



**METROPOLITAN  
POLICE**

## **TOTAL POLICING**

| <b>Freedom of Information Act Publication Scheme</b> |                                                                                                |
|------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <b>Protective Marking</b>                            | <b>Not Protectively Marked</b>                                                                 |
| <b>Publication Scheme Y/N</b>                        | Yes                                                                                            |
| <b>Title</b>                                         | Investigation of Sudden Unexpected Death in Infancy (SUDI) policy – Equality Impact Assessment |
| <b>Version</b>                                       | 1.0                                                                                            |
| <b>Summary</b>                                       | Investigation of Sudden Unexpected Death in Infancy (SUDI) policy - Equality Impact Assessment |
| <b>(B)OCU or Unit, Directorate</b>                   | Specialist Crime & Operations                                                                  |
| <b>Author</b>                                        |                                                                                                |
| <b>Review Date</b>                                   | March 2021                                                                                     |
| <b>Date Issued</b>                                   | 1 January 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              | Investigation of Sudden Unexpected Death in Infancy (SUDI) Policy |                    |            |         |   |          |
| Branch / OCU       | SC&O17                                                            |                    |            |         |   |          |
| Date Created       | 20/01/2017                                                        | Review Date        | 31/03/2021 | Version | 1 |          |
| Author             | DC Cendrine Manceau-Ward                                          |                    |            |         |   |          |

## EQUALITY IMPACT ASSESSMENT STEPS 1 TO 7

| STEP 1. Aims and purpose of the proposal / policy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GUIDANCE |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <p>The purpose of the policy is to provide a review of existing Metropolitan Police Service (MPS) policy and standard operating procedures (SOP) on investigation of Sudden Unexpected Death in Infancy (SUDI) in order to produce an updated policy for implementation across the MPS.</p> <p>The policy will provide guidance and minimum standards for the response, recording and investigation of Sudden Unexpected Death in Infancy (SUDI) and ensure that it incorporates guidance and recommendations from:</p> <p>Working Together To Safeguard Children<br/>           London Safeguarding Children Board (LSCB)<br/>           College of Policing<br/>           Home Office<br/>           Her Majesty's Inspectorate of Constabulary (HMIC)<br/>           Crown Prosecution Service</p> <p>and considers and incorporates ongoing recommendations and changes across the MPS infrastructure.</p> |          |

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| <b>STEP 2. Screening process for relevance to diversity and equality issues</b>                                      |                                                  |                                                             |                                                 | <b>GUIDANCE</b>                        |
|----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|----------------------------------------|
| 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,<br>relevant to staff /<br>or working<br>practices | External,<br>relevant to<br>service<br>delivery | Not relevant<br>to either              |
| A                                                                                                                    | Age                                              | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |
| B                                                                                                                    | Deaf and disabled / Disability                   | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |
| C                                                                                                                    | Gender Reassignment                              | <input type="checkbox"/> Yes                                | <input type="checkbox"/> Yes                    | <input checked="" type="checkbox"/> No |
| D                                                                                                                    | Marriage and Civil Partnership (employment only) | <input type="checkbox"/> Yes                                | <input type="checkbox"/> Yes                    | <input checked="" type="checkbox"/> No |
| E                                                                                                                    | Pregnancy and Maternity                          | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |
| F                                                                                                                    | Race                                             | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |
| G                                                                                                                    | Religion or Belief                               | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |
| H                                                                                                                    | Sex                                              | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |
| I                                                                                                                    | Sexual Orientation                               | <input type="checkbox"/> Yes                                | <input type="checkbox"/> Yes                    | <input checked="" type="checkbox"/> No |
| J                                                                                                                    | Other Issues                                     | <input type="checkbox"/> Yes                                | <input checked="" type="checkbox"/> Yes         | <input type="checkbox"/> No            |

| <b>STEP 3. If you have ticked yes to any protected characteristic box in Step 3, a full impact assessment is required.</b> |                                         | <b>GUIDANCE</b>             |
|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------|
| Full assessment required? (If Yes, a full EIA is required.)                                                                | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |

| <b>STEP 4. Examination of available information</b>                                                                                                                                                                                                   | <b>GUIDANCE</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <p>Existing Policy on Investigation of Sudden Unexpected Death in Infancy (SUDI)<br/>           London Child Protection Procedures 2016<br/>           College of Policing Guidance<br/>           Existing Metropolitan Police Training Packages</p> |                 |

**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**

| <b>STEP 5a. Consultation Log</b>                                                                             |                                                 |                                         | <b>GUIDANCE</b>                                                                            |
|--------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-----------------------------------------|--------------------------------------------------------------------------------------------|
| Where are the consultation records stored? (e.g. General Registry, S-Drives etc)                             |                                                 |                                         |                                                                                            |
| Continuous Improvement Team Shared Drive.                                                                    |                                                 |                                         |                                                                                            |
| Name of Business Group / Unit, Association, Stakeholder (External)                                           | Why are you approaching / not approaching them? | Date and method of planned consultation | Outcome of consultation                                                                    |
| Directorate of Legal Services (DLS)                                                                          | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | Positive feedback                                                                          |
| HQ Performance & Riskt                                                                                       | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | Positive feedback                                                                          |
| HQ Human Resources                                                                                           | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | No feedback                                                                                |
| HQ Finance                                                                                                   | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | No feedback                                                                                |
| Police Fedration                                                                                             | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | No feedback.                                                                               |
| Healthy London Partnership                                                                                   | Guidance on material contained in the toolkit.  | 13/01/2016: Final draft consultation.   | Request for updated references in Useful Resources, which were actioned. Positive feedback |
| MPS TUS Secretariat                                                                                          | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | No feedback                                                                                |
| Safety & Health Risk Management (SHRM) Management Board (MB) and Metropolitan Police Authority (MPA) Reports | Guidance on material contained in the toolkit.  | 23/11/2016: Final draft consultation.   | No feedback                                                                                |
| University of Portsmouth                                                                                     | Guidance on material contained in the toolkit.  | 19/05/2016: Draft consultation.         | Request for amendments which were actioned. Positive feedback                              |

**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 |

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

| 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 |
| <p>Age</p> <p>All children are entitled to receive a service according to their needs.</p> <p>All children are considered vulnerable to emotional, physical and sexual abuse or subject to neglect by another person until they reach adulthood. Offences are governed by legislation which considers differing ages for differing offences.</p> <p>This policy refers to children under the age of two years but does not apply to cases of still births.</p> <p>There will be a positive continuing impact of the policy.</p> | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, Sexual Offences Exploitation and Child Abuse (SOECA) |                | Ongoing                        |
| <p>Disability</p> <p>All children are entitled to receive a service according to their needs.</p> <p>Children with disabilities may be more vulnerable to risk of abuse due to the varying degree of dependency on another for levels of care depending on the type and level of disability.</p> <p>There will be a positive continuing impact of the policy.</p>                                                                                                                                                               | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, SOECA                                                |                | Ongoing                        |
| <p>Gender</p> <p>All children are entitled to receive a service according to their needs.</p> <p>All allegations against children are investigated regardless of gender (London Child Protection Procedures 2016).</p>                                                                                                                                                                                                                                                                                                          | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, SOECA                                                |                | Ongoing                        |

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------|--|---------|
| There will be a positive continuing impact of the policy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                               |                                 |  |         |
| <p><b>Pregnancy &amp; Maternity</b></p> <p>All children are entitled to receive a level of service according to their needs.<br/>This policy refers to children under the age of two years but does not apply to cases of still births.</p> <p>There will be a positive continuing impact of the policy.</p>                                                                                                                                                                                                                                                                                             | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, SOECA |  | Ongoing |
| <p><b>Race</b></p> <p>All children are entitled to receive a level of service according to their needs.</p> <p>Perceptions and misunderstandings of cultural practices are not a barrier to the full investigation of Sudden Unexpected Death in Infancy (SUDI).</p> <p>Necessary support services and complainant requests must be considered where there is some availability to obtain police services of different race, ethnicity, nationality or natural origins to whom the complainant can communicate to more effectively.</p> <p>There will be a positive continuing impact of the policy.</p> | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, SOECA |  | Ongoing |
| <p><b>Religion and Belief</b></p> <p>All children are entitled to receive a level of service according to their needs.</p> <p>Religious and cultural belief are not a barrier to the full investigation Sudden Unexpected Death in Infancy (SUDI).</p>                                                                                                                                                                                                                                                                                                                                                   | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, SOECA |  | Ongoing |

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------|--|---------|
| There will be a positive continuing impact of the policy.                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                               |                                 |  |         |
| <p>Other Issues</p> <p>All children are entitled to receive a level of service according to their needs. Children of parents/carers who are seeking asylum, homeless or in the United Kingdom illegