups (i.e. Asian or Asian British, Black or Black British, Chinese and other ethnic groups). The term BAME (Black, Asian and Minority Ethnic) is also now accepted terminology in public services throughout England and Wales.

Citizenship

In general, the rights, duties and responsibilities of a good citizen, of any state.

Compliance notice

A legally binding notice that can be served on authorities that are failing to comply with the general or specific duties after April 2007. The notice will state that the authority must meet its duties and tell the EOC within 28 days what it has done to comply with the duties.

Direct discrimination

Less favorable treatment of a person in regards to their age, disability, gender, race, religious belief or sexual orientation compared with the treatment or likely treatment of a person of another gender in the same or similar circumstances.

Disability

Disabled people's organisations define 'disability' as: "The loss or limitation of opportunities that prevent people who have impairments from taking part in

the life of the community on an equal level with others due to physical and social barriers.” This definition has been adopted for the purposes of this scheme.

Disabled person

Someone who has an impairment and, as a result, experiences externally imposed barriers.

Diversity

The difference in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, skills, knowledge and life experiences of each individual in any group of people. Diversity in the work place is an understanding that there are differences among employees, acceptance of these differences so that each person is treated and valued as a unique individual and recognising that these differences can be an asset to work being done more efficiently and effectively. The term does not mean the same as ‘equal opportunities’ as it seeks to avoid reference to discrimination and the impact that power imbalances may have on different communities.

Duty

A mandatory and legal obligation to do something, in this case, to eliminate sex discrimination and promote gender equality.

Employment practices

These are the terms set by employers, which affect people in the work place, such as pay, recruitment, promotion, managing maternity and working hours.

Equal value

When work is different but considered to be of equal worth in terms of demands such as decision-making, skills and effort.

Equality Act 2006

The legislation, which legally created the Commission for Equality and Human Rights (CEHR) and introduced the Gender Equality Duty.

Equality Group

A short hand term that refers to all work addressing issues of discrimination and disadvantage, particularly relating to age, disability, gender, race, religion or belief and sexual orientation. This is the vision or aim of creating a society free from discrimination, where equality of opportunity is available to individuals and groups, enabling them to live their lives free from discrimination and oppression.

Equal opportunities

The provision of equal rights and development of practices that promote the possibility of fair and equal chances for all people to develop their full potential and the removal of barriers of discrimination and oppression experience by certain groups.

Ethnic group

Defined by the House of Lords as a group that regards itself or is regarded by others as a distinct community by virtue of certain characteristics. These characteristics include a long shared history; a cultural tradition of its own; a common geographical origin, or descent from a small number of common ancestors; a common language, literature or religion and being a minority or being an oppressed or a dominant group within a larger community.

Functions

The full range of a public authority's duties and powers.

Gender

A concept that refers to the social differences between women and men that have been learnt, are changeable over time and have wide variations both within and between cultures.

General Duty

The overall gender duty on public authorities to eliminate sex discrimination and harassment and to promote gender equality in their policies, services and employment.

Gender mainstreaming

The systematic integration of the respective situations, priorities and needs of women and men in all mainstream policies with a view to promoting equality between women and men.

Gender neutral

In policy terms, a policy which has no differential impact, either positive or negative, for equality between women and men.

Gender blind

Ignoring or failing to address the gender equality dimension.

Gender equality

The concept that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behavior, aspirations and needs of women and men are considered, valued and favored equally.

Gender impact assessment

Examining policy proposals to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that any discriminatory effects are neutralised and that gender equality is promoted.

GLA Family

A group made up of the core Greater London Authority (GLA), the London Development Agency (LDA), the London Fire and Emergency Planning Authority (LFEPA), the Metropolitan Police Authority (MPA), Metropolitan Police Service (MPS) and Transport for London (TfL).

