

MPA Status Report of Progress on the RES 2002/03

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

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

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

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

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

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

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

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

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

Copies of the Year One report can be requested in different community languages and other language formats. Please contact O'Cynthia Coleman, on the Consultation and Diversity Unit on 020 7202 0233, e-mail: cynthia.coleman@mpa.gov.uk if you require these.

For further information on the MPA Race Equality Scheme, please contact Julia Smith, Head of Consultation and Diversity, on 020 7202 0226, e-mail julia.smith@mpa.gov.uk.

Year One summary report

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

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

MPA POLICIES

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

		its meeting on 26 September 2002.
Develop the link between Equalities objective setting and performance appraisals	Head of HR	<p>The MPA training for all staff in the performance management framework recognized that fairness was essential. Reporting and countersigning officers were trained to ensure that jobholders have equality of opportunity to achieve their full potential and that there was no discrimination when agreeing objectives and assessing performance.</p> <p>Reporting officers were trained to review the jobholders' performance regarding equal opportunities and diversity in the reporting year against:</p> <ul style="list-style-type: none"> • The jobholder's equal opportunities developmental objectives; and • The MPA's equal opportunities statement and policies <p>All staff are now expected to have an equal opportunities developmental objective.</p> <p>Reporting officers are now required to take account of the extent to which the jobholder has demonstrated the required standards of behaviour when assessing their performance regarding equal opportunities.</p> <p>When making the overall assessment and awarding the overall performance category, reporting officers are now required to assess the demonstration of equalities competencies. In doing this, they are required to take account of the jobholder's performance regarding equal opportunities. It has been made clear that jobholders should not be awarded the higher performance categories where it is clear that they have behaved in ways that contravene the MPA's values, equal opportunities policies or standards of behaviour. Processes are being developed and will be put in place to monitor action against this policy performance and reported to the MPA Internal Equalities Sub group and RES External Reference Group.</p>
Funding application forms for Community and Police Consultative Groups (CPCG) and Independent Custody Visiting Panels (ICVP) to include Equalities statement	Head of CDO	<p>A revised application form has been developed that will include an explicit equalities requirement against which CPCG applications for MPA funding will be assessed and monitored.</p> <p>The MPA has developed clear equalities performance indicators that will apply to CPCGs and ICVPs in its equalities Service Improvement Plan.</p>
Develop system for issuing Equal Opportunities statement with contract documents	Deputy Treasurer	<p>Completed. Report considered and agreed by the EODB on 1 May 2003 proposing new Equalities and Diversity Statement be included within the Authority's contract regulations referring to the Authority's equalities objectives and the framework with respect to its application when initiating contract action. Statement reflected recent guidance from the CRE. Agreed by full Authority as part of overall Standing Orders on 26 June 2003. Internal group in place to monitor progress and in the process of preparing detailed operational</p>

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

	reports	The MPA Stop and Search 'Know your Rights' leaflets have been printed in 13 different languages.
Area progress consultation strategy	Head of CDO	Completed. Consultation strategy completed and a copy can be accessed on the MPA website. The draft strategy has incorporated the RRA requirements and has identified the key equality groups that will be consulted by the MPA. Further revisions will outline the ways in which the MPA will consult on its impact assessments. There is need for a separate communications strategy to ensure that the Authority proactively communicates its progress on its Scheme to Londoners. This will be developed following detailed feedback from the external reference group and other key stakeholders and partners. The MPA is working to achieve the Level 5 local government equalities standard; this has a heavy emphasis on consultation and community engagement and will reinforce the requirements of the RRA.
Access and security requirements in MPA premises	Head of Administration	<p>The MPA premises have been assessed by Disabilities Advisers from the Metropolitan Police Service and the Royal National Institute of the Blind. The MPA offices are fully accessible to disabled members of the public. Parking spaces have been allocated for disabled drivers near an accessible entrance to the MPA office. Induction loop has been installed at all public meeting rooms</p> <p>Disabled toilets are provided and have the correct equipment including a flashing light on the fire alarm bell. Signs are clear and legible.</p> <p>The common areas of the building are the responsibility of the landlord, not the MPA and are currently not fully compliant with the DDA. The landlord has arrangements in hand for this to be addressed by next year.</p> <p>All staff have been inducted and briefed on the MPA security policy and where required, staff are provided with personal security alarms, especially where those who are community based or are required to work outside office hours. Managers are encouraged to see that arrangements are in place to secure the personal safety of their staff.</p>
Complaints policies and procedures set up	Head of Secretariat	Work completed and implementation in process. Policy available on MPA website.
Identify and agree common Equality Standards with GLA group	Head of CDO	This work is ongoing. The MPA attends regular meetings with the other members of the GLA group and progress is being made by the MPA and others to achieve common approaches and standards for the achievement of Level 5 of the local government equality standard by 2005. The MPA has also completed its equalities Service Improvement Plan that was one of the key recommendations arising from the GLA group "Equalities for All"

