



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Geoff Stephens, Senior Auditor

2. Name of the policy, strategy or project:

Internal Audit Training and Development Strategy

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

The Internal Audit Training and Development Strategy is linked to and is a sub-strategy of the overall MPA Training Strategy. The aim of the Internal Audit Strategy is to provide appropriate and adequate training and development opportunities to all members of the Directorate to enable them to contribute to the delivery of a professional and effective MPA audit service.

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

All members of the Internal Audit Directorate and the wider MPA and MPS who will benefit from having professional and well trained individuals undertaking the audits. The strategy will ensure that all equality groups are provided with equal opportunity for development and progression.

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

Yes all in Internal audit and in part to the MPA.

6. Have you consulted on this policy?

A small diverse group assisted in the development of the strategy. The draft was then distributed for comments to all managers and staff of the wider MPA and within Internal Audit. Members of the Institute of Internal Auditors, the Association of Chartered and Certified Accountants, and the Chartered Institute of Public Finance and Accountancy professional bodies were also consulted. During the research phase strategic documents of the MPS, Home Office, Thames Valley Police and the University of Illinois were considered.

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 | No | Yes | No | No | |
| Women | No | Yes | No | No | The strategy seeks to contribute to addressing the under representation of women in the Internal Audit Directorate. |
| Asian or Asian British people | No | Yes | No | No | The strategy provides for the training and development opportunities to enable Asian people to be fairly represented within the Internal Audit Directorate. |
| Black or Black British people | No | Yes | No | No | The strategy provides for the training and development opportunities to enable black people to be fairly represented within the Internal Audit Directorate. |

| Equality Target Group | (a) | Positive Impact | (b) | Negative Impact | Reason/Comment |
|---|------------|------------------------|------------|------------------------|--|
| White people (including Irish people) | No | Yes | No | No | The strategy provides for the training and development opportunities to enable white people to be fairly represented within the Internal Audit Directorate. |
| Chinese people | No | Yes | No | No | The strategy provides for the training and development opportunities to enable Chinese people to be fairly represented within the Internal Audit Directorate. |
| Other racial/ethnic group (please specify) | No | Yes | No | No | The strategy provides for the training and development opportunities to enable all ethnic and racial groups to be fairly represented within the Internal Audit Directorate. |
| Mixed Race | No | Yes | No | No | The strategy provides for the training and development opportunities to enable mixed race people to be fairly represented within the Internal Audit Directorate. |
| Disabled people | No | Yes | No | No | The strategy provides for the training and development opportunities to enable disabled people to be fairly represented within the Internal Audit Directorate. |
| Gay, Lesbian and Bisexual people | No | Yes | No | No | The strategy provides for the training and development opportunities to enable gay, lesbian and bi-sexual people to be fairly represented within the Internal Audit Directorate. |

| Equality Target Group | (a) | Positive Impact | (b) | Negative Impact | Reason/Comment |
|-------------------------------------|-----|-----------------|-----|-----------------|---|
| Transgender people | No | Yes | No | No | The strategy provides for the training and development opportunities to enable transgender people to be fairly represented within the Internal Audit Directorate. |
| Older people (50+) | No | Yes | No | No | The strategy provides for the training and development opportunities to enable older people to be fairly represented within the Internal Audit Directorate. |
| Younger people (17-25) and children | No | Yes | No | No | The strategy provides for the training and development opportunities to enable younger people to be fairly represented within the Internal Audit Directorate. |
| Faith groups (please specify) | No | Yes | No | No | The strategy provides for the training and development opportunities to enable people of all faiths to be fairly represented within the Internal Audit Directorate. Arrangements will be made to meet the needs of any member of staff. |

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 strategy supports the MPA Equality Policies, which are at the core of the strategy. The strategy seeks to promote and deliver training and development opportunities to all groups of people. Through delivery of the training steps will be taken to ensure that training is arranged where possible at times suitable for carers and those working flexible hours and at locations accessible to all having regard to any special needs of those attending.

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

No negative impact was 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 was 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?

No negative impact was identified.

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

The Strategy will be published both in hard copy and electronic format and be available to all thirty six managers and staff of the Internal Audit Directorate. The training and development set out in the strategy will be delivered over a three year period.

Full Assessment necessary: No

Date completed: 26 February 2008

Signed by Line Manager: Steve Hutton

Signed by Race & Diversity Unit: Doug Lewins

Approved by SMT: Catherine 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.