



## Metropolitan Police Authority

### Equality Impact Assessment Form

#### Part 1 – Initial Screening

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

Lynne Abrams, Policing Policy, Scrutiny and Oversight Unit.

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

Violence Against Women and Rape (see Project Initiation Document for Met Forward)

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

To ensure successful delivery of effective and efficient monitoring and scrutiny of MPS activity around all forms of violence against women<sup>1</sup>, including rape. To ensure the MPA plays a full part in the delivery and governance of recommendations within the Mayoral VAW strategy, through its Domestic and Sexual Violence Board.

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

MPA – Successful completion of violence against women oversight as required by Met Forward. Ensuring that lessons learned from the implementation of SCD2<sup>2</sup> are shared. Assurance that the MPS is meeting its responsibilities in relation to VAW and the London VAW strategy.

MPS – Any gaps in service delivery identified, poor performance challenged, new policies and strategies explored and approved. Compliance with the London VAW strategy supported and overseen.

Londoners – Better delivery of policing in response to VAW, assurance that police activity is independently overseen on their behalf by the MPA.

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

<sup>1</sup> Violence against women (VAW) is defined as any act The United Nations (UN) defines 'violence against women' as 'any act of gender-based violence that is directed at a woman because she is a woman or acts of violence which are suffered disproportionately by women.'

<sup>2</sup> Special Crime Directorate 2 (Sapphire) investigates all serious sexual offences.

MPA – Yes

MPS – Yes

Londoners – Yes in the context of the Domestic and Sexual Violence Board. Members of the public are invited to attend, to be involved and to feedback on their experience as well as identify any improvements they feel the MPA and MPS could make. The aim is to allow local expertise to feed into the meeting, and to ensure the police are accountable directly to the public. This process also acts as a regular public consultation on the MPA scrutiny of VAW and rape.

Londoners are consulted by the MPA in relation to policing priorities, which inform the annual policing plan. A number of different methods were used, long and shorter questionnaires as well as research and other surveys. Both sexual offences and domestic offences were identified as mid-level priorities. It should be noted that public attitudes towards domestic and sexual violence often diminish the prevalence and severity of such crimes, and as they are often considered private space violence, are considered to have a lesser impact on offences which often take place in a public space like car and gun crime.

Trust, confidence and accountability were not identified as high priorities but nevertheless placed at a mid-level in terms of priorities and by integrating high priorities into the MPA scrutiny work plan we are ensuring that Londoners can have confidence in the current accountability structure.

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

Yes to some extent, please see above for details.

**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	

<b>Men</b>				x	<p>The term violence against women often appears to preclude men, not only in denying that they may experience such abuses as rape and domestic violence, but also from benefitting from targeted responses.</p> <p>Whilst this is not the case, there may be a perception that this is so. This is ameliorated by ensuring that equality data captures male and female victim and perpetrator information to ensure an equitable police response.</p> <p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<b>Women</b>				x	<p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<b>Asian or Asian British people</b>					
<b>Black or Black British people</b>					
<b>White people (including Irish people)</b>					
<b>Chinese people</b>					

<b>Other racial/ethnic group (please specify)</b>					<p>The DSVB commissioned research to explore sexual violence and all diversity areas.</p> <p>Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<b>All racial/ethnic groups</b>		x			
<b>Mixed Race</b>					
<b>Disabled people</b>		x			<p>Specialist thematic sessions held annually. In 2009 one of these highlighted multiple barriers to accessing police and justice for older people, and scrutinised policing responses to disabled people.</p> <p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<b>Gay, Lesbian and Bisexual people</b>		x			<p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<b>Transgender people</b>		x			<p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<b>Older people (50+)</b>		x			<p>Specialist thematic sessions held annually. In 2009 one of these highlighted multiple barriers to accessing police and justice for older people, and scrutinised policing responses to older people.</p>

<p><b>Younger people (17-25) and children</b></p>		<p>x</p>		<p>Specialist thematic sessions held annually. IN 2010 it is anticipated this will focus on younger people.</p> <p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</p>
<p><b>Faith groups (please specify)</b></p>		<p>x</p>		<p>The DSVB commissioned research to explore sexual violence and all diversity areas. Recommendations from the annual report 2010 highlighted inconsistent recording in relation to diversity and required the MPS to produce an action plan in response.</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?**

The DSVB holds annual thematic sessions focussing on particular areas of diversity have highlighted equality and diversity issues.

Regular scrutiny also ensures that the MPA will more consistently assess the completion of EIAs in relation to public protection 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?**

The negative impact is not intended and not illegal.

***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?**

Use of feedback from communities as accessed through;  
 Feedback from attendees of DSVB  
 Community Engagement activity  
 Link Officers who attend local CPEGs  
 Use of the 'comments, complaints and compliments' policy as described in our equality and

diversity policy.

- 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 policy will be implemented as outlined in the Project Initiation Document. No training is necessary.

**Full Assessment necessary: No**

**Date completed: 11.03.2010**

**Date revised: 29.04.2010**

**Signed by Line Manager: SIOBHAN COLDWELL – 12/3/10**

**Approved by SMT: Yes**