Greater London Authority (GLA)

The organisations responsible for carrying out the functions set out in the Greater London Authority Act 1999, including the Mayor, the London Assembly and the GLA Group. There is a clear separation of powers within the core GLA between the Mayor - who has an executive role, making decisions on behalf of the GLA - and the London Assembly, which has a scrutinising role.

Good practice

Examples of services, employment or policies, which take gender equality into account.

Institutional racism

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes or behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people” (The Stephen Lawrence Inquiry - The McPherson Report, 1999).

London Assembly

Part of the Greater London Authority. It comprises 25 members, elected by voters in London, whose primary role is to scrutinise the Mayor's activities.

Mainstreaming

A word used to describe the integration of equalities into policy development, implementation, evaluation and review.

Metropolitan Police Authority

The independent statutory body established on 3 July 2000 to secure and maintain an efficient and effective police service for the Greater London area.

Nationality

An aspect of a person's identity (see 'citizenship'), conveying rights and duties, and defined by a specific legal relationship between an individual and a state, through birth or naturalisation, which is recognised by that state. Article 2 of the European Convention on Nationality defines 'nationality' as 'the legal bond between a person and a state' which 'does not indicate the person's ethnic origin'.

National origins

Defined by the Scottish Court of Session as 'identifiable elements, both historically and geographically, which at least at some point in time reveals the existence of a nation'. National origins are not limited to 'nationality' in the legal sense of citizenship of a nation state, which an individual acquires at birth or through naturalisation. For example, English, Scottish and Welsh people are racial groups, defined by reference to their national origins. National origins may include origins in a nation that no longer exists (Czechoslovakia, for example), or in a 'nation' that was never a nation state in the modern sense, such as 'the Basque nation'.

Policies

The formal and informal decisions taken by an authority on how it carries out its duties and uses its powers.

Positive action

Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviors and structures. (Definitions adapted from 'One hundred words for equality: A glossary of terms on equality between women and men', available from Directorate General for Employment, Industrial Relations & Social Affairs, European Commission.

Positive discrimination

Positive discrimination occurs when someone is selected to do a job purely on the basis of their race, not on their ability to do the job. This is illegal under the Race Relations Act.

Race

The Race Relations Act uses 'race' both to describe the catch-all class that receives protection under the Act, that is, 'racial group', and as one of five sub-classes that fall within it (race, colour, nationality, ethnic or national origin).

Race equality

Equality between all individuals and groups regardless of race, colour, nationality, ethnic or national origin.

Social inclusion

A form of inclusion that allows a person to access and benefit from the full range of opportunities available to members of society. It aims to remove barriers for people and areas that experience a combination of linked problems such as unemployment, poor skills, low incomes, poor housing, high crime rates, poor health and family breakdown.

Specific Duty

Under the Race Relations (Amendment) Act 2000, the specific duty says that a public authority to whom the Act applies must prepare and publish a race equality scheme. The scheme should set out how the authority plans to meet its general and other specific duties to promote race equality.

Transsexual

These are people whose physical sex does not match their gender as perceived by them and who feel beyond doubt that they need to change the physical characteristics.

