

## MMP Equality Impact Assessment

### MPS guidance

The MPS Community and Equality Impact Assessment provides a structured and transparent process to assess the impact of proposals on communities, including our staff. Proposals affect everything we do, including corporate policies, major corporate change, local instructions, functions, procedures, strategies, operations, plans, schemes and the handling of critical incidents, or any other incidents capable of being assessed for impact. The Community and Equality Impact Assessment, assesses the negative and positive impacts of proposals and enables an accurate local and pan-London picture to be obtained of community concerns, risks to communities and inter-community relations.

The Community and Equality Impact Assessment is a decision-making process, similar to a risk assessment. It must begin as early as possible in the development of proposals. Failure to assess impact could lead to legal challenge and an inability to provide the best service delivery. If the proposal is a corporate policy, the Policy Clearing House Workbook must also be completed.

The time and effort put into the process must be proportionate to the risks, costs and benefits to the MPS and Londoners. It should not be completed by one 'specialist', but also by other relevant staff. It is essential that the process be followed to ensure, wherever possible, concerns, barriers and discrimination are addressed. Consultation can be considered at any stage. Consider reference to the Diversity and Citizen Focus Directorate and Human Resources Directorate, amongst others.

### Met Modernisation Programme (MMP) requirements

There is a statutory requirement under the Race Relations (Amendment) Act (2000) to undertake an equality impact assessment for all proposals. The MPS form for completing a full impact assessment (Form 6119B) is currently being updated. Much of the information required for this form is already being collected by the Programme team, e.g. consultation requirements, consultation plans, relevant stakeholders, etc. However some information is currently missing.

In order to undertake a preliminary Equalities Impact Assessment of the MMP strands, please answer the following questions for each of your projects, and then compile a summary for your strand.

#### Impact assessment part 1:

Considering your proposal, is there likely to be a differential impact on any of the following groups (positive, negative, intended, unintended)? If so please provide details.

NB: **Differential** impact will occur when a particular group are likely to be affected in an altered way from the pre-existing condition or situation. Then

make a judgement as to whether this is positive or negative, based upon an appraisal of the accumulated information and your professional judgement. (Source: *Corporate Community and Equality Impact Assessment Guidance*).

<b>Race, ethnicity, colour, nationality, national origins</b>
<p>Positive impact – increased engagement and consultation activity at ward level identified by a neighbourhood ward profile. The neighbourhood ward profile will inform the teams of the groups within communities with whom they are required to engage and consult for the purposes of identifying local community priorities. Once these have been identified, the teams will work with the community, which includes representatives of the identified groups to find sustainable solutions to the problems.</p> <p>The PCSO recruitment from Black and Minority Ethnic communities is approximately 30% leading to the team’s profile more accurately reflecting the communities of London.</p>
<b>Gender or marital status</b>
<p>Positive impact – increased engagement and consultation activity at ward level identified by a neighbourhood ward profile. The neighbourhood ward profile will inform the teams of the groups within communities with whom they are required to engage and consult for the purposes of identifying local community priorities. Once these have been identified, the teams will work with the community, which includes representatives of the identified groups to find sustainable solutions to the problems.</p> <p>The PCSO recruitment of female officers is approximately 50% leading to the team’s profile more accurately reflecting the communities of London.</p>
<b>Sexual orientation</b>
<p>Positive impact – increased engagement and consultation activity at ward level identified by a neighbourhood ward profile. The neighbourhood ward profile will inform the teams of the groups within communities with whom they are required to engage and consult for the purposes of identifying local community priorities. Once these have been identified, the teams will work with the community, which includes representatives of the identified groups to find sustainable solutions to the problems.</p>
<b>Religion or belief</b>
<p>Positive impact – increased engagement and consultation activity at ward level identified by a neighbourhood ward profile. The neighbourhood ward profile will inform the teams of the groups within communities with whom they are required to engage and consult for the purposes of identifying local community priorities. Once these have been identified, the teams will work with the community, which includes representatives of the identified groups to find sustainable solutions to the problems.</p>
<b>Disability</b>
<p>Positive impact – increased engagement and consultation activity at ward level identified by a neighbourhood ward profile. The neighbourhood ward profile will inform the teams of the groups within communities with whom they are required to engage and consult for the purposes of identifying local community priorities. Once these have been identified, the teams will work with the community which includes representatives of the identified groups to find sustainable solutions to the problems. Meetings have been held with pan-London groups regarding disability issues and a future conference is planned</p>

to discuss and increase engagement activity with this particular group.
Age
Positive impact – increased engagement and consultation activity at ward level identified by a neighbourhood ward profile. The neighbourhood ward profile will inform the teams of the groups within communities with whom they are required to engage and consult for the purposes of identifying local community priorities. Once these have been identified, the teams will work with the community which includes representatives of the identified groups to find sustainable solutions to the problems. In relation to youth engagement, the MPS safer schools officers will fall under the umbrella of Safer Neighbourhoods once full rollout has been completed. This will enhance engagement and consultation processes with youth in all areas of London.
Other grounds, e.g. public transport users, homeless people, asylum seekers, economically disadvantaged or other community groups not covered

**Impact assessment part 2:**

Given the analysis you have undertaken so far, what additional research or consultation is required to investigate the impacts of the proposal on the aforementioned groups?

Are there any community leaders or relevant groups that can/should be approached to explore their views concerning this proposal or set of proposals?

The Safer Neighbourhoods Unit delivers presentations to the pan-London groups which represent hard to reach communities listed in this document. The purpose of this is to generate information flow at ward level between the community groups they represent and the Safer Neighbourhoods Teams. To date, three conferences have been held (further one planned in June) in partnership with the Diversity Directorate, the results of which have been extremely successful. For example, the faith group conference resulted in 72 offers for buildings for Safer Neighbourhoods Teams to utilise.

Please complete and return to your MMP strand consultant by Friday 3 February 2005. This information is required for the MPA meeting on Thursday 28 February 2005.