



Metropolitan Police Authority

Proposal for future Equal Opportunities and Diversity Board Meetings

1. Rationale for Proposal:

- a) The EODB has the Race, Equalities and Diversity governance portfolio for the MPA. This means that the Board is responsible for ensuring that the equalities values and culture of the Authority is developed and conveyed to all within the MPA as well as the MPS key stakeholders and partners.
 - b) The EODB is also responsible for directing, monitoring and evaluating the race, equalities and diversity performance for ALL aspects of the work of the MPA (Members, Committees, staff). It is also strategically placed for overseeing race, equal opportunities and diversity performance of the MPS.
 - c) One of the key functions of the MPA is that of generating public trust and confidence in the police. The EODB is generally well placed to enable the Authority to satisfy the criteria given its focus on ensuring the development of policies, practices and processes that will assist the MPS in achieving one of its core aims of 'policing by consent' the hugely diverse population of London, many of whom have traditionally experienced policing as negative. Conveying to the public the outcomes of the MPA and MPS policy, performance and practice on race, equality and diversity is therefore a key function of the EODB.
2. Achieving the above is no easy task, especially in regards to the ways in which the Board will execute its governance responsibility over the MPS, which is complex and has already achieved a great deal on diversity matters.
 3. The GLA Budget and equalities monitoring process highlighted that, in the GLA's view, whilst the EODB had achieved a great deal in its first year of the governance, the committee had attempted to deal with far too wide an agenda to be able adequately to scrutinise the performance and practice of the MPS on its own.
 4. Now that the equalities strategic objectives have been agreed, it is proposed that the EODB should take a more focussed/scrutiny approach to its committee process.

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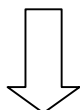
5. Proposal

- a) That every second meeting should be a 'scrutiny' meeting when the Board will be able to take time to question the MPS, in detail on one aspect of its policy, practice and performance. This will require MPs officers to prepare more detailed reports, which will form the basis for officers to develop detailed briefing and questions for members to raise.
- b) In addition, the Board could require that specific managers/officers attend meetings to respond to questions.
- c) The outcome of each meeting will be:
 - i) To receive better, more detailed understanding of the MPA/MPS performance in a specified area
 - ii) To propose the equalities performance/practices that the Authority would want to see developed over a given period of time
 - iii) Propose ways in which the MPA would support the MPS to achieve a given performance.

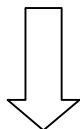
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EXAMPLE OF A SCRUTINY COMMITTEE MEETING

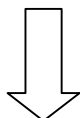
EQUALITY OBJECTIVE 3 – Equalities Budget and Performance Monitoring



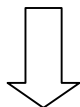
MPS and MPA required to provide detailed reports on equalities spend for a given period against performance objectives



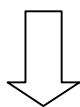
MPA officers, working with internal/external consultants, GLA colleagues and others research and collate briefing information for members and draft questions on areas to be scrutinised. This could include recommendations from the GLA BV Equality process etc, prepare detailed briefs/questions for EODB members for scrutiny meeting.



Relevant MPS officers are questioned, in detail on budget expenditure and performance



Members make recommendations for area of improvements and propose areas requiring for further development. Performance targets are agreed for future scrutiny meeting or detailed committee report.



MPA and MPS officers produce a detailed report, which could be, published as part of a series of scrutiny papers. This will also form the basis for an Equal Opportunities Impact Assessment reports. Reports will outline review processes with timescales.

6. Potential Outcomes

Such Scrutiny meetings will enable the Board to drill down in greater detail than can be achieved in committee meetings.

In 'Best Value' scrutiny terms this is known as a 'Holding to Account' Scrutiny – which have proved to be of value to local authorities These 'Holding to Account' meetings have the potential to generate greater public and press interest than the current committee format. However, this will be dependant on the area being scrutinised.

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7. MPS Consultation

Initial discussions with the MPS indicate that they would be supportive of the proposed format and would be prepared to assist members and officers in identifying the areas in which it would be of greatest benefit to them to have this level of scrutiny.