



Metropolitan Police Authority

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Ken Gort, Internal Audit (Forensic)

2. Name of the policy, strategy or project:

Anti-Fraud and Corruption Policy for the MPA And MPS

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

To set the ethical standards in relation to fraud and corruption within the MPA and MPS and provide guiding principles for those dealing with individual cases.

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

The direct beneficiaries of the policy are MPA and MPS staff and contractors engaged by the MPA and MPS.

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

The policy draws together the legal requirements, Audit Commission requirements and the professional standards of bodies such as CIPFA, IIA etc. The MPS were consulted in its drafting and it has been discussed with them on several occasions in the course of the lifetime of the policy. No equalities or diversity issues have been identified with the policy since it was approved by Members in 2001 and brought into effect.

6. Have you consulted on this policy?

The Audit Commission, CIPFA and IIA have been consulted and they are not aware of any equalities and diversities issues arising from such policies within England (or UK for IIA and CIPFA). The London Borough of Newham, Kent County Council, Transport for London and the London Counter Fraud Partnership (representing over 140 public and NHS bodies) have also been consulted and they have not identified or experienced equalities and diversities issues with a similar policy.

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	
Men		X			The policy is substantially neutral in impact as it sets out broad principles only – detailed guidance on the implementation of the policy is set out in other policies. However it has a low positive impact as it provides a set of standards against which to evaluate action taken in individual cases.
Women		X			As above
Asian or Asian British people		X			As above
Black or Black British people		X			As above
White people (including Irish people)		X			As above
Chinese people		X			As above
Other racial/ethnic group (please specify)		X			As above
Mixed Race		X			As above

Equality Target Group	(a)	Positive Impact	(b)	Negative Impact	Reason/Comment
Disabled people		X			As above
Gay, Lesbian and Bisexual people		X			As above
Transgender people		X			As above
Older people (50+)		X			The manual is neutral.
Younger people (17-25) and children		X			The manual is neutral.
Faith groups (please specify)					The manual is neutral.

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 policy is substantially neutral in impact as it sets out broad principles only – detailed guidance on the implementation of the policy is set out in other procedures eg criminal law, Police Regulations, Police Staff Discipline Instructions. However it has a modest positive impact as it provides a set of standards against which to evaluate action taken in individual cases.

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

No negative impact identified.

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?

No negative impact identified.

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?

None – set of high-level principles only. Procedures implementing the policy are the subject of separate impact assessments.

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

Policy is implemented by other procedures such as criminal law, Police Regulations, Police Staff Discipline Instructions, MPA Financial Regulations/Standing Orders. These have subject to impact assessment or alternatively scrutiny by Members.

The policy is available in the MPA Standing Orders/Financial Regulations, MPS Intranet and the MPA Internet site.

Full Assessment necessary: **Yes**
 No

Date completed: 24 March 2006

Signed by Line Manager: K. Gort

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.