



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Simon Vile Corporate Secretariat

2. Name of the policy, strategy or project:

A statement of MPA member roles and responsibilities and proposals for assisting them through assessment and development.

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

To assist members to be effective in their role.

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

MPA members personally; the MPA as a corporate and strategic body; the MPS and Londoners through more effective strategic oversight of policing by the MPA.

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

Yes – in particular MPA members (who have been fully consulted and involved in the development of the proposals) and senior MPA officers.

6. Have you consulted on this policy?

As above there has been consultation with MPA members and officers on an iterative basis.

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			
Women		X			
Asian or Asian British people		X			
Black or Black British people		X			
White people (including Irish people)		X			
Chinese people		X			
Other racial/ethnic group (please specify)		X			
Mixed Race		X			
Disabled people	X				
Gay, Lesbian and Bisexual people		X			
Transgender people		X			

Older people (50+)		X			
Younger people (17-25) and children		X			
Faith groups (please specify)		X			

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

No negative impacts have been identified and the proposals are seen as positive for all members by providing them with the opportunity to review how they operate, to consider what support they might need to improve their effectiveness and for the organisation to act on that requirement. As such the positive impact is not specific to particular target groups with the possible exception of disabled people as the proposals will enable the MPA to identify and act on their specific support needs.

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

No

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?

N/A

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?

One aim of the proposals is to promote a greater understanding and awareness of equality and diversity issues and should therefore improve relations.

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

Implementation will be light touch.

Full Assessment necessary: Yes
 No

Date completed: 14.8.09

Signed by Line Manager: S. Vile

Signed by Equality & 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.