		Best Value review.
Ensure compliance with employment monitoring requirements	Head of HR	<p>The MPA has published annual reports monitoring MPA HR activities since November 2001. The most recent report was considered by the Human Resources Committee on 5 June 2003 and covered all the requirements of the RRA. The MPA has expanded its recruitment monitoring to cover all the ethnic origin categories within the most recent census and is in discussions with the recognised trade union about extending monitoring to include age, faith and sexual orientation.</p> <p>It is the intent to use the new categories for recruitment monitoring and to ask existing staff if they wished to complete the updated monitoring form. This latter request will be entirely optional and a matter of self-classification. The data will only be used for monitoring purposes.</p> <p>The MPA established a diversity recruitment task force to look into the recruitment of people from the black and minority ethnic community to increase the number of BME officers in the MPS. The MPA and MPS are also required to provide detailed information to the GLA as part of the annual budget setting process.</p> <p>The MPA Human Resource Committee monitors the employment policy and practices of the MPS on a regular basis.</p>
Carry out training needs analysis	Head of HR/CDO	<p>TNA has not been carried out due to the lack of data around individual requirements. One off and generic training or 'raising awareness' courses for all staff have been provided. All staff have been briefed on the requirements of the RRA and training sessions have been arranged to inform Members and officers on the completion of Equality Impact Assessments.</p> <p>An induction programme for new members, when the new Authority term begins in July 2004, is now being planned. This will include diversity training for all members, new and re-appointed.</p>

MPA FUNCTIONS

Established Function/Policy	Responsible Officer	Progress
<p>To publish a local policing plan, setting detailed objectives, performance targets and actions proposed by the MPA</p>	<p>Head of Planning/MPS Performance Planning and Review Committee.</p>	<p>The 2003/4 policing plan includes three targets in relation to race hate crime:</p> <ul style="list-style-type: none"> • To achieve a judicial disposal rate of 18% for racist crime • 70% of victims of racist crime are satisfied/ very satisfied with police performance. • To achieve a judicial disposal rate of 17% for homophobic crime. <p>The 2002/3 policing plan included similar targets on race hate crime. Of the 4 related targets, two were achieved, and two were not achieved.</p> <p>At each of its meetings the PPR committee monitors the MPS performance against the policing plan targets, including race-hate crime. Joint work with the MPS is currently conducted on the satisfaction level of victims of racist crime, which was identified as an area of weakness earlier this year.</p> <p>The policing plan and performance monitoring reports are public documents available from the MPA web site.</p>
<p>To work in partnership with local crime and disorder reduction partnerships</p>	<p>Deputy clerk/CoP</p>	<p>This area of work is under development. Under the Police Reform Act 2002, the MPA became a statutory partner on all 32 CDRPs from April 2003. On most of these the Authority will be represented by MPA</p>

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		<p>members, supported by a specialist team of officers. Currently being recruited. Arrangements will need to be put in place to ensure that CDRPs are knowledgeable about the MPA RES and the specific performance measures outlined in the scheme. The MPA, in partnership with the GLA, Government Office for London, MPS and the Association for London Government (ALG) has already identified key areas for improvements on equalities issues by CDRPs. Progress will be monitored in the coming year.</p>
<p>To secure an adequate equalities budget for the Authority in order to meet internal and statutory requirements.</p>	<p>MPA Treasurer/Finance committee + EODB</p>	<p>This is an ongoing annual process and very much part of the overall budget process. The equalities budget is, of course, part of the overall wider budget for the whole of the MPA/MPS and the constraints/opportunities that present themselves for the wider budget obviously affect the equalities position. Processes are in place to ensure that where appropriate the need for growth in the budget is properly considered by the EODB and Finance Committees. In 2003/04 a growth in the Equalities budget was agreed in the sum of £280.000 and a work programme prepared to support this. In 2004/05 internal officer considerations, reflecting the assessment by the Head of CDO, of the need (if any) for growth has commenced. Officer recommendations would be</p>

Established Function/Policy	Responsible Officer	Progress
		considered by EODB at its October meeting. This would be supported by the Equalities Budget submission (considered by EODB in October) before submission to the GLA.
To work in partnership with the Mayor's Office, Greater London Assembly, Association of Police Authorities, Home Office and other key stakeholders and partners in working towards the elimination of discrimination, and the promotion of equal opportunities and good relations between different groups in matters relating to policing.	Head of Consultation and Diversity/EODB	<p>On going progress. The MPA continues to be involved in a range of partnership arrangements with its key stakeholders. In addition the Authority also works closely. Involvements have included: contribution to the</p> <ul style="list-style-type: none"> • Annual Black History Month programme 2002; • Participation in the BME Cracking Crime conference and subsequent project development, • GLA Race Equality Working Group; • GLA group Equalities Network; • Refugee Forum, • Domestic Violence working Group • Asian Affairs Sub Group, • HR Network • Procurement Network • Consultation Network etc. plus contact and involvement with a range of community and voluntary groups and organisation on policing, crime and community safety issues. <p>The MPA, through its members and officers, is represented on a number of working groups, committees, including</p>

