

MPA Equalities Impact Assessment Proforma

Stage 2 – FULL IMPACT ASSESSMENT

A full EIA will be needed if the initial assessment has identified the potential for impact. The attached Proforma will need to be completed for each policy. It is suggested that the assessment should be carried out by at least three people and that at least one should be from the CDO Unit, to give any expert advice on the RES process. Each Unit will be responsible for organising the team of individuals to assist in completing the EIA.

Policy , Aims and Objectives

1. Name of Process: Diversity monitoring questionnaire

2. What is the aim and purpose of the Process?

The MPA subscribe to the CRE view that the most reliable and efficient way of monitoring the effectiveness of an equal opportunity process is to carry out regular analyses of the workforce and job applicants.

3. Who are the main stakeholders of the Process or proposed process? (e.g., MPA, MPS, GLA, HR, Internal Audit etc)

MPA and then GLA family

4. Who is the process or proposed process intended to benefit?

The MPA subscribe to the CRE view that monitoring and record-keeping should be seen as good personnel practice, benefiting both employers and employees alike.

5. How will the process or proposed process be implemented and who will be responsible for monitoring and reviewing it? Please be specific. Since its creation the Metropolitan Police Authority (MPA) has published data on its employment activities in order to demonstrate that we are offering equality of opportunity and treatment to all groups. The MPA's Equal Opportunities Statement sets out the Authority's objectives to promote equal opportunities and tackle discrimination.

6. How does this process or proposed process inform and contribute to the overall functions and objectives of the MPA?

This process is intended to identify the reasons staff leave in order to inform the MPA priority to "recruit, retain and promote our own workforce to reflect the diverser communities of London" and to "set clear targets for monitoring our own race equality and equal opportunities performance." Monitoring provides an opportunity to identify any barriers that are preventing us from making the best use of available talent and

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improve our reputation as a good employer. Monitoring is the process of collecting, storing, and analysing data about people and will enable the Authority to highlight possible inequalities; investigate their underlying causes; and remove any unfairness or disadvantage.

7. How will this process inform or influence the MPA governance of the MPS?

The MPA will encourage the MPS to adopt the same categories.

8. Please give any other comments you wish to make about this process or proposed process.

None.

Assessing for Impact

9. Is there evidence or reason to believe that some groups could be differently affected by this process/function . No. However it will enable the Authority to highlight possible inequalities, investigate their underlying causes; and remove any unfairness or disadvantage.

10. Is there differential impact on particular racial groups in respect of qualitative or quantitative data?

In the data that is published annually there is no consistent pattern of differential impact identified.

11. Is the differential impact an adverse one, and for which groups? Please list.

No.

12. Is the process or proposed process directly or indirectly discriminatory?

No.

13. If the process is indirectly discriminatory, is it justifiable under the Act?

No.

14. What amendments could be made to the process to eliminate discrimination, if any has been identified?

None.

15. In what way does each process option further or hinder race equality?

The MPA subscribe to the CRE view that the most reliable and efficient way of monitoring the effectiveness of an equal opportunity policy is to carry out regular analyses of the workforce and job applicants.



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16. What are the consequences for the affected groups, and for the Authority, of not adopting the option more favourable to race equality?

Monitoring provides an opportunity to identify any barriers that are preventing us from making the best use of available talent and improve our reputation as a good employer. Not to do so would be to fail to support the MPA's statutory responsibilities and key priorities.

17. What are the costs of implementing each option?

No costs.

18. In coming to the above decision, with whom have you consulted/ and or what information was gathered?

In re-designing our diversity monitoring form, the MPA has taken advice from, and consulted, the Public and Commercial Services union, Members of the Authority, the Commission for Racial Equality, the Lesbian, Gay, Bisexual and Transgender Advisory Group, staff and the GLA.

19. What arrangements have been/will be made for publishing the results of this EIA?

On website.

20. Please outline the arrangements that has been made/ will be made for monitoring the process including the Committee or internal structure (e.g. SMT/CDO) that will be informed about the outcomes of the monitoring arrangements. Since its creation the Metropolitan Police Authority (MPA) has publicly published data through HRC on its employment activities in order to demonstrate that we are offering equality of opportunity and treatment to all groups. The MPA's Equal Opportunities Statement sets out the Authority's objectives to promote equal opportunities and tackle discrimination.

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Signed: Alan Johnson

Date: 12 November 2003

Approved by the Clerk: Colleen Crawford

Date: 25 November 2003

Forwarded to the Head of Race and Diversity: _____

For further information and assistance please contact:

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