



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Philip Powell

2. Name of the policy, strategy or project:

Sponsorship guidance.

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

MPA sponsorship of key events across the capital can be used to build closer links with our stakeholders and promote greater understanding of our work. As part of a strategic communication plan, it can also build credibility, trust and support.

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

Staff and members and stakeholders and third parties in receipt of sponsorship.

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

Yes. We held briefings for all staff at which the sponsorship strategy was explained. The issue has also been raised in committee and discussed with members.

6. Have you consulted on this policy?

Yes. We have consulted with the Deputy Chief Executive, policy teams and with the MPS and GLA in order to share good practice and latest thinking. We also consulted the Cabinet Office and Home Office on latest government guidelines on sponsorship.

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	*				Beneficiaries of sponsorship can come from all groups and communities. Sponsorship is two-way with all parties benefiting. Sponsorship can be targeted at one or more diverse groups, such as the LGBT community, and BME groups. However, we try to be involved with events that include as many of London's communities as possible. For example, it is our policy not to be involved with events that promote a single faith.
Women	*				As part of the wider community or specifically for women only events and sponsorship opportunities.
Asian or Asian British people	*				As above
Black or Black British people	*				As above
White people (including Irish people)	*				As above
Chinese people	*				As above

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment	
Other racial/ethnic group (please specify)	*			As above
Mixed Race	*			As above
Disabled people	*			As above
Gay, Lesbian and Bisexual people	*			As above
Transgender people	*			As above
Older people (50+)	*			As above
Younger people (17-25) and children	*			As above
Faith groups (please specify)	*			As above

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

By using guidelines we can make sure our sponsorship policy is fair, open and transparent, and benefits all communities, groups and individuals.

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?

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?

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

Full Assessment necessary: Yes
* No

Date completed: 17 March 2006

Signed by Line Manager: P. Powell

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.