Acronyms and abbreviations

ACPO	Association of Chief Police Officers
AtW	Access to Work
APA	Association of Police Authorities
BAME	Black, Asian and Minority Ethnic
BCP	Business Continuity Plan
BME	Black and Minority Ethnic
BOCU	Borough Operational Command Unit
BVPI	Best Value Performance Indicator
CDRP	Crime and Disorder Reduction Partnership
CEP	Corporate Equality Plan
CEU	Community Engagement Unit
COI	Central Office of Information
CPCG	Community Police Consultative Group
CRE	Commission for Racial Equality
CRIS	Crime Reporting Information System
CSB	Community Safety Board
DEA	Disability Employment Adviser
DESWG	Disability Equality Scheme Working Group
DDA	Disability Discrimination Act
DIAG	Disability Independent Advisory Group
DRC	Disability Rights Commission
DSE	Display Screen Equipment
EIA	Equality Impact Assessment
ESLG	Equality Standard for Local Government
FTA	Fixed Term Appointment
FoIA	Freedom of Information Act
GNESSG	Generic Equality Scheme Steering Group
GLA	Greater London Authority
GLAD	Greater London Action on Disability
GoL	Government Office for London
HASAW	Health and Safety at Work
HMIC	Her Majesty's Inspectorate of Constabulary
HR	Human Resources
HRA	Human Rights Act
ICVS	Independent Custody Visiting Scheme
ICVP	Independent Custody Visiting Panel
ISIT	Information Systems and Information Technology
IPCC	Independent Police Complaints Commission
LDA	London Development Agency
LGBT	Lesbian, Gay, Bisexual and Transgender
LFEPA	London, Fire and Emergency Planning Authority
LRHCF	London-wide Race Hate Crime Forum
MPA	Metropolitan Police Authority
MPS	Metropolitan Police Service
OCU	Operational Command Unit
PAB	Police Advisory Board
PCS	Public and Commercial Services Union
PCSO	Police Community Support Officer

PDR	Performance Development Review
PNB	Police Negotiating Board
PPRC	Planning, Performance and Review Committee
PSCC	Professional Standards and Complaints Committee
PSU	Professional Standards Unit
RDU	Race and Diversity Unit
RRA	Race Relations Act
RR[A]A	Race Relations [Amendment] Act
SLA	Service Level Agreement
SDA	Sex Discrimination Act
TASER	Thomas A. Swift's Electrical Rifle
TfL	Transport for London

List of organisations that were contacted and consulted for the Gender Equality Scheme

Abortion Rights
Account3 Women's Consultancy Service
Ashbourne Centre Associates
Association for Improvements in the Maternity Services (AIMS)
Asian Deaf Women's Association
Bexley Association of Disabled People
Black Disabled People's Association
Black Londoners Forum
Brent Advocacy Consortium
Boadicea - Disabled Women's Newsletter
Campaign Against Domestic Violence (CADV)
Childcare Plus Ltd
Clays Lane Ladies Club
Cinenova - promoting films by women
Commission for Racial Equality
Daycare Trust
Disability Independent Advisory Group
Disability Information Service Centre
Disability Rights Commission
Door of Hope
Equal Opportunities Commission
Equalities National Council
Feminist Library
Foundation For Women's Health, Research And Development (FORWARD)
Greater London Action on Disability
Hammersmith And Fulham Action for Disability
Hearing Concern
Independent Police Complaints Commission
Lambeth Mind
London Access Forum
London Development Agency
London Equalities Commission
London Ethnic Minority Deaf Association
MENCAP
Multicultural Disability Advocacy Association
National Disabled Police Association
Newham Ethnic Minority Disability People
North African Disabled People
Organisation of Blind African Caribbean's
Out and About Club
People First
Royal Association for Disability And Rehabilitation
Royal Association in Aid of Deaf People
Royal National College for the Blind
Royal National Institute for the Blind
Schools Out
Somali Care Association

Somali Disability Association
Somali Elders and Disability Association
Somali Teaching Group
Tower Hamlets Coalition of Disabled People
Trades Union Congress
Transsexual UK Support Group
Trident Independent Advisory Group
UK Council on Deafness
UK Youth Parliament, London
Westminster Human Rights and Race Equalities

Other formats and languages

This document is available in audiocassette, Braille, large print, easy read, electronic (PDF), electronic (MSWord) and signed language video.

Additionally this document is available in the following languages:

Chinese
Hindi
Vietnamese
Bengali
Greek
Urdu
Turkish
Arabic
Punjabi
Gujarati
Spanish
French

For a copy, please contact the MPA:

Equality and Diversity Unit
Metropolitan Police Authority
10 Dean Farrar Street
London
SW1H 0NY

Tel: 020 7202 0249
Fax: 020 7202 0200
Minicom: 020 7202 0173
Email: randd@mpa.gov.uk

You will need to supply your name and postal address and state the format of the publication you require.