

Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form:

http://intranet.aware.mps/Corporate/Policy/Operational_Services/SOP/Equality_Impact_Assessment_SOPs.htm

Freedom of Information Act Document

Protective Marking: Not protectively marked

Publication (Y/N): Y

Title: Brent Asset Management Plan Consultation Process

Summary: Assessment of the impact of the Brent AMP on the people of Brent

Branch / OCU: Brent

Date created: 18/4/08

Review date: 18/4/08

Version: 1

Author: Chief Supt Toland

Directorate/Department/Borough/OCU: Brent

Name, type or title of proposal (If a corporate policy, a policy workbook must also be completed):

Brent Borough Asset Management Plan consultation

1. Aims and Purpose of Proposal - see Step 1 of the Guidance

- To ensure that local people were consulted about the AMP for Brent Borough
- To allow people to comment on the proposals and to engage people in the process
- To reassure people that the Brent AMP is about replacement and not closure
- To explain that this was a consultative process and no decisions have yet been agreed
- To identify and consult with key stakeholders

2. Examination of Available Information – see Step 2 of the Guidance.

- Wide consultation took place to ensure that all community/staff/partners views were captured
- Consultation took place through forums such as the Brent IAG and at the Community Safety Board and to ensure a diverse consultation process
- Two public meetings were held in Willesden and Harlesden
- Two open days took place in Willesden and Harlesden Police Stations
- The AMP was circulated to Key Individual Network
- The AMP was placed in all front counters
- The AMP was placed on our Internet site
- Our staff/Fed/Union Reps were consulted
- The full details of the AMP were shared in an open and transparent way

3. Consultation/Involvement - see Step 3 of the Guidance

- a. Who is responsible for managing this consultation/involvement?

Chief Supt Toland Brent Borough Commander Gold
Resource Manager Dave Darlington Silver
Communications Manager Sarah Samee Bronze

- b. Why is this consultation/involvement taking place?
- To ensure wide consultation has taken place and to seek feedback
 - To engage people in the process
 - To explain the benefits of the AMP
- c. Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders, service users or providers and those who may be affected.
- Key individuals within Brent Community
 - Brent Independent Advisory Group
 - Key Individual Network
 - Internal staff
 - Media
 - Strategic partners
 - Community groups
 - Crown Prosecution Service
 - Local MPs and councillors
 - Public and particularly Harlesden and Willesden residents
 - MPA link member
- d. What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings?
- E-mail
 - Internet
 - Public meetings/Presentations
 - Briefings
 - Open days
 - Press articles
 - One to one meetings
- e. What are the results of the consultation/involvement? How are these fed back into the process?
- Feedback has been collated from the various forums and will be fed back to Territorial Policing and to Property Services Department
 - The feedback was positive and people agreed that changes need to be made
 - The press feedback was generally fair
 - There were no community confidence issues
 - The vast majority of people welcomed the proposals

4. Screening Process for relevance to Diversity or Equality issues - see Step 4 of the Guidance

- (i) Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs?
- Explain: The AMP is intended to make our services more accessible and I do not believe that this will have a negative impact on any particular group. I do believe that this will have a positive impact on local people and the intention is to provide much better and DDA compliant premises for staff and the public
- (ii) Will any part of the proposal be directly or indirectly discriminatory?
- Explain: I believe that the proposals will enhance our services to the public and greatly improve the working conditions for my staff. I do not believe that the proposals will directly or indirectly discriminate against any particular group
- (iii) Is the proposal likely to negatively affect equality of opportunity?
- Explain: I do not believe that the proposals will negatively affect equality of opportunity. I believe that the proposals will positively affect equality of opportunity by providing DDA compliant accommodations that is far more accessible for the public and my staff

- (iv) Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups?
 Explain: No – I think that the proposals will provide better accommodation in more accessible areas e.g. high street front counter services
- (v) Are there any other community concerns, opportunities or risks to communities arising from the proposal?
 Explain: Yes there is a slight risk in police confidence and it is important to reassure local people that the proposals are about replacement and not closure of police buildings. There are great opportunities to place SNT teams within ward areas and to share accommodation with partners. Once explained people felt reassured and the feedback was very positive
- (vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life?
 Explain: No I believe that this will make us far more accessible to local people and provide better facilities for our services and our staff
- (vii) Is the proposal a major one in terms of scale or significance?
 Explain: No for Brent the impact is likely to be low in the Medium Term (up to two years away from any change) and providing replacement accommodation is in place before any closures then the impact will be minimal. The SNT roll out will be a very positive step

From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required. If no, complete the following box and enter a review date at the end of the form.

Full Impact Assessment Required	No <i>(delete as applicable)</i>
Signed: Mark Toland C/Supt	Date: 18/4/08
Supervised: As Above	Date: 18/04/08

5. Full Impact Assessment – see Step 5 of the Guidance

a) Explain the likely differential impact (whether intended or unintended, positive or negative) of the proposal on individual service users or citizens on account of:
Age: older people, children and young people.
Details:
Disability in line with the Social Model.
Details:
Faith, religion or belief: those with a recognised belief system or no belief.
Details:
Gender or marital status: women and men.
Details:
Race, ethnicity, colour, nationality or national origins.

Details:
Sexual orientation, transgender or transsexual issues.
Details:
Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above.
Details:
b) Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?
Details:
c) Explain how the proposal is intended to increase equality of opportunity by permitting positive action.
Details:
d) Explain how the proposal is likely to promote good relations between different groups.
Details:
e) Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.
Details:
f) Explain how the proposal enables decisions and practices to adequately reflect the service users perspective.
Details:

6. Modifications – see Step 6 of the Guidance

Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts? What improvements have been made?
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7. Further Research - see Step 7 of the Guidance

Given the analysis so far, what additional research or consultation is required to investigate the impacts of the proposal on the diversity strands?
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8. Decision-making - see Step 8 of the Guidance

a.	Name, rank or grade of decision maker	
b.	What is the Decision?	
	Reject the proposal	Yes / No <i>(delete as applicable)</i>
	Introduce the proposal	Yes / No <i>(delete as applicable)</i>
	Amend the proposal (an impact assessment should be made of any amendments)	Yes / No <i>(delete as applicable)</i>
c.	Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision	

9. Monitoring - see Step 9 of the Guidance

a.	How will the implementation of the proposal be monitored and by whom?
b.	How will the results of monitoring be used to develop this proposal and its practices?
c.	What is the timetable for monitoring, with dates?

10. Public Availability of Report/Results - see Step 10 of the Guidance

What are the arrangements for publishing, where and by whom?	
Person completing EIA: Signed: Mark Toland Chief Supt	Date: 18/4/08
Person supervising EIA: Signed: As above	Date: 18/4/08
Quality Assurance Approval: Name and Unit:	Date:
Date Review Due:	Date : 18/4/08