



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Sarah Easey, Policing Planning & Performance Improvement Unit.

2. Name of the policy, strategy or project:

Joint Engagement Meetings

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

Joint Engagement Meetings (JEMs) are a mechanism to facilitate engagement between the police, council and other pan-London agencies at a borough level in order to explore local crime and safety issues. They are key in supporting achievement of the Met Partners work strand of Met Forward, as they are the MPA's main tool in driving partnership work and are the starting point in developing joint strategies in areas of shared concern.

JEMs identify long-term, chronic problems on the borough and agree practical solutions amongst partners along with identifying potential good practice and pan London issues. To date 'serious youth violence' and 'anti social behaviour and other drivers of public confidence' have been discussed at the meetings. Future themes include all violence, tailored to the key violence issues on each borough, and Prevent, a strand of the Contest strategy.

The scope of the project is to co-ordinate the JEMs meetings and their outcomes. This includes liaising with partners, collating and analysing the data to be discussed, hosting, chairing and facilitating the discussion at the meetings and ensuring outputs are documented and followed up. Where major changes to processes or service delivery are made as a result of a JEM, these would be assessed separately for equality impact by the organisation delivering. However analysis of data for JEMs is carried out whilst considering equality strands along with other socio economic factors, as appropriate.

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

MPA

- The meetings provide the MPA with a better understanding of the issues being faced locally by each borough as well as an overview of the common pan London issues being experienced relating to the subject under discussion.
- Although the meetings are not about holding the MPS to account, but are rather a supportive problem solving process, JEMs compliment the MPA-based oversight of the MPS support the MPA strategy Metforward and the London Policing Plan.

MPS

- Enables improved partnership working to tackle the issue being discussed, for

- example serious youth violence.
- Facilitates the sharing of good practice between BOCUs.

Local authorities

- Enables improved partnership working to tackle the issue being discussed, for example serious youth violence.
- Facilitates the sharing of good practice between boroughs.

Pan London partners

- Enables improved understanding of local issues and concerns and partnership working to tackle the issue being discussed, for example serious youth violence.

Londoners

- Provides a better service through shared understanding of the problems and issues between partners and ownership of actions to address. Also wider knowledge and implementation of practices felt to be working well in one area of London.
- Information on JEMs is provided to the public via the MPA website and also through our partners such as the GLA.
- Currently there is no scope for the public to input into JEMs, however public views on policing priorities gathered through the annual stakeholder consultation are taken into account.

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

MPA

- Yes. There have been reports to SOP and briefings to all MPA members

MPS

- Yes. Those involved in the process have received written and verbal briefings, including individual briefings to borough commanders before their JEM.

Local Authorities

- Yes. Leaders and chief executives have received written briefings on the process. Local authorities are also offered the chance to observe another borough's JEM before theirs and MPA officers offer to visit to discuss the process.

Pan London partners

- Yes. Pan London partners have received written briefings on the process and MPA officers have met with them as appropriate to discuss the process, particularly those partners who contribute data for the discussion

Londoners

- Information on the JEMs process is available on the MPA website and in the reports to SOP that are available. A stakeholder communications strategy is being developed and will consider other opportunities to communicate the work of JEMs to the public and reassure that key areas of concern are being tackled in this way, for example the Ezine. The meetings are closed (non public), however, due to the restricted nature of the data and discussions.

6. Have you consulted on this policy?

After each JEM those attending are invited to provide feedback on their experience, including suggestions for ways to improve the experience. These suggestions are considered and implemented where possible.

7. Please complete the following table and give reasons/comments for where:
- (a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.
 - (b) The policy/strategy/project could have a negative impact on any of the equality target groups, i.e. disadvantage them in any way. **If the impact is high, a full EIA should be completed.**

Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
	High	Low	High	Low	
Men					
Women	x				The JEMs process provides opportunity to identify areas where the MPA, for example through join up with the DSVB, can provide additional support to problem solving issues disproportionately affecting women, such as domestic and sexual violence.
Asian or Asian British people	x				The JEMs process provides opportunity to identify areas where the MPA, for example through join up with the hate crime forum, can provide additional support to tackling hate crime, which disproportionately affects Asian or Asian British people.
Black or Black British people					
White people (including Irish people)					
Chinese people					
Other racial/ethnic group (please specify)					
Various groups for whom English is not a first language.				x	The information available on JEMs to the public is currently only available in English on the website, however if possible this will be changed to enable alternative formats to be provided on request.
Mixed Race					

Disabled people				x	<p>The information available on JEMs to the public is only available on the internet and in published SOP committee reports, which is not accessible to blind members of the public.</p> <p>Attendees to the meetings are not currently consulted on any individual needs they may have. This will be rectified in the next round of JEMs by a line being included in the invitation letter.</p> <p>Meeting rooms are equipped with hearing loops, and are wheel chair accessible, though accessibility could be improved, particularly meeting room 2. Meeting room 1 will be used where possible if an attendee requires wheel chair access.</p>
Gay, Lesbian and Bisexual people					
Transgender people					
Older people (50+)				X	<p>The information available on JEMs to the public is only available on the internet, which is likely to be most accessible to younger people, however if possible this will be changed to enable alternative formats to be provided on request. .</p>
Younger people (17-25) and children	x				<p>The first round of JEMs focused on serious youth violence and therefore had a positive impact on younger people, both victims and perpetrators of crime.</p>
Faith groups (please specify)				X	<p>Potential impact of JEM dates and times being during times of prayer, however dates are arranged in consultation with key partners and there is flexibility.</p>

Please see paragraph 9 below, where there are comments on the positive/negative benefits.

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

See table above

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

There is a small negative impact, however it is not intended and not illegal and where appropriate and possible action has been/ will be taken to minimise this, as indicated.

If the negative impact is not intended, discriminatory and/or high in impact, complete part 1 and move on to the full assessment.

10. What actions could be taken to amend the policy/strategy/project to minimise the low negative impact?

Wording will be included in the invitation letters to attendees to ask if they have any specific needs. A question about dietary needs will also be included where lunch is to be served.

Meeting room 1 will be used where possible if an attendee requires wheel chair access.

11. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

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

The first round of JEMs was held between December 2008 and February 2010. The second round of JEMs is due to commence at the end of May 2010. The process will be implemented according to the PID and in the same way it was for the first round of JEMs. However a review of the first round will take place in the next few weeks and areas to improve the process explored.

No training is required.

Full Assessment necessary: No

Date completed: 30.03.2010

Signed by Line Manager:

Approved by SMT: Yes