



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Steve Hutton

2. Name of the policy, strategy or project:

MPA Internal Audit Strategy

This strategy is in the last year of its three-year lifecycle and it will be reviewed in the course of 2006/07.

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

To provide direction, leadership and a framework for the work of Internal Audit on a risk assessed basis.

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

The direct beneficiaries of the strategy are the MPS as the work of Internal Audit is to assist them in improving their internal systems and internal control. The staff are also beneficiaries as it provides a framework for them within which to operate and the MPA in fulfilling its statutory duty.

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

The strategy is based on legal requirements, Audit Commission requirements and the professional standards of bodies such as CIPFA, IIA etc. The strategy was explained to and agreed with the MPS and Audit Panel (now Corporate Governance Committee). Staff were consulted in its drafting and it has been discussed with them on several occasions in the course of the lifetime of the document at such events as the annual MPA internal audit conference. No equalities or diversity issues have been identified. Any procedures which relate to or implement the strategy have been the subject of separate impact assessments e.g. MPA Staff Handbook, MPA Recruitment etc.

6. Have you consulted on this policy?

The Audit Commission, CIPFA and IIA have been consulted and they are not aware of any equalities and diversities issues arising from such documents within England (or UK for IIA and CIPFA). The London Borough of Newham, Transport for London

and the London Counter Fraud Partnership (representing over 140 public and NHS bodies) have also been consulted and they have not identified or experienced equalities and diversities issues with a similar document.

No equalities issues have arisen in relation to this strategy in the period of its life or that of the preceding strategy.

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			<i>The strategy is substantially neutral as it deals mainly with technical audit issues however it has a slight positive impact as the need to recognise equalities groups is covered.</i>
Women		X			As above
Asian or Asian British people		X			As above
Black or Black British people		X			As above
White people (including Irish people)		X			As above
Chinese people		X			As above
Other racial/ethnic group (please specify)		X			As above

Equality Target Group	(a)	Positive Impact	(b)	Negative Impact	Reason/Comment
Mixed Race		X			<i>As above</i>
Disabled people		X			<i>As above</i>
Gay, Lesbian and Bisexual people		X			<i>As above</i>
Transgender people		X			<i>As above</i>
Older people (50+)		X			<i>The strategy is neutral.</i>
Younger people (17-25) and children		X			<i>The strategy is neutral.</i>
Faith groups (please specify)					<i>The strategy is neutral.</i>

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

The strategy is substantially neutral in impact as it deals mainly with technical audit issues however it has a modest positive impact as the requirement to take account of the needs of all equalities groups is recognised.

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/strategy/project to minimise the low negative impact?

No negative impact identified.

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?

None – deals with technical audit issues.

12. How will the policy, strategy or project be implemented including any necessary training?

No specific training required as the strategy falls easily within the competencies of audit staff. All audit staff employed by the MPA are either qualified by qualification or considerable experience.

Full Assessment necessary: Yes
 No

Date completed: 24 March 2006

Signed by Line Manager: Steve Hutton

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.