



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

1. Officer(s) & Unit responsible for completing the assessment:

Philip Powell, Press & Communications

2. Name of the policy, strategy or project:

Walking and Talking Together – internal communication strategy

3. What is the main purpose or aims of the policy, strategy or project?

To improve communication among Members and staff.

4. Who will be the beneficiaries of the policy/strategy/project?

Members and staff

5. Has the policy/strategy/project been explained to those it might affect directly or indirectly?

Yes

6. Have you consulted on this policy?

Yes

7. Please completed the following table and give reasons/comments for where:

- (a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.
- (b) The policy/strategy/project could have a negative impact on any of the equality target groups, i.e. disadvantage them in any way. **If the impact is high, a full EIA should be completed.**

Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
	High	Low	High	Low	

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment		
Men	*				
Women	*				
Asian or Asian British people	*				
Black or Black British people	*				
White people (including Irish people)	*				
Chinese people	*				
Other racial/ethnic group (please specify)	*				
Mixed Race	*				
Disabled people	*				
Gay, Lesbian and Bisexual people	*				
Transgender people	*				

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment
Older people (50+)	*		
Younger people (17-25) and children	*		
Faith groups (please specify)	*		

8. Please give a brief description of how this policy benefits the equality target groups identified in the above table, i.e. promotes equality?

The strategy will promote and reflect diversity and equality through all areas of work via effective communication that is accessible, accurate and understandable to a diverse audience. The MPA deals in complex issues that affect many different communities, groups and stakeholders and its messages, therefore, must be clear, concise and consistent.

9. If there is a negative impact on any equality target group, is the impact intended or legal?

If the negative impact is not intended, discriminatory and/or high in impact, complete part 1 and move on to the full assessment.

10. What actions could be taken to amend the policy/strategy/project to minimise the low negative impact?

11. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

12. How will the policy, strategy or project be implemented including any necessary training?

The strategy is being rolled out via an implementation panel –now Task Group 8 of the improvement programme.

Full Assessment necessary: Yes
 No

Date completed: 17 March 2006

Signed by Line Manager: P. Powell

Signed by Race & Diversity Unit: D. Lewins

Approved by SMT: C. Crawford

Please return a hard copy and electronic copy to the Race & Diversity Unit once completed. The original signed hard copy & an electronic copy should be kept within your unit for audit purposes.