

Equality Impact Assessment

External Groups and Stakeholders

Group Stakeholder	Positive Impact	Negative Impact	Mitigating Action
Emergency Callers	More FC Operators available to deal with calls	None	None Required
	Improved staffing levels in Despatch to deal with calls for Police Attendance	None	None Required
Non Emergency Callers	More FC Operators available to deal with calls	None	None Required
Home Office & MPA	<p>More efficient use of funding and resource return.</p> <p>Return on investing realised</p> <p>Business case benefits realised</p> <p>Increase public satisfaction – SP1 (a)</p>	None	None Required
First Contact Operators	More staff available throughout the day/night to meet demand reducing pressure and stress	1) Reduction in length of main meal break and shorter rest breaks may lead to less time available to attend to personal/domestic matters.	1) Duty Officers and Supervisors to ensure individual requests for flexibility are considered on a case-by-case basis taking full account of individual need.
Despatch Operators	As Above	As Above	As Above
Part-Time Staff	As Above	As Above 2) However this may be	1) Duty Officers and Supervisors to ensure individual requests for flexibility are considered on a case-by-

Appendix 1

		likely to affect Women.	case basis taking full account of individual need. 2) Ensure flexible working requests
Women	As Above	As Above	As Above
		As Above	As Above
Parents	As Above	2) May reduce time available to express milk	
Religious Groups	As Above	2) Reduction in breaks may impact on fatigue levels during periods of fasting. 3) Reduction in breaks may impact on fatigue levels during periods of fasting.	As Above 2) OCU to be proactive in the planning and scheduling of staff rosters during specific periods e.g. Ramadan, to ensure individual needs are considered.
Staff with Disability or Medical Condition	As Above	As Above 2) Reduction in break times may affect those with specific needs e.g. Diabetes, the need to take medication or breaks from sitting etc.	As Above 2) Duty Officers and Supervisors to work with HR/OH to ensure no adverse impact and to ensure individual needs are taken into account and breaks varied as appropriate.
Older Staff	As Above	As Above 2) Reduction in break times may result in fatigue.	As Above

Appendix 1

Younger Staff	As Above	As Above	As Above
BME Staff	As Above	As Above 2) May also affect ability of some staff in respect of religious observance or race related medical conditions.	As Above
Sexual Orientation	As Above	As Above	As Above
MPS BOCU's	More staff available in Despatch to support Response Policing Teams.	None	None Required
MPS Management Board	More efficient, effective services Improved public satisfaction (SP1 a)	None	None Required
CCC Support Units	Additional Operational resource available to improve planning and scheduling against demands for service. Reduced overtime costs.	None	None Required