



Metropolitan Police Authority

Equality Impact Assessment Form – HR Policy Review

Part 1 – Initial Screening

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

Michael Shurety, HR Consultant and project leader.
MPA HR Unit

2. Name of the policy:

Gender Reassignment Policy and Procedure

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

The policy represents an important element of the Authority's overall commitment to providing equal opportunities in employment. It sets out the procedure to be adopted in gender reassignment cases and provides practical advice to transsexual people, line managers and staff about managing issues that may arise. The policy deals with discrimination, time off and record keeping. Appendices set out an aide memoire for managers and the legal context of gender reassignment.

A review of June 2011 is built into this policy.

4. Who will be the beneficiaries of the policy?

All MPA staff and managers will benefit directly by having a clearly defined, legally compliant and articulated policy.
MPA members, consultants and contractors will benefit indirectly from working in an environment where well defined HR policies exist.

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

An HR policy launch and a number of introductory workshops have been planned.
Each member of staff will be issued with a personal A-Z guide which will include details of this policy.
The A-Z guide will be issued to all new starters.
Full details of the policy will be available on the MPA intranet.
Details of the training implications are contained in Section 12 of this assessment.

6. Have you consulted on this policy?

Drafts of the policy were discussed with the PCS at a minuted meeting on 18 February 2009.

The policy was agreed and signed off by MPA SMT by email on 20 April 2009.
 A focus group representing a range of MPA staff considered the equality implications of this policy. A diversity breakdown of the membership of this focus group is attached as an Appendix.

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	
Men		X			The policy takes account of the Sex Discrimination Act 1975, Human Rights Act 1998, Data Protection Act 1998, Sex Discrimination (Gender Reassignment) Regulations 1999, EC Equal Treatment Directives, Gender Recognition Act 2004 and Civil Partnership Act 2004.
Women		X			As above.
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					
Disabled people					
Gay, Lesbian and Bisexual people					
Transgender people	X				Apart from legislative compliance outlined above the policy provides a clear definition of transgender people, stipulates that transgender people should be treated with respect and not subject to discrimination. The policy also sets out the gender reassignment process and provides advice for managers and staff.
Older people (50+)					
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 follows HR best practice and is legislatively compliant. It applies particularly to transsexual people or those undergoing the gender reassignment process and seeks to ensure that staff do not commit unlawful acts of discrimination.

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

No negative impact identified.

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 to minimise the low negative impact?

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