



**Metropolitan Police Authority**

# **Equality Impact Assessment Form**

## **Part 1 – Initial Screening**

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

Naomi Simpson, Met Forward Project Team.

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

Met Forward Programme

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

To ensure successful delivery and efficient monitoring of projects which fall within the Met Forward work programme.

To ensure these projects contribute to:

reducing crime;

increasing confidence;

and

delivering value for money

The programme will ensure the MPA has an effective method for delivering Met Forward projects with due regard to risk and equality & diversity implications.

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

MPA – Better communication, oversight and scrutiny of key MPA / MPS deliverables.

MPS – Any gaps / risks in service delivery identified, poor performance challenged and good practice disseminated. Enhanced communication and publicity on all projects delivered by the MPS which fall within Met Forward.

Londoners – Better delivery on key projects and assurance that police activity is independently overseen by the MPA with due regard to any equality / diversity implications.

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

MPA – Yes

MPS – Yes

External partners – Key external partners including all 32 Crime & Disorder Reduction Partnerships have been introduced to Met Forward via an introductory letter written on behalf of our Chief executive and our recently published Met Forward leaflet and booklet.

Londoners – have been introduced to Met Forward via CPEGs, A Met Forward page has also been uploaded to the MPA website.

The Met Forward team will continue to ensure Met Forward, and the development of its associated projects are communicated back to the community. This will include a Met Forward presence at relevant key borough events and conferences.

## 6. Have you consulted on this policy?

Yes. At the full Authority meeting of April 2009 members agreed Met Forward, its vision and direction. Prior to that members had an opportunity to comment and contribute to its development.

The Met Forward strategy will be revised to reflect the development of each of the projects and changing policing, community safety and community priorities. Further consultation / EIA will be completed prior to Met forward being refreshed.

## 7. Please complete the following table and give reasons/comments for where:

- 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.
- 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					
Asian or Asian British people					
Black or Black British people					

<b>White people (including Irish people)</b>					
<b>Chinese people</b>					
<b>Other racial/ethnic group (please specify)</b>  <b>Various groups for whom English is not a first language.</b>					General information on Met Forward can be translated into 16 languages. Specific information relating to individual projects, like all other information on the MPA website, can be translated upon request.
<b>Mixed Race</b>					
<b>Disabled people</b>					The quarterly monitoring of all project EIAs will help to monitor how effectively a service is being delivered to different groups, and compliment individual projects communication strategies.  Document can be made available in audiocassette, Braille, large print, easy read, electronic (PDF), electronic (MSWord) and signed language video.
<b>Gay, Lesbian and Bisexual people</b>					
<b>Transgender people</b>					
<b>Older people (50+)</b>				X	Publicly available information in relation to Met Forward relies on media such as internet, which is likely to be most accessible to younger people.
<b>Younger people (17-25) and children</b>					Publicly available information in relation to Met Forward relies on media such as internet, which is likely to be most accessible to younger people

Faith groups (please specify)					
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**NB Several of the projects do impact on the equality groups listed above and it has been acknowledged that individual projects will have potentially disproportionate impacts on various equality strands; however these will be explored and mitigated for in individual project EIAs.**

**The quarterly monitoring of all project EIAs will help to monitor how effectively a service is being delivered to different groups, and compliment individual projects communication strategies.**

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?**

As the programme that oversees all 40 Met Forward projects we recognise that there are a number of equality & diversity implications for individual projects.

As these projects fall directly beneath the Met Forward programme there are associated implications.

Each Met Forward project is unique and can potentially have consequences for a number of the equality & diversity strands.

The Met Forward programme recognises that all Londoners are affected by how effectively the programme is run.

The Met Forward programme ensures that all aspects of equality and diversity are considered, and where appropriate integrated into the project work plans and therefore benefits the equality target groups identified above.

It also ensures that the MPA will consistently assess the completion of EIAs in relation to Met forward projects and measure the MPS compliance with current equality legislation.

Managing the E&D implications for individual Met Forward projects will be the responsibility of project leads.

The Met Forward project team's role will be to ensure that a process is put in place to ensure equality and diversity impacts are considered in all Met Forward projects and communication plans. This will be done in line with the revised MPA stakeholder engagement strategy.

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

Any negative impact is not intended and not illegal. Further consideration of risks will be scrutinised more closely on initiation of individual projects by project leads.

If a project is likely to be of particular interest to a particular equality group, measures will be

incorporated into the communication plan to ensure these target groups are reached.

***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?**

To ensure equality and diversity is placed at the heart of the Met Forward programme, the project management team will;

ensure MPA/MPS EIAs are attached to all committee reports or commissioning briefs

formally consult with MPS/MPA project leads on the service / support they receive from the Met Forward team

monitor the effectiveness of communication stemming from Met Forward projects and ensure it is having an impact and reaching the right audience.

ensure that, where projects are being delivered via the MPA, EIAs produced are linked to MPS EIAs.

ensure that all MPA, and request that all MPS EIAs are completed, publicised and reviewed. This will include quarterly quality assurance processes to be carried out by the MPA.

work with the communications unit to ensure an effective communication plan is delivered for each project and that all communication is effective, meaningful, helpful and accessible. This will be linked with the revised Stakeholder Communication Strategy.

produce a satisfaction survey for all MPS / MPA stakeholders

ensure the Met Forward team continues to be a helpful resource which is not adversely putting any stakeholder at a disadvantage. Continued feedback loops need to be in motion.

to link with GLA projects such as Time For Action where relevant.

review EIAs for duplication. Certain projects may want to consult with similar stakeholders on similar themes. In these situations it may be preferable to combine consultation

**!** Future considerations when looking at future projects / deletion of projects and revisions to the Met Forward programme.

This could have considerable equalities and diversity implications, and a separate EIA would need to be completed before any strand is closed or any new strands are introduced.

(NB. It is envisioned that strands will only be lost if it is evidence based and the delivery of the strand has become business as usual.)

This EIA will be reviewed on a quarterly basis with the first review date set as the 30<sup>th</sup> July 2010.

**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?**

N/A

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

The Met Forward project team has organised successful EIA training for all MPA project leads which took place in February 2010. It is hoped that further training will be provided for all MPA staff.

**Full Assessment necessary:            No**

**Date completed:            29.03.2010**

**Approved by SMT: Yes**