



Metropolitan Police Authority

## Equality Impact Assessment Form

### Part 1 – Initial Screening

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

Ken Hunt

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

MPA Growth – 2008/09 and future years budget.  
In particular:  
1 x Policy Development Officer – Corporate Development and Strategic Oversight Unit  
1 x Internal Audit – Analyst Post  
1 x Internal Audit – Fraud Prevention Officer  
Continuous Development and Improvement Resource  
Specialist Consultancy Support  
Accommodation

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

**Aims:**

- to significantly improve the way in which the Authority carries out its statutory duties to scrutinise and audit the MPS
- to ensure that the MPA can make the best use of its premises over the next five years or so
- to respond to the Improvement Programme's identified need for the strengthening of the Authority's capacity to meet three of its corporate priorities, which cannot be met from existing resources, viz:
  - to hold the Commissioner rigorously to account for improving the operational performance of the MPS
  - to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing
  - to drive the MPS to make the most effective, efficient and cost conscious use of all of its resources

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

Members, staff, key stakeholders and the people of London.

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

Yes. All teams and some members were consulted before the strategy was formulated, and views taken into account.  
nb. All the proposals are for growth.

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

Consultation on these new posts has involved discussions with Members, a report to committee and inclusion in the MPA budget submission to the Mayor. The posts have been discussed with staff at a Teams Update meeting and additionally with Internal Audit staff at a Directorate meeting. No equalities issues have been raised as a result of the consultation.

**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>	✓			✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Women</b>	✓			✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Asian or Asian British people</b>	✓ <sub>L</sub>			✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.

Equality Target Group	(a) Positive Impact		(b) Negative Impact	Reason/Comment
<b>Black or Black British people</b>	✓			Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>White people (including Irish people)</b>	✓			Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Chinese people</b>	✓			Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Other racial/ethnic group (please specify)</b>	✓			Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Mixed Race</b>	✓			Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.

Equality Target Group	(a) Positive Impact	(b) Negative Impact	(b) Negative Impact	Reason/Comment
<b>Disabled people</b>	✓		✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Gay, Lesbian and Bisexual people</b>	✓		✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Transgender people</b>	✓		✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Older people (50+)</b>	✓		✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.
<b>Younger people (17-25) and children</b>	✓		✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment	
Faith groups (please specify)	✓		✓	Extra resource in the EDU will better enable the unit to have a positive effect on both the MPA, MPS and the people of London. It will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing. The representative nature of the MPA could improve but there is an unavoidable risk of it getting worse.

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?**

Improved staff resourcing of the MPA will ensure that the risk to the Authority's capacity in fulfilling its statutory duties is mitigated, and consequently to its reputation and credibility if it were to inadequately resource itself. The proposals reinforce the service officers are able to give members. One of the new posts include the requirement to ensure equality and diversity initiatives are mainstreamed into policing delivery across the MPS and within the work of the MPA. The development and improvement initiatives are to enable the Authority to continue to support the delivery of its continuous development & improvement initiatives for staff and members. The initiatives will allow increasing confidence and morale, and strengthen our capacity to meet our aims and objectives. This will help to promote and reflect equality and diversity in all areas of work. An increased staff resource will better enable the MPA to work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing.

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

The recruitment process (including advertisement of the posts) will be in accordance with MPA policy and will represent best practice. In advance of the recruitment exercise it is not possible to predict the effect on the MPA aim to have a representative workforce – the effect therefore could be either slightly positive or slightly negative depending the candidates applying for the posts and people selected.

***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?**

As best practice will be followed in recruitment, any negative change in the representative nature of the MPA would be unavoidable. There is also the possibility of new staff not being totally in tune with the MPA's values but this can be mitigated through training/development.

**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?**

**Full Assessment necessary:**

**No**

**Date completed: 31 March 2008**

**Signed by Line Manager: K. Hunt**

**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.

