



Metropolitan Police Authority

## Equality Impact Assessment Form

### Part 1 – Initial Screening

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

Richard Hodge, Policing Policy, Scrutiny and Oversight Unit.

**2. Name of the policy, strategy or project:**

Olympics & Paralympics Oversight (see 'Met Olympics and Paralympics' in Met Forward)

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

Delivering a safe, secure and resilient Olympic and Paralympic Games is a major priority for the MPS through to 2012. The MPA is responsible for ensuring the MPS delivers on this priority without day-to-day policing being adversely impacted. The MPA does this primarily through the scrutiny undertaken by its Olympic and Paralympic Sub Committee, which is responsible for overseeing the planning, development and implementation of Metropolitan policing arrangements for the 2012 Games. Specifically the Sub Committee:

- ensures the preparations for the Games do not adversely impact the delivery of MPA and MPS key strategic objectives or core policing responsibilities;
- scrutinises the financial arrangements supporting the preparations, ensuring that at all times agreed MPA budgets are strictly adhered to;
- ensures the MPS is developing comprehensive plans to address the Olympics legacy, including estates, personnel and skills, and that these plans are being monitored;
- ensuring that equality and diversity issues are fully considered by the MPS and appropriate action taken??
- ensures that the MPS and its partners are developing and implementing an effective Olympics community engagement strategy that is properly co-ordinated and consistent with the engagement strategy of the MPA's Community, Equalities and People Committee; and
- oversees the effective integration of equality and diversity work within the MPS Olympic programme, including ensuring that the MPS meets its statutory responsibilities under anti-discrimination legislation.

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

The scrutiny and oversight role undertaken by the Olympic and Paralympic Sub Committee results in improved Olympics policing preparations and quality of policing services delivered to Londoners. Sub Committee members are in touch with the views and expectations of their constituents and hold the police to account against these expectations, monitoring and enhancing the quality of MPS policing planning as a direct benefit to Londoners.

MPA – Assurance that the MPS is meeting its responsibilities in relation to delivering a safe,

secure and resilient Olympic and Paralympic Games. Successful completion of Met Olympics and Paralympics strand of Met Forward.

MPS – Olympics planning and preparations are improved as a result of MPA oversight and scrutiny. MPA provides its considerable support to the MPS when seeking Home Office funding. Any gaps in service delivery identified, poor performance challenged, new policies and strategies explored and approved.

Government/Home Office – Assurance that the MPS are preparing thoroughly for the Olympic and Paralympic Games and that all sections of the community are considered as part of MPS planning.

Londoners – Greater confidence in the planning and delivery of Olympic policing preparations. Assurance that police activity is independently overseen by the MPA.

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

MPA – Yes

MPS – Yes

Londoners – The MPA conducts an oversight and scrutiny role on Olympics policing preparations. The MPA does not actually deliver the policing services. To date the vast bulk of the MPA's oversight and scrutiny has been restricted from public consumption.

**6. Have you consulted on this policy?**

No (not directly, but see above)

**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	X				The MPA Olympics Oversight is an indirect service to the community in that it monitors and improves the variety and quality of the service which is then actually delivered to Londoners by the MPS. Therefore the MPA has a significant impact of various equality group within London although it does not directly deliver Olympic policing services.
Women	X				
Asian or Asian British people	X				

<b>Black or Black British people</b>	X				
<b>White people (including Irish people)</b>	X				
<b>Chinese people</b>	X				
<b>Other racial/ethnic group (please specify)</b>  <b>Various groups for whom English is not a first language.</b>	X				
<b>Mixed Race</b>	X				
<b>Disabled people</b>	X				The Olympics Oversight role will have a positive impact on the way the MPS plan and prepare for the Paralympic Games. The Olympic Sub Committee includes experts in diversity and disability issues.
<b>Gay, Lesbian and Bisexual people</b>	X				
<b>Transgender people</b>	X				
<b>Older people (50+)</b>	X				
<b>Younger people (17-25) and children</b>	X				
<b>Faith groups (please specify)</b>	X				Part of the Olympic and Paralympic Games will be conducted during Ramadan and this may have some impact on the Muslim community.

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?**

The Olympic and Paralympic Sub Committee and MPA Oversight function consider the impact on all sections of the community in assessing the policing preparations for the Olympics. The Sub Committee ensures that the MPS complete EIAs for all Olympics policing business cases and projects and can measure the MPS compliance with equality legislation.

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

There is no negative impact identified.

***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?**

N/A

**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?**

The Olympic Sub Committee and oversight function assesses equality and equal opportunities from the perspective of all sectors of the London community as part of its oversight and scrutiny of the Olympics policing preparations.

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

No training is required.

**Full Assessment necessary:            No**

**Date completed:            31.03.2010**

**Approved by SMT: Yes**