



Metropolitan Police Authority

Equality Impact Assessment Form

1. Name of the strategy, policy, or project:

Equality and Diversity policy

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

HR and Diversity officer, HR and OD unit

3. What is the aim or intended outcome of the strategy, policy or project?

To provide everyone with information about the MPA's commitment to equality and diversity

4. Would you receive a different outcome if you were from a particular group and would this outcome be adverse or beneficial?

Diversity group	Comments
Age	See commentary and action plan for all sections
Disability	
Sex	
Race	
Religion or Belief	

Sexual Orientation	
Gender Identity	
Marriage and Civil Partnership	
Maternity and Pregnancy	

5. Can you, and how would you, mitigate any adverse outcome?

See commentary and action plan

6. Use the action plan to describe the actions you will undertake as a result of this EIA

7. Submitted for quality assurance and peer review Yes/No

8. Signed by MPA lead:George Fry..... Date: ..12/04/2011

9. Approved by Chief Executive:Catherine Crawford..... Date: .. 12/04/2011

10. Published on the MPA website Yes/No

Please return a hard copy and electronic copy (including commentary and action plans) to the Head of Equalities and Engagement once completed. The original signed hard copy & an electronic copy should be kept within your unit for audit purposes.

Commentary:

Write here how you arrived at your conclusions, the evidence you considered and anything that you discounted. Say how you determined relevance for equalities. Describe the information you have gathered, who you have consulted, and whether you have identified any gaps in the information you have. Discuss what the research has revealed about any potential for direct or indirect discrimination, the effect on relations between groups, and any opportunities to promote equality. Describe any steps you have taken to mitigate against any adverse impact(s) and any changes you may have made to the policy.

The EIA group met on 21 December 2010 to consider the equality impact of the creation of an updated Equality and Diversity policy. The HR and Diversity officer explained that there were currently two policies relating to equality and diversity. The first was the MPA Equality and Diversity policy (published November 2004), which had its origins in the Race and Diversity Unit and which dealt with the MPAs commitment to equality and diversity in its different forms: towards London and its communities, towards the police and its officers and staff and towards the staff and stakeholders of the MPA itself. The policy contained the joint MPS/MPA statement on equality. The policy contained a number of out of date references to MPA units and committees and defunct national bodies; it did not contain a review date.

The other current policy is the Equality and Inclusion policy produced by the HR and OD unit (published in 2009 with a review date of January 2011). This policy to some extent duplicates the content of the Equality and Diversity policy as it also refers to the three areas of interest mentioned above and contains the joint MPA/MPS equality statement.

The HR and Diversity officer explained that it was the intention to replace both policies with an overarching Diversity Strategy, this would set out the MPAs commitment to equality and diversity for the police and for policing London's communities, together with a simpler new Equality and Diversity policy for the MPA as an organisation explaining its commitment to equality and diversity for its present and future employees, volunteers and contractors.

There was a discussion about this and about related HR policies and about the revision of values and behaviours under the banner of MPA standards. The group agreed that the revision of the Equality and Diversity policy was an essential element in explaining what was expected of MPA staff, its volunteers and contractors to everyone including the MPAs immediate stakeholders. The group identified that domestic procurement for the MPA as an organisation would also need to be included.

The group discussed whether people would receive a different or adverse outcome from the new policy if they were from any of the different groups with protected characteristics. The group thought that the most relevant outcome would be about being able to understand the new policy. This meant that all groups should have easy access to the policy and therefore the MPAs communication strategy needed to have been properly impact assessed to ensure this happened. The group also suggested that the staff attitude survey output be reviewed together with the MPA standards staff survey to check to see if there were any equality and diversity issues that would be relevant for the drafting of the policy.

The HR and diversity officer said that he was planning to consult the staff HR policy reference group as part of the redrafting exercise. The EIA group agreed to meet again in February to take a further look at the EIA and progress made with the policy revision.

A further meeting of the EIA group took place on the 11 April 2011 to review the action plan



Equality Impact Assessment Action Plan

Name of policy:	Equality and Diversity policy	Date action plan completed/Updated: 11...../....April...../...2011.....
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MPA lead	Action	By whom	Due date	Comments/Update
HR and Diversity Officer	Review staff attitude survey and MPA Standards survey outputs	HR and OD Business Partner	February 2011	The staff attitude survey and MPA Standards research outputs were reviewed. There was no specific E&D content that was found to be relevant to the EIA.
HR and Diversity Officer	Circulate draft policy to HR policy staff reference group	HR and Diversity officer	February 2011	The draft policy was circulated to the HR policy staff reference group. One comment was received concerning the policy itself rather than the EIA.
HR and Diversity officer	Arrange meeting of EIA group	HR and Diversity officer	February 2011	Meeting held on 11 April 2011.
HR and Diversity officer	Check that MPA communication strategy has been properly impact assessed	Communications team	February 2011	There was a further discussion of this objective. A more specific and relevant action was agreed to replace this which concerned the publication of the policy.