Established Function/Policy	Responsible Officer	Progress
		internal committees of the MPS, Home Office and other national organisations.
To develop a complaints procedure and monitor this for accessibility to those who wish to pursue specific issues and complaints on policing practices and/or performance.	Head of Secretariat	<p>The MPA has published its complaints procedure and has integrated the requirements of the RRA. The current policy supports the general duty in the following ways:</p> <ul style="list-style-type: none"> • third party reporting • the document can be made available in a variety of other languages, large print and Braille on request • complaints officers also offer to discuss the policy/procedure with anyone requiring further assistance • the policy is written in plain English and complaints officers use plain English in responding to complainants • the procedure is monitored through the use of a feedback form provided to each complainant, which asks for details of the complainants ethnicity and the ethnicity of the person the complaint is against is also recorded. <p>More detailed work now needs to take place to inform the public about their rights to complain as outlined by the RRA..</p>
Secure organisational performance, management and culture.	Clerk and MPA Chair	Ongoing process. Team building/diversity awareness away day held in July for all Secretariat staff. A number of recommendations aimed at improving

Established Function/Policy	Responsible Officer	Progress
		performance and establishing a mutually supportive culture now being actioned.
To demonstrate commitment to equalities and diversity.	Head of CDO/EODB	<p>This commitment is ongoing and is demonstrated in the strategic decisions that the Authority has taken; the active involvement of the Chair of the MPA, and other members in the promotion of key equalities performance as well as the condemnation of poor equalities practices. A recent Hay Job Evaluation review recently implemented by the MPA has highlighted the need to ensure that the commitment to equalities is fully demonstrated through all areas of the work activities of the Authority. This will also contribute to the Authority's success as it works towards the Level 5 equality standard.</p> <p>The need for regular staff audits of the MPA and MPS have been supported by MPA members and the MPA Internal Consultancy is currently undertaking a feasibility study of this.</p>
To consult with people who live and work in London on policing matters and in consultation with the Commissioner.	Head of CDO/Consultation Committee	Progress has been made in expanding the number of activities and methods by which the MPA and MPS consults with Londoners to ensure greater inclusiveness and representativeness. These include consultation with faith communities, the

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		Asian community, partnership arrangements with youth organisations, e-consultation and progress to establish a citizen's panel.
To enable members of the public to feel confident in bringing sensitive and vexing policing issues to the attention of the Authority.	Clerk/Full Authority	An amendment to Standing Orders to facilitate public questions to the full Authority meetings was approved at the AGM in July. Performance measures for prompt and comprehensive responses to public correspondence are in place.
To develop an internal equal opportunities and diversity policy to demonstrate legal commitment, promote race equality values and diversity principles and practices to London's communities, stakeholders and partners.	Head of CDO/EODB	Ongoing. Internal staff handbook policies on equalities and diversity published on intranet and to be reviewed by officer/member working group in the autumn.
To set clear and practical performance measures and targets for monitoring MPA's race equality and equal opportunities performance.	Performance Analyst/ Performance monitoring committee	The EODB and the PPR committee jointly monitor the MPS and MPA performance on equal opportunities and diversity matters. A report providing management information on these issues is submitted at every other meeting of the EODB since Autumn 2002. This report includes detailed data on MPA staffing issues. Because the MPA has so few staff, trends change slowly and setting detailed targets on recruitment, retention and ranking structure with regard to diversity and equal opportunities issues may not be meaningful. This is under consideration.

Established Function/Policy	Responsible Officer	Progress
		The Internal Consultancy Group at the MPS is undertaking some work towards a cultural audit of MPS and MPA staff.
Operational policing, community education, engagement, trust and confidence.	Head of policing policy/COP	The MPA has initiated and influenced the MPS operational performance on a range of areas that are likely to have direct impact on the public.
To set objectives for the policing of the Metropolitan Police District, consistent with the ministerial Priorities and in consultation with the Commissioner and Londoners.	Clerk / Authority	Achieved and incorporated in Policing Plan. The views of members of the BME and other equalities groups have informed the annual priorities through the consultation which the MPA carries out. The cycle of consultation now underway for the 2004/2005 priorities and a range of equalities groups, among others, will be contributing to this. Details of this consultation can be found on the MPA website.
To secure the budget for the MPS	Treasurer/Finance committee	This is an ongoing annual process, The equalities budget is part of the overall wider budget for the whole of the MPA/MPS and the constraints/opportunities that present themselves for the wider budget obviously affect the equalities position. Processes are in place to ensure that where appropriate the need for growth in the budget, if any, is properly considered by the EODB and Finance Committees. The process for determining the need to come forward with

Established Function/Policy	Responsible Officer	Progress
		budget bids, at present rests within the MPS. Any growth would be reflected in the Equalities Submission agreed by the Finance Committee before presentation to the Mayor.
To require the Commissioner to submit reports on matters connected with the policing of London.	Clerk/Authority	Regular updates on operational policing issues to each monthly Authority meeting. In addition the Authority has commissioned a number of reports on specific issues over the year.