

Appendix 1a

<i>Title & Version</i>	Met Modernisation Programme (MMP) Preliminary Equality Impact Assessment guidance, Version 1.0
<i>Author</i>	Somal Kamaljit - DCC2
<i>Organisation</i>	DCC2 - Directorate of Strategic Development
<i>Summary/Purpose</i>	To provide guidance to the MMP strands on completing a preliminary Equality Impact Assessment

MMP Equality Impact Assessment for Safer Neighbourhoods**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).*

Race, ethnicity, colour, nationality, national origins

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.

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.

Gender or marital status

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.

The PCSO recruitment of female officers is approximately 50% leading to the team's profile more accurately reflecting the communities of London.

Sexual orientation

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.

Religion or belief

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.

Disability

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 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.

<i>Title & Version</i>	Together Initial Equality Impact Assessment version 0.1
<i>Author</i>	Helen Smith – DCC2
<i>Organisation</i>	DCC2 - Directorate of Strategic Development
<i>Summary/Purpose</i>	Together Initial Equality Impact Assessment

Equality Impact Assessment for Together

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*).

Race, ethnicity, colour, nationality, national origins

Positive impacts from Values & Behaviours development and integration:

- Values and behaviours have been assessed for differential impact and ratified by the IAG's, SAMURAI and the Purple Group.
- Increased respectful treatment of all staff.
- Specific focus on how we treat one another both internally in the Met and externally, with the public we come into contact with.
- Identifying and meeting the needs of individuals and groups ensuring their contributions are valued.
- Decisions made in relation to processes such as training provision and promotion are based on a transparent set of value based criteria resulting in fair and equitable treatment of staff.
- Equality of opportunity for all staff supporting underrepresented groups in moving into management and leadership positions.
- Increased confidence in management processes.

Positive impacts from Leadership Academy

- Increased opportunity for training delivery that accommodates needs of differing groups
- Initial focus first and second line supervisors enabling development of under-represented groups in higher levels of management.
- Improved management and leadership will increase retention of all groups of staff including those under-represented within the organisation.
- Improved access to leadership development opportunities for police staff that currently consist of a greater proportion of under-represented groups than police officers.

Gender or marital status

As above

Sexual orientation

As above

Religion or belief

As above

Disability

As above

Age

As above

Other grounds, e.g. public transport users, homeless people, asylum seekers, economically disadvantaged or other community groups not covered

As above

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?

Additional project level equality impact assessments will be undertaken at a project level



Equality Impact Assessment

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

Directorate/Department/Borough/OCU: CO12 Olympic Directorate

Name, type or title of proposal (If a corporate policy, a policy workbook must also be completed):
CO12 OCU Business Plans

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

The purpose of the business plans is to set the direction of the OCU for 2006/7, identifying performance information and measures that will be tracked either Corporately or through central Operations. The business plans identify specific areas of development that the OCU will need to engage in, in order to either contribute towards the MPS Corporate Objectives, the Central Operations Business Plan or to the MPS Olympics Programme.

The MPS Olympic programme has recognised key stakeholders and these are documented extensively within the programme documentation. Stakeholders include a number of key communities – some of which currently do not exist but are planned within the Olympic programme (e.g. Olympic Park construction workers, future resident communities within the Olympic Village)

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

Diversity has been identified as a key strand within the Olympic programme. It is a requirement of the programme that Diversity issues are considered within **every** project and area of work. DAC Fitzpatrick leads on diversity issues for the Olympic programme and staff from DCC4 will be assigned to the strands to provide advice, assistance and guidance – especially around community impact.

As the OCU is newly formed there is no current qualitative or quantitative data available to benchmark.

The CO12 mission statement concludes with:

Utilising the knowledge, skills and experience of MPS Police Officers and Police Staff and our colleagues Nationally and Internationally, and working with all partners, stakeholders and London's diverse communities

3. Screening Process for relevance to Diversity or Equality issues - see Step 3 of the Guidance

(i) Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs?

Answer: **No**

Explain: **All CO12 recruitment process will be conducted in fair, open and transparent manner, in line with MPS policy.**

(ii) Will any part of the proposal directly or indirectly discriminate against people from any groups?

Answer: **No**

Explain: **This is not envisaged or likely to occur within the OCU plans**

(iii) Is the proposal likely to negatively affect equality of opportunity for any group or individual?

Answer: **No**

Explain: **None**

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

Answer: **No**

Explain: **It is anticipated that thorough planning over a 6 year period and the nature of the event will enhance the relationship between the MPS and communities.**

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

Answer: **No**

Explain: **Community concerns etc at this stage revolve around the building, planning and compulsory purchase orders, which is being managed by the Olympic Delivery Authority**

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

Answer: **No**

Explain: **The ethos of the Olympic programme is to enhance public participation in public life – and the MPS will support this through a community volunteering programme and other planned initiatives.**

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

Answer: **No**

Explain : **The 2006/7 OCU plans merely position the MPS in a position to deliver policing and security to the 2012 Olympic Games. Future business plans from 2007-2012 will involve more major scales of change etc.**

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
Signed: Wayne Chance Superintendent
Supervised:

Answer: No
Date:
Date:

4. Full Impact Assessment – see Step 4 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:

Race, ethnicity, colour, nationality or national origins.

Details:

Sex or marital status: women and men.

Details:

Sexual orientation, transgender or transsexual issues.

Details:

Religion, faith or belief: those with a recognised belief system or no belief.

Details:

Disability in line with the Social Model.

Details:

Age: older people, children and young people.

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:

5. Modifications – see Step 5 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?

6. Further Research - see Step 6 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?

This will be addressed through the Diversity Strand supporting all of the Olympic strands when the needs arise

7. Consultation/Involvement - see Step 7 of the Guidance

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

CO12 is currently seeking to recruit a Communications and Stakeholder manager within Programme Support

- b. Why is this consultation/involvement taking place?

To ensure liaison with partners and communities and to ensure consistency of message – a joined up multi-agency approach to communication and stakeholder management. To ensure that the right people are engaged and included from the outset in the most appropriate way, and by the most appropriate person.

- c. Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders and those who may be affected.

This is clearly documented in the Programme Stakeholder analysis, which is available from the Olympic Programme Team

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

A wide range of communication and engagement methods are included as part of the stakeholder analysis and is available from the Programme Team (includes PAS, presentations, news-paper articles, seminars, safer neighbourhood team engagement.

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

Evaluation and monitoring of communication methods and quality of engagement are currently under consideration and will be developed further once CO12 employs a dedicated Communications and Stakeholder manager.

8. Decision-making - see Step 8 of the Guidance

- a. Name, rank or grade of decision maker
Wayne Chance Superintendent

b. What is the Decision?

- Reject the proposal
- Introduce the proposal (answer)
- Amend the proposal (an impact assessment should be made of any amendments)

c. Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision

Julian Bennett Commander CO12

9. Monitoring and Review - see Step 9 of the Guidance

- a. How will the implementation of the proposal be monitored and by whom?
Through CO12 performance monitoring department based within CO1
- b. How will the results of monitoring be used to develop this proposal and its practices?
It will inform the 2007/8 OCU business plan
- c. What is the timetable for monitoring, with dates?
By the end of March 2007

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

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

The Business Plans can be published through the MPS Publication Scheme through the MPS Public Access Office. It is expected that Central Operations will publish all CO business plans on the MS Intranet site.

Person completing EIA:

Wayne Chance Superintendent

Signed:

Date:

Person supervising EIA:

Signed:

Date:

Review Due

Date: