

Equality Impact Assessment Form

Part 1 – Initial Screening

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

Kerry McClelland, ICV Team, Community Engagement Unit

2. Name of the policy, strategy or project:

Independent Custody Visiting Scheme – Memorandum of Understanding

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

The MPA is required to have a Memorandum of Understanding (MoU) with our volunteers under the Home Office Codes of Practice governing Custody Visiting. The purpose of the MoU is to describe the relationship and some basic mutual expectations that exist between the MPA and Independent Custody Visitors (ICVs).

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

London ICVs, the MPA, the MPS and detainees will all benefit from increased clarity concerning ICVs role, which is provided the MoU.

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

Yes. It has been explained to ICVs and every ICV has been sent a copy (with the proviso that it has not yet been EIA'd and may be subject to change as a result of this & of changes to the scheme in April 07). ICVs have not yet been asked to 'sign up' to the MoU

6. Have you consulted on this policy?

The ICV Programme Board was consulted and we received feedback from the 4 ICV Programme Board representatives who in turn consulted their ICV colleagues. Changes were made to the document reflecting the feedback received before it was circulated to all ICVs. The MPA is required by statute

to provide ICVs with a Memorandum of Understanding concerning their role.

7. Please complete 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 MoU is expected to have a positive impact on all groups listed as it provides clear information on what the MPA as the body responsible for the scheme can offer ICVs and what the MPA expects from ICVs.
Women	X				
Asian or Asian British people	X				The MoU is expected to have a particularly positive impact on this group for 2 reasons. 1. From April, the MPA will be ensuring that all ICVs are dealt with in accordance with the MPA's EO policy. 2. Through the MoU, ICVs are being asked to agree to treat fellow ICVs, detainees, the Police and MPA staff with due respect and courtesy and to follow MPA's operating practices and guidelines, including equal opportunities.
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				All - As above
Mixed Race	X				As above
Disabled people	X				As above

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment
Gay, Lesbian and Bisexual people	X		As above
Transgender people	X		As above
Older people (50+)	X		As above
Younger people (17-25) and children	X		As above, however young people under the age of 18 are not eligible to become ICVs.
Faith groups (please specify)	X		All – as per previous sections

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 MoU benefits the groups listed through promoting equality amongst ICVs. It requires all London ICVs to agree to treat others with respect and in accordance with the MPA's equal opportunities policy, and it also assures them that the MPA will in turn, treat ICVs in accordance with our equal opportunities policy.

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

No

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?

N/A

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?

N/A

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

All ICVs have already seen the policy and are aware that from April 07 they will be required to sign up to it, as part of the conditions of the volunteering with the MPA. ICVs Co-ordinators will be available to discuss the policy with individual ICVs and answer any questions. All ICVs will be given a copy of the MPA's equal opportunities policy. From April we plan to introduce Diversity Awareness Training for ICVs. Additionally, ICVs involved in interviewing, will receive interview skills training, which will have an equalities element.

Full Assessment necessary: Yes No

Date completed: 25/1/07

Signed by Line Manager: K. McClelland

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.