



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

S. Swami - ISIT (Information Systems and Information Technology) Unit

2. Name of the policy, strategy or project:

Blackberry Usage Policy

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

MPA Policy document to inform all authorised Blackberry users of acceptable usage, device security configuration and responsibilities.

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

Members of MPA staff and MPA members who have been issued with Blackberry devices by the ISIT department.

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

The policy has been distributed to the Team Leader Group for discussion by teams. It is also available to all staff on the M drive, and is on the staff Intranet in the ISIT section.

6. Have you consulted on this policy?

This policy was not consulted prior to implementation, due to time constraints. It was reviewed and signed off by the Deputy Chief Executive and Deputy Clark. It is now entering a period of staff consultation with a review due every 6 months.

7. Please completed 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	X			Ability to access emails and stay in touch with the office whilst allowing more flexible hours for childcare arrangements. Improve communication to improve health and safety for lone workers.
Women	X				Ability to access emails and stay in touch with the office whilst allowing more flexible hours for childcare arrangements. Improve communication to improve health and safety for lone workers.
Asian or Asian British people					
Black or Black British people					
White people (including Irish people)					
Chinese people					
Other racial/ethnic group (please specify)					
Mixed Race					

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment
Disabled people	X	X	Blind people may have difficulty using a Blackberry. But this is an impact of the technology rather than the policy directly. We are sourcing an alternative which is specially designed for blind users. This should be a benefit over the current arrangements. Deaf users would not be able to use the full functionality i.e. the telephone. Deaf users can communicate with other telephone users via text messages which can be sent to mobile phones, or to landlines when they are automatically voice relayed.
Gay, Lesbian and Bisexual people			
Transgender people			
Older people (50+)			X Older people or people with less dexterity may find them harder to use because of the size of the buttons.
Younger people (17-25) and children			
Faith groups (please specify)			

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

This policy enables best practice to be applied to all groups, and prevents any groups being treated differently.

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

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?

We are offering different models of Blackberry with larger or smaller buttons to accommodate dexterity issues, and are looking into a solution to enable blind users to have the same functionality. There are also accessibility options on the Blackberrys to make the screen easier to read.

Deaf users can be provided with accessories which are compatible with hearing aid to avoid interference and can communicate via email or text message with other phone users.

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 distributed to be read and a signed form returned to ISIT as an indication of comprehension and agreement.

Full Assessment necessary: Yes
 No

Date completed: 7th March 2006

Signed by Line Manager: S. Swami

Signed by Race & Diversity Unit: D. Lewins

Approved by SMT: C. Crawford

Please return a hard copy and electronic copy to the Race & Diversity Unit once completed. The original signed hard copy & an electronic copy should be kept within your unit for audit purposes.