



Metropolitan Police Authority

## Equality Impact Assessment Form

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

MPA Standards (formerly the values and behaviours project)

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

George Fry, HR and OD unit

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

To produce a set of standards for values and behaviours that can become part of everything we do and that are clearly understood, fully supported and adhered to by all.

**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	The impact of MPA Standards has been assessed at inception and shortly after implementation in accordance with the action plan and it was determined that no different outcomes should be expected for different groups.
Disability	See above
Gender, including gender identity	See above
Race	See above

<b>Religion or Belief</b>	<b>See above</b>
<b>Sexual Orientation</b>	<b>See above</b>

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

The impact of MPA Standards has been assessed at inception and shortly after implementation in accordance with the action plan and no mitigation was found to be necessary.

**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:** .....

• **Approved by Chief Executive:** .....

**9. 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 EIA group had to determine the aims and desired outcomes of the values and behaviours project as these had not already been made explicit in the project plan. There was some concern about the communication and understanding of the reasons behind the need to refresh values and behaviours.

Members of the group felt that it was important to look at the history of values and behaviours in the organisation; they wanted to consider their relative success or failure and whether there was evidence that they had affected staff behaviour and whether groups of staff had been affected differently. There was some debate about this and whether it was possible to distinguish between how groups may have been affected and the actions of individuals irrespective of the effect of values and behaviours. Some of the group felt that there may be useful evidence from grievances and PDRs.

The group discussed whether there should be a line of enquiry in the EIA around how values and behaviours were to be put into practice. This would concern how values and behaviours would be applied and what systems were there to encourage good practice and to what sanctions would be applied to those not demonstrating the correct values and behaviours. There was also some interest in how values and behaviours might be used in Performance Assessment and how people would be supported in challenging poor behaviour.

The group felt that it was too early in the project to determine whether any of the possible values or behaviours would affect any group unequally. There was concern that high level values and behaviours might appear to have a neutral effect, but that detailed exemplars for these values and behaviours could give rise to unintended outcomes which may be discriminatory. For instance:

If a value was “team-working” then an exemplar might be “being active at team meetings”; however, if team meetings are commonly held at 08:30 then those with childcare responsibilities or some disability needs may be adversely affected.

The group felt that it would be appropriate to look for any adverse or disproportionate effects during a later stage in the project and also post-implementation when there would be more data available.



## Equality Impact Assessment Action Plan

<b>Name of policy:</b>	MPA Standards (formerly the values and behaviours project)	<b>Date action plan completed/Updated:</b> 23/09/2010 Updated: 11/02/2011
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MPA lead	Action	By whom	Due date	Comments/Update
Kerry Dee	Consider what data are available (including Performance Assessments) that might indicate if any group has been adversely affected by the introduction of values and behaviours	George Fry	25 October 2010	Consider a dip sample of grievance, discipline and performance assessment data. This was completed; no definite conclusions could be drawn from the data which were incomplete
Kerry Dee	EIA to consider more detailed plans at a later stage in the project	EIA group	25 October 2010	The EIA group met again on 11 February 2011 after the MPA Standards launch. The launch included the MPA Standards toolkit. The group spent some time considering the toolkit and discussions ranged widely over areas including the scenarios and possible cultural differences. The conclusion was that the policy would not have a different and adverse outcome for any of the groups with protected characteristics.
Kerry Dee	EIA to consider evidence gathered 12 months after implementation	EIA group	January 2012	This date has been revised to February 2012