



**METROPOLITAN
POLICE**

TOTAL POLICING

Freedom of Information Act Publication Scheme	
Protective Marking	Not Protectively Marked
Publication Scheme Y/N	Yes
Title	Animals Coming Into Police Possession Policy – Equality Impact Assessment
Version	1.0
Summary	This document outlines how the MPS will deal with all animals coming to police attention and requiring further police action.
(B)OCU or Unit, Directorate	Territorial Policing
Author	
Review Date	May 2021
Date Issued	15 May 2017



EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment (EIA) Standard Operating Procedure (SOP) must be used when completing this form. Click the link below to view the EIA SOP.

Need some help? If you are unsure of any of the questions, click the 'GUIDANCE' button which provides key information about each step.

You can also contact your Diversity and Citizen Focus Directorate (DCFD) Advisor for guidance and support.

FOIA INFORMATION					GUIDANCE
Protective Marking	Not Protectively Marked	Publication Scheme	Yes		
Title	Animals Coming Into Police Possession Policy				
Branch / OCU	Territorial Policing				
Date Created	15/05/2017	Review Date	01/05/2021	Version	1.0
Author	PC 264NI Tracey Parker				

EQUALITY IMPACT ASSESSMENT

STEPS 1 TO 7

STEP 1. Aims and purpose of the proposal / policy	GUIDANCE
Aim / Purpose To ensure that there is a structured and universal procedure for all members of the MPS to follow when dealing with all animals whose owners are unable to provide the required care and attention, as a result of police action. Reason; Animals are legally termed as possessions and therefore the Metropolitan Police Service (MPS) has a duty of care to them when removing the person who has legal responsibility for them. In such circumstances the MPS now has the legal responsibility for this matter. How; The policy will provide a simple step by step procedure to ensure all staff are able to deal with any instance of any animal which falls into this category.	

STEP 2. Screening process for relevance to diversity and equality issues	GUIDANCE		
Each "protected characteristic" in Section 5 has guidance as to what implications / issues you may need to consider.			
Does this proposal / policy have any relevance to:	Internal, relevant to staff / or working practices	External, relevant to service delivery	Not relevant to either
A Age	☐ Yes	☐ Yes	☒ No
B Deaf and disabled / Disability	☐ Yes	☐ Yes	☒ No

NOT PROTECTIVELY MARKED

C	Gender Reassignment	☐ Yes	☐ Yes	☒ No
D	Marriage and Civil Partnership (employment only)	☐ Yes	☐ Yes	☒ No
E	Pregnancy and Maternity	☐ Yes	☐ Yes	☒ No
F	Race	☐ Yes	☐ Yes	☒ No
G	Religion or Belief	☐ Yes	☐ Yes	☒ No
H	Sex	☐ Yes	☐ Yes	☒ No
I	Sexual Orientation	☐ Yes	☐ Yes	☒ No
J	Other Issues	☐ Yes	☐ Yes	☒ No

STEP 3. If you have ticked yes to any protected characteristic box in Step 3, a full impact assessment is required.

GUIDANCE

Full assessment required? (If Yes, a full EIA is required.)

☐ Yes

☒ No

STEP 4. Examination of available information

GUIDANCE

This policy will effect the manner in which members of staff deal with animals in the normal course of their duties, and therefore will not ave any effect, or be effect by, any "protected characteristic.

If there is anything you are unsure of in this first section you can visit the Diversity and Citizen Focus Directorate (DCFD) intranet site for further information and advice, or contact one of the DCFD Diversity and Citizen Focus Advisors by clicking below.

STEP 5. Full Impact Assessment Process

STEP 5a. Consultation Log			GUIDANCE
Where are the consultation records stored? (e.g. General Registry, S-Drives etc)			
Awaits			
Name of Business Group / Unit, Association, Stakeholder (External)	Why are you approaching / not approaching them?	Date and method of planned consultation	Outcome of consultation
Dog Section	They have ownership of the policy concerning dogs that fall into this category	This has been an ongoing consultation	No impact
Mounted Branch	They have ownership of the "Green Yard" policy which deals with horses that fall into this category	this has been a continuous and ongoing consultation	no impact
New Hope Animal Rescue (NHAR)	NHAR, the partner agency in this policy, will deal with all animals that meet the criteria detailed in this policy	Numerous previous and ongoing meetings, this will be an ongoing partnership	Memorandum of Agreement
Health and Safety (H&S)	H&S have been consulted	November 2016 - January 2017	No impact
Police Federation	Have been consulted	November 2016 - January 2017	No Impact
S.A.M.U.R.A.I. (Staff Associations Meeting Up Regularly And Interacting)	Consultation Meeting	November 2016 - January 2017	No Impact

STEP 5b. EIA Action Plan

From your consultation activities and available information explain within the appropriate Action Plan template the potential positive and / or negative impact of the proposal / policy, internally on members of your workforce and externally on your communities / service delivery:

Age	GUIDANCE	Race	GUIDANCE
Deaf and disabled / Disability	GUIDANCE	Religion or Belief	GUIDANCE
Gender Reassignment	GUIDANCE	Sex	GUIDANCE
Marriage and Civil Partnership (employment only)	GUIDANCE	Sexual Orientation	GUIDANCE
Pregnancy and Maternity	GUIDANCE	Other Issues	GUIDANCE

STEP 5c. Action Plan Template Workforce Impacts (Internal)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring

STEP 5d. EIA Action Plan Template Service Delivery Impacts (External)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring

STEP 6. Ensure monitoring and review arrangements are put in place**GUIDANCE**

How will the implementation of the proposal / policy be monitored and by whom?

The implementation of the policy will be monitored by the MPS Mounted Branch. All cases are overseen by Mounted Branch on a case-by-case basis.

All Public Authorities such as the Metropolitan Police Service (MPS) have to comply with section 149 of the Equality Act 2010 more commonly known as the General Duty.

The Duty requires us to:

- **Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.**
- **Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.**
- **Foster good relations between people who share a relevant protected characteristic and those who do not share it.**

One of the ways we can demonstrate that we are complying with the General Duty is to document how decisions are reached and resulting activities including monitoring and review arrangements. In the MPS, the way we evidence this is by completing EIAs.

What is the timetable for monitoring, with dates?

All cases are overseen by Mounted Branch on a case-by-case basis.

STEP 7. Public availability of reports / result. What are the arrangements of publishing, where and by whom?**GUIDANCE**

The Policy and Equality Impact Assessment will be published on the MPS Publication Scheme.