



Metropolitan Police Authority

EQUALITY AND DIVERSITY POLICY

Introduction:

This policy sets out the MPA's commitment to tackle discrimination and promote equality and diversity in all areas including recruitment, training, management and pay. The MPA is committed to ensuring that no-one receives less favourable facilities or treatment because of their age, disability, gender reassignment [identity], marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

The MPA expects its staff to demonstrate the behaviours set out in 'MPA Standards' and to comply with the terms of their employment contract relating to personal behaviour and confidentiality. The MPA aims to create a working environment that is free from discrimination, harassment and victimisation.

Who this policy affects:

This policy affects all MPA staff, job applicants, leavers, volunteers in the Independent Custody Visiting (ICV) scheme, contingent workers or other contractors, suppliers, consultants, agency staff and visitors to the MPA.

Protected characteristics:

Age, disability, gender reassignment (identity), marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation are described as 'protected characteristics' in the Equality Act.

Equality statement:

The MPA is committed to the development of a customer-focussed workforce that respects, and is inclusive of, the diversity of London's communities. The MPA will continue, in a culture of fairness, to work towards the elimination of unlawful discrimination, the promotion of good relations between all persons and the promotion of equality of opportunity irrespective of any protected characteristic.

The MPA participates in the "two ticks" disability scheme, and as part of this has made a number of commitments related to the recruitment and employment of disabled persons.

Elimination of discrimination, harassment and victimisation:

The MPA will not tolerate any form of direct discrimination against anyone because of their protected characteristics. This includes discrimination against a person because they are associated with someone with a specific protected characteristic or because they are perceived to possess a particular protected characteristic. The MPA will ensure that it does not indirectly discriminate against anyone because of their protected characteristics unless this is a proportionate means of achieving a legitimate aim. The MPA will act to eliminate any harassment or unwanted conduct or less favourable treatment because of a protected characteristic. The MPA will not victimise anyone who is taking (or thinking of taking) action under the Equality Act 2010, nor anyone who is supporting such a person.

Members of the MPA

There is a separate statutory code of conduct for members (<http://www.mpa.gov.uk/publications/standingorders/conduct/>). This includes the following requirements:

- To promote equality by not discriminating unlawfully against any person
- To treat others with respect
- Not to do anything which compromises, or which is likely to compromise, the impartiality of those who work for, or on behalf of, the MPA

How the aims of this policy will be achieved:

Staff can raise complaints about discrimination, victimisation or harassment directly with their managers and the MPA's bullying and harassment and grievance policies can be used to address concerns. Independent Custody Visitors are able to raise issues through the ICV scheme governance arrangements. Contractors are encouraged to raise issues through their employer's arrangements. Staff can be held personally liable as well as, or instead of, the MPA for any act of unlawful discrimination.

The MPA will examine the equality impact of its projects, policies and decision-making. Equality Impact Assessments (EIAs) will form a key part of the MPAs business planning process.

The MPA is committed to the Diversity Works for London Procurement Standard Framework and CompeteFor. Those competing for contracts with the MPA are told that diversity factors may be taken into account in identifying the successful bidder.

The MPA will provide training in equality and diversity to its staff and members and volunteers. Staff and members will also receive briefings about changes to legislation and policy when necessary. The MPA will provide additional training to managers to enable them to deal more effectively with their specific responsibilities to maintain such an environment.

Owners of the policy:

The policy is owned and supported by the MPA HR and OD unit.

Monitoring and review:

This procedure will be reviewed every two years or earlier if there is a change in relevant employment legislation or in the light of experience.

Last Updated.....January 2011.....
Who by.....HR and Diversity Officer.....
Date of Next Review.....January 2013.....