



Working together for a safer London

Equality Impact Assessment

DRAFT

The Equality Impact Assessment Guidance **must** be used when completing this form:
http://intranet.aware.mps/Corporate/Policy/Territorial_Policing/SOP/Equality_Impact_Assessment_SOPs.htm

Freedom of Information Act Document		
Protective Marking:	Publication (Y/N):	
Title: MPS Diversity and Equality Strategy 2009-2012		
Summary: MPS Diversity and Equality Strategy 2009-2012		
Branch / OCU: Diversity and Citizen Focus Directorate		
Date created: May 2009	Review date: July 2009	Version: 1
Author: David Skelton		

Directorate/Department/Borough/OCU:
Name, type or title of proposal (If a corporate policy, a policy workbook must also be completed): MPS Diversity and Equality Strategy 2009-2012

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

The MPS Diversity and Equality Strategy sets out the MPS vision for improving diversity and equality performance over the period 2009 – 2012. It describes what the MPS aims to achieve, its key diversity and equality priorities during this period and the outcomes that it is aiming to improve. It also describes the governance arrangements to ensure that the improvements it outlines are realised.

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

The development of the strategy has recognised that the MPS is not starting from scratch but has a well established approach to managing diversity and equality. In preparing the strategy we have taken account a wide range of existing documents and information sources, including:

- the MPS Race and Diversity Strategy 2006-2009
- the MPS Equalities Scheme
- the Policing Green Paper "From the neighbourhood to the national: policing our communities together", and the impact of introducing a single top down performance measure for all police forces based on public confidence
- the Policing London Business Plan 2009-2012, and the Commissioners 5 P's: Presence, Performance, Productivity, Professionalism and Pride.
- Existing MPS strategies (e.g. the MPS Youth Strategy, Serious Violence Strategy,)
- the draft national Equality, Diversity and Human Rights Strategy for the Police Service
- the Mayor's developing Equality Framework: "Equal Life Chances for All"
- the evolution of the legal framework for equality through the proposed Equality Bill
- MPS performance information, such as the regular reports presented to the MPS Diversity Board.

A consultation process on the draft strategy has also been undertaken with internal and external MPS stakeholders.

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

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

MPS Diversity and Citizen Focus Directorate.

b. Why is this consultation/involvement taking place?

To inform overall direction and design of MPS Diversity and Equality Strategy. In particular the consultation processes asked for feedback on the following areas:

- Whether the broad themes, aims and direction of the strategy are right for the MPS / London at this time
- Whether the key actions proposed within each theme are meaningful and appropriate for business areas in the MPS and will deliver improved diversity and equality performance
- Whether the necessary governance, infrastructure and support are in place to deliver the aspirations identified in the strategy.

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.

Consultation on the strategy commenced on 2 April 2009. A consultation version of the strategy has been circulated to a range of internal and external stakeholders to elicit views and comment. The approach to consultation has included:

- The opportunity for face to face consultation with MPS strategic leaders and stakeholders, including Management Board members and other MPS Senior Managers, Chairs of relevant MPA Committees, Chairs of Corporate Independent Advisory Groups.
- Two consultation workshops held in early May. A wide range of stakeholders were invited including diversity leads and practitioners across the MPS, representatives of Staff and Staff Support Associations, 'critical friends' in external organisations such as the Equality and Human Rights Commission, Home Office, Her Majesty's Inspectorate of Constabulary, Greater London Authority. A number of those unable to attend provided written feedback.
- Written consultation including (B)OCU Commanders and Chairs of Community and Police Engagement Groups.

d. What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings?

A number of consultation processes were employed, including:

- Face to face meetings
- Workshops
- Written feedback.

e. What are the results of the consultation/involvement? How are these fed back into the process?

The key issues raised during the consultation were:

- Support for the key themes of the strategy and for having a small number of simple themes that have resonance within the MPS.
- Support that the strategy reflects the key actions for the MPS at this time.
- As a result of the feedback received, the updated version has strengthened the relationship between the strategy and improving public confidence.
- We have revised the themes relating to community engagement and service delivery to ensure that both have an internal as well as an external dimension.
- We have ensured that there is clear alignment between the MPS strategy and the national strategy being developed by ACPO.

A significant number of drafting revisions have been made throughout.

The revised draft of the strategy is being circulated to those who participated in the consultation along with additional comment and explanation as appropriate.

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 strategy and associated action plans by their very nature impact on all groups, communities and people that live, work or visit London and those that work for the MPS.

(ii) Will any part of the proposal be directly or indirectly discriminatory?

Explain:

No.

(iii) Is the proposal likely to negatively affect equality of opportunity?

Explain:

No.

(iv) Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups?

Explain:

No. The strategy and specific actions within it are intended to improve relations between groups and between all communities and the MPS.

(v) Are there any other community concerns, opportunities or risks to communities arising from the proposal?

Explain:

The strategy describes the importance the MPS places on addressing community concerns. Specific actions are included in the strategy in relation to policing tactics that can lead to community concern such as the approach to anti-terrorism and stop and search.

(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life?

Explain:

Theme 2 of the strategy is focused on enhancing community engagement. It outlines the MPS approach to improving community engagement and encouraging community participation in police decision making.

(vii) Is the proposal a major one in terms of scale or significance?

Explain: It is a major proposal. It has impact across all parts of the organisation and throughout the services that the MPS delivers to the people it serves.

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		Yes /	<i>(delete as applicable)</i>
Signed:		Date:	
Supervised:		Date:	

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:

General comment, relevant to all strands.

The MPS Diversity and Equality Strategy is intended to improve public confidence in the MPS, increase the satisfaction of those that receive services from the MPS and ensure that the MPS is delivering high quality services that are responsive to the needs of the people it serves. The strategy aims to have a positive impact on all equality groups. The strategy articulates a series of outcomes that it aims to improve. These have been identified based on existing monitoring data and areas where disproportionality exists or has the potential to exist. However, some of the actions resulting from the strategy will be targeted towards specific equality groups, examples could include increasing community confidence of BME communities or young people in relation to stop and search, tackling issues relating to hate crime affecting specific communities or a specific employment issue relating to an equality target group. EIAs will be conducted and actions informed and developed by using existing monitoring data and listening to the concerns of communities. The introduction of the Equality Standard for Policing will assist units across the organisations assess their performance against the standard, identify areas where improvements are required and develop and deliver actions.

	Disability in line with the Social Model.
	Details: See above.
	Faith, religion or belief: those with a recognised belief system or no belief.
	Details: See above.
	Gender or marital status: women and men.
	Details: See above.
	Race, ethnicity, colour, nationality or national origins
	Details: See above.
	Sexual orientation, transgender or transsexual issues.
	Details: See above.
	Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above.
	Details: See above.
b)	Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?
	Details: The strategy is not discriminatory.
c)	Explain how the proposal is intended to increase equality of opportunity by permitting positive action.
	Details: Positive action and reasonable adjustments may be undertaken as part of the delivery of the strategy where this is justifiable.
d)	Explain how the proposal is likely to promote good relations between different groups.

Details:

The strategy places an emphasis on enhancing its community engagement processes with all communities. Bringing together and involving different communities throughout our engagement activities will help to promote good relations. The strategy will also improve our approach to equality impact assessments providing the mechanism by which we assess how specific policies and proposals promote good relations between different groups.

- e) Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.

Details:

The strategy has a specific theme focused on enhancing engagement with all communities. Its aim is to ensure that our engagement processes are as accessible and open as possible, encouraging community participation in decision-making.

- f) Explain how the proposal enables decisions and practices to adequately reflect the service users perspective.

Details:

This is fundamental to the strategy. The strategy sets out the actions we will take to enhance community engagement and ensure that the views of service users inform the design of the services we provide.

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?

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?

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	No
Introduce the proposal	Yes
Amend the proposal (an impact assessment should be made of any	No

amendments)

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?

The strategy includes a clear governance framework for delivery. The MPS Diversity Board, chaired by the Deputy Commissioner, will oversee the delivery of the strategy across the MPS, monitoring the achievement of the outcomes described in the strategy and the delivery of its key actions. The MPS Equalities Scheme will be updated to provide a single overall delivery plan for the strategy. Diversity Forums (or equivalents) at Business Group and Command Unit level will continue to oversee work at local level. Priority diversity and equality actions will continue to be identified and reported through the MPS business planning process. The Deputy Commissioner has asked all business groups to identify their priority actions for the coming year for monitoring by Diversity Board. The MPA Equalities and Diversity sub-committee will continue to scrutinise MPS performance and progress.

b. How will the results of monitoring be used to develop this proposal and its practices?

A performance report is presented to each meeting of the Diversity Board. In any areas where outcomes are not being realised improvement actions will be identified and incorporated within the Equalities Scheme and local action plans.

c. What is the timetable for monitoring, with dates?

Monitoring will take place through the quarterly Diversity Board and MPS Equalities Scheme Programme Board. Annual reports on the delivery of the MPS Equalities Scheme will continue to be published.

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

What are the arrangements for publishing, where and by whom?

The final version of the strategy and EIA will be published through the MPS publication scheme.

Person completing EIA:	
Signed:	Date:
Person supervising EIA:	
Signed:	Date:
Quality Assurance Approval:	
Name and Unit:	Date:
Date Review Due:	

Retention period: 7 years
MP 1083/08