



Metropolitan Police Authority

Equality Impact Assessment Form

1. Name of the strategy, policy, or project:

Paternity policy

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

George Fry – HR and Diversity Officer

3. What is the aim or intended outcome of the strategy, policy or project?

To provide rules and guidelines for staff and managers on paternity leave which are compliant with the legislative requirements, and are applied in a consistent and cost-effective way with safeguards against abuse.

The outcomes will be that eligible staff will have equal and consistent access to a legally compliant policy for paternity leave and pay.

4. Would you receive a different outcome if you were from a particular group and would this outcome be adverse or beneficial?

| Diversity group | Comments |
|-----------------|---|
| Age | Age was not an area of immediate concern. However some younger and some older people may experience an adverse effect from having to carry a greater workload while other staff are on maternity or paternity leave |
| Disability | The group considered disability leave and adjustments in respect of this policy and agreed that these wouldn't be issues of concern |
| Sex | There is a potential for a difference in provision between men and women because women benefit from 9 months maternity leave at full pay and additional paternity pay may not all be at full pay |

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| Race | Race was not an area of immediate concern. The issue of overseas adoption may be more critical, however the regulations appear to be equitable |
| Religion or Belief | Religion or belief was not an area of concern |
| Sexual Orientation | The policy has been written so as to take account of same sex relationships |
| Gender Identity | Not a concern providing individual cases are managed with care and sensitivity |
| Marriage and Civil Partnership | Marriage and Civil Partnership were not an areas of concern |
| Maternity and Pregnancy | Maternity and Pregnancy were not areas of concern |

5. Can you, and how would you, mitigate any adverse outcome?

6. Use the action plan to describe the actions you will undertake as a result of this EIA

7. Submitted for quality assurance and peer review Yes/No

8. Signed by MPA lead:

9. Approved by Chief Executive:

10. Published on the MPA website Yes/No

Please return a hard copy and electronic copy (including commentary and action plans) to the Head of Equalities and Engagement once completed. The original signed hard copy & an electronic copy should be kept within your unit for audit purposes.

Commentary:

Write here how you arrived at your conclusions, the evidence you considered and anything that you discounted. Say how you determined relevance for equalities. Describe the information you have gathered, who you have consulted, and whether you have identified any gaps in the information you have. Discuss what the research has revealed about any potential for direct or indirect discrimination, the effect on relations between groups, and any opportunities to promote equality. Describe any steps you have taken to mitigate against any adverse impact(s) and any changes you may have made to the policy.

An EIA group met to discuss the proposed paternity leave policy on 19 April 2011. The existing paternity leave arrangements of providing 2 months paid time off work needed to be updated because of changes to the regulations that allowed for 26 weeks additional paternity leave to be taken 20 weeks after the birth (or adoption) providing that the mother or adopting partner returns to work during the time of his/her maternity or adoption leave.

The group considered the existing arrangements and the proposed changes in light of what the current provision for maternity leave at the MPA. There was a wide-ranging discussion about different lifestyle choices and possible policy abuses. There was a discussion about child-free staff and their expectations.

There was also some detailed consideration of the duties of line managers and how they might be supported to make fair decisions in relation to the proposed additional paternity leave provision.

The group considered what the likely options would be for paying staff taking additional paternity leave. It was recognised that there would be a desire to control costs but that efforts should be made to keep the provision equitable between men and women.

If there were to be a decision not to pay contract pay for staff on paternity leave then this could be seen as treating (mostly) men differently from women.

Equality Impact Assessment Action Plan

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|------------------------|-------------------------|---|
| Name of policy: | Paternity policy | Date action plan completed/Updated:11...../.....5...../.....2011..... |
|------------------------|-------------------------|---|

| MPA lead | Action | By whom | Due date | Comments/Update |
|--------------------------|--|--------------------------|-----------|-----------------|
| HR and Diversity Officer | Review EIA in July 2011 | HR and Diversity Officer | July 2011 | |
| HR and Diversity Officer | Review impact of proposals for pay and leave after 12 months | HR and Diversity Officer | May 2012 | |
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