



Metropolitan Police Authority

## Equality Impact Assessment Form

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

Redundancy policy

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

HR and Diversity Officer HR and OD Unit

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

To provide an up to date policy for redundancy that incorporates the recent changes to the Civil Service Compensation Scheme.

Staff are able to understand the process for managing a redundancy situation and how they might be affected.

### 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	There are no longer arrangements for the addition of years in the earlier payment of pensions. This may affect older people however there are now arrangements for the payment of six months pay to staff over normal retirement age which did not previously exist. These changes have been decided by government and are outside the control of the MPA.
Disability	It is unlikely that there will be a disproportionate adverse effect on disabled people.
Sex	It is unlikely that there will be a disproportionate adverse effect on people of either sex.
Race	It is unlikely that there will be a disproportionate adverse effect due to a person's race or national origin.
Religion or Belief	It is unlikely that there will be a disproportionate adverse effect due to a person's religion or belief

<b>Sexual Orientation</b>	<b>It is unlikely that there will be a disproportionate adverse effect due to a person's sexual orientation</b>
<b>Gender Identity</b>	<b>It is unlikely that there will be a disproportionate adverse effect due to a person's gender identity</b>
<b>Marriage and Civil Partnership</b>	<b>It is unlikely that there will be a disproportionate adverse effect due to a person's marriage or civil partnership</b>
<b>Maternity and Pregnancy</b>	<b>It is unlikely that there will be a disproportionate adverse effect due to maternity or pregnancy; this is because pregnant women and women on maternity leave are offered a level of protection. This is explained in the Protocol for Managing Change. Staff on maternity leave will need to be included in the consultation process.</b>

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

Staff on maternity leave will need to be included in the consultation process. Pregnant staff and staff on maternity leave are offered a level of protection from redundancy and this is detailed in the Protocol for Managing Change.

**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.***

The Redundancy policy was written in April 2009 and was due for review in September 2010. Since the time of its writing there have been changes both in equalities legislation (the Equality Act 2010) and to the civil service compensation arrangements (amendments to the Civil Service Compensation Scheme took effect on 22 December 2010). This has made the redundancy policy out of date and incorrect.

A revision of the redundancy policy has therefore been necessary as it has been affected by changes by changes to the national legislative and compensation framework.

A desktop review of the equality impact of the necessary changes was carried out. The review was conducted by the HR and Diversity Officer in conjunction with two other EIA trained officers from outside the HR and OD Unit.

The policy is relevant for equalities because it has the potential to affect all the staff at the MPA. The proposed changes to the policy are limited to updating the policy because of changes in the compensation scheme. The MPA has no control over these changes, which have been decided by government. This review does however need to consider if the policy, as amended, can be said to have a differential of adverse impact on staff with any of the protected characteristics.

Redundancy is rarely a positive outcome for the staff that are affected, however it needs to be determined whether this outcome might be any worse for a particular group.

The review found that as there are no longer arrangements for the addition of years in the earlier payment of pensions, this may adversely affect older people. However there are now arrangements for the payment of six months pay to staff over normal retirement age which did not previously exist. These changes have been decided by government and are outside the control of the MPA.

It is unlikely that there will be a disproportionate adverse effect due to maternity or pregnancy; this is because pregnant women and women on maternity leave are offered a level of protection. This is explained in the Protocol for Managing Change. Staff on maternity leave will need to be included in the consultation process.

This EIA will need to be reviewed after six months of implementation. It is planned that the implementation the Mayor's Office for Policing and Crime with associated restructure will be by then completed.

