



**METROPOLITAN
POLICE**

TOTAL POLICING

Freedom of Information Act Publication Scheme	
Protective Marking	Not Protectively Marked
Publication Scheme Y/N	Yes
Title	Inclusion, Diversity and Equality Policy Statement and Equality Impact Assessment
Version	1.2
Summary	Inclusion, Diversity and Equality Policy Statement and Equality Impact Assessment
(B)OCU or Unit, Directorate	Strategy & Governance, Met HQ
Author	Strategic Inclusion and Diversity Unit
Review Date	April 2020
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Branch / OCU:	Strategic Inclusion and Diversity Unit				
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Author:	Strategy & Governance, Met HQ				

Application

When: This Policy will take effect immediately.

Who: All police officers and police staff, including the extended police family and those working voluntarily or under contract to the Mayor's Office for Policing and Crime (MOPAC) or the Commissioner must be aware of, and are required to comply with, all relevant Metropolitan Police Service (MPS) policy and associated procedures. All MPS personnel must be made be aware of this policy. This policy should apply to all MPS personnel equally however the following roles are more likely to be impacted upon:

- NPCC;
- Directors;
- Directorate of Legal Services
- People and Transformation Command
- Heads of Units;
- Procurement Operation Services
- Line Managers; and
- Trade Unions, Police Federation, Superintendent's Association and Staff Support Associations;

(Note - this list is not intended to be exhaustive).

What: In October 2010, existing UK anti-discrimination laws were replaced with the Equality Act 2010. The Act protects people from discrimination, harassment or victimisation on the basis of 'protected characteristics' which are:

- Age
- Disability

- Gender Reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation.

This policy lists all the definitions of the various kinds of discrimination such as direct and indirect discrimination which are included in the Equality Act 2010, to inform and support MPS personnel.

Policy Principles

The MPS and the general public expect the highest possible standards of MPS members; to act professionally at all times and in accordance with its organisational values and Code of Ethics. This policy seeks to ensure that all members of the MPS act in accordance with these principles.

The Toolkits in support of this policy will:

- Ensure the MPS carries out the Equality Duty under the Equality Act 2010;
- Ensure adherence to standards of professional behaviour across the service in relation to the Equality Act 2010, including efficiently completing Equality Impact Assessments;
- Provide bespoke guidance to MPS personnel to ensure better guidance and support for disabled employees, especially in relation to reasonable adjustments.

Health and Safety Impact Statement

This policy has been developed with appropriate consultation with the MPS Safety and Health Risk Management Team [SHRMT] and there is no health and safety implications for the MPS in terms of:

- Compliance with health and safety at work statutory provisions including codes of practice;
- MOPAC/MPS Safety Management System;
- Service delivery that may impact officer, staff or public safety.

Purpose and Benefits

The policy supports the Inclusion, Diversity and Equality strategic outcomes. This policy aims to:

- Maintain the highest standards of professional behaviour throughout the MPS policing family;
- Build officers and staff trust and confidence in the integrity and professionalism of the MPS.

Through adherence to these aims and treating all members of the MPS with fairness and respect, overall confidence in the MPS should be improved.

This policy seeks to achieve:

- The promotion of a culture of inclusion, diversity and equality throughout the MPS;
- An improvement when dealing with employees who have protected characteristic needs, including assisting them with reasonable adjustments;
- An increase in the number and the quality of Equality Impact Assessments completed.

Associated documents and Policies

This policy contains documents providing information and guidance on the following areas:

- Disability
- Equality Impact Assessment
- Transgender

This policy cross-references with the following MPS policies and strategies:

- Grievance SOP
- Whistleblowing and Reporting Wrongdoing Policy
- Strategic Inclusion Diversity and Equality Strategy
- People Strategy
- Attendance Management Policy
- Recruitment and Selection
- Organisational Change Policy
- Health and Safety Policy
- Code of Ethics
- Bullying and Harassment Policy
- Performance and Attendance Improvement Toolkit

The following are now cancelled:

- Item 2, Notices 46/10 (Equality Policy and SOP)
- Item 3, Notices 12/11 (Equality Impact Assessment Policy and SOP)

Equality Impact Assessment

Policies are developed and reviewed using a consultative approach involving relevant internal and external stakeholders. Additionally, developers must consider what action needs to be taken to help overcome or minimise any disadvantages that people who share a protected characteristic will experience in compliance with the Equality Act 2010.

All relevant parties were consulted and asked to provide feedback regarding any concerns around adverse impact based on protected characteristics. Comments were assessed and reflected in the final policy and associated Toolkits.

The impact of the policy will be monitored to identify any emerging issues, learning and benefits post-delivery of the policy. The table below summarises the outcomes of these actions:

Research and Consultation	
Review of Research	Equality Act 2010 European Human Rights Commission - Equality Policies, Equality Training and Monitoring acas - Tackling discrimination and promoting equality
Internal consultation	Directorate of Legal Services, Safety & Health Risk Management, Finance Business Partner, Information Assurance unit, Superintendents Association, Police Staff Trade Unions (MeTTUS), MPS Trans Association, MPS Disability Association, and police officers and police staff.
External Consultation	Police Federation Acas Employers Now for Equality and Inclusion Stonewall
Protected Characteristics (Equality Act 2010)	
Summary of Equality Impact Assessment (EIA)	There is no discernable impact on any protected characteristics from the introduction of this policy. This policy demonstrates the Metropolitan Police Service's commitment to support MPS employees of all protected characteristics as it opposes all forms of unlawful and unfair discrimination. This policy ensures that action is taken to identify support services and opportunities. This policy also ensures that all MPS business changes, and policies and procedures consider any positive or negative impact on any protected characteristics by completing an Equality Impact Assessment as part of their proposed development.

Age	Please see summary of EIA above.
Deaf/ Disability	Please see summary of EIA above. In addition, positive discrimination is permitted in relation to disability and reasonable adjustments. This policy ensures that it must be justified, citing why the action is a proportionate means of reaching a legitimate aim.
Gender reassignment	Please see summary of EIA above.
Marriage and Civil Partnership	Please see summary of EIA above.
Pregnancy and Maternity	Please see summary of EIA above.
Race	Please see summary of EIA above.
Religion or belief	Please see summary of EIA above.
Sex	Please see summary of EIA above.
Sexual Orientation	Please see summary of EIA above.
Other issues for example: Low income groups, single parents.	Please see summary of EIA above.
Monitoring	
12 month implementation plan	This policy will be monitored by tasking businesses and boroughs with snapshot action plans to review progress against the Inclusion, Diversity and Equality (IDE) maturity matrix. Best practice and lessons learned will be identified and reported to the governing Equality Board (STRIDE) and with the businesses. The IDE Snapshot and the MPS EIA processes will record how MPS personnel are engaging with the IDE agenda and monitor any impact on protected characteristics. All corporate EIAs and IDE Snapshot returns are quality assured by Business Change & Diversity.