

MPA Equalities Impact Assessment Proforma

Stage 2 – FULL IMPACT ASSESSMENT

A full EIA will be needed if the initial assessment has identified the potential for impact. The attached Proforma will need to be completed for each policy. It is suggested that the assessment should be carried out by at least three people and that at least one should be from the CDO Unit, to give any expert advice on the RES process. Each Unit will be responsible for organising the team of individuals to assist in completing the EIA.

Policy , Aims and Objectives

1. Name of Process: Appointments

2. What is the aim and purpose of the process?

The MPA wishes to appoint a representative workforce and have regard to its statutory responsibilities under Section 404 of the Greater London Authority Act 1999.

3. Who are the main stakeholders of the Process or proposed process? (e.g., MPA, MPS, GLA, HR, Internal Audit etc)

MPA and potential staff

4. Who is the process or proposed process intended to benefit?

MPA and potential staff.

5. How will the process or proposed process be implemented and who will be responsible for monitoring and reviewing it? Please be specific. The process has already been implemented. Since its creation the Metropolitan Police Authority (MPA) has published data on its employment activities in order to demonstrate that we are offering equality of opportunity and treatment to all groups. The MPA's Equal Opportunities Statement sets out the Authority's objectives to promote equal opportunities and tackle discrimination. The recruitment policy (of which this forms a part) will be reviewed every three years or sooner if required by changes to legislation or the Authority members or SMT.

6. How does this process or proposed process inform and contribute to the overall functions and objectives of the MPA? This process is intended to meet the MPA priority to



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“recruit, retain and promote our own workforce to reflect the diverse communities of London.” The MPA wishes to recruit a representative workforce and have regard to its statutory responsibilities under Section 404 of the Greater London Authority Act 1999.

7. How will this process inform or influence the MPA governance of the MPS?

The MPA will encourage the MPS to adopt a similar approach to its non-uniform police staff.

8. Please give any other comments you wish to make about this process or proposed process.

None.

Assessing for Impact

9. Is there evidence or reason to believe that some groups could be differently affected by this process/function? No. There is no consistent pattern identified by the analysis of MPA appointment processes. However it will enable the Authority to highlight possible inequalities, investigate their underlying causes; and remove any unfairness or disadvantage.

10. Is there differential impact on particular racial groups in respect of qualitative or quantitative data? There is no consistent pattern identified by the analysis of MPA appointment processes.

11. Is the differential impact an adverse one, and for which groups? Please list.
See 10.

12. Is the process or proposed process directly or indirectly discriminatory?
No.

13. If the process is indirectly discriminatory, is it justifiable under the Act?
No.

14. What amendments could be made to the process to eliminate discrimination, if any has been identified? The process complies with the CRE Code of Practice on employment. The MPA wishes to appoint a representative workforce and have regard to its statutory responsibilities under Section 404 of the Greater London Authority Act 1999.

15. In what way does each process option further or hinder race equality?



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The process complies with the CRE Code of Practice on employment and has regard to the MPA's statutory responsibilities under Section 404 of the Greater London Authority Act 1999.

16. What are the consequences for the affected groups, and for the Authority, of not adopting the option more favourable to race equality? The process complies with the CRE Code of Practice on employment and is designed to make the best use of available talent and improve our reputation as a good employer. Not to do so would be to fail to support the MPA's statutory responsibilities and key priorities.

17. What are the costs of implementing each option?
No costs.

18. In coming to the above decision, with whom have you consulted/ and or what information was gathered?
The process was the subject of consultation with staff and follows the CRE Code of Practice on employment. The appointment process has been the subject of consultation with the representative union. The GLA have also been consulted.

19. What arrangements have been/will be made for publishing the results of this EIA?
On website.

20. Please outline the arrangements that has been made/ will be made for monitoring the process including the Committee or internal structure (e.g. SMT/CDO) that will be informed about the outcomes of the monitoring arrangements.

The process will be reviewed in consultation with the representative union. The process will be reviewed every three years or sooner if required by changes to legislation or the Authority members or SMT.

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Signed: Alan Johnson

Date: 13 November 2003

Approved by the Clerk: Cherone Crawford Date: 25 November 2003

Forwarded the Head of Race and Diversity: _____

For further information and assistance please contact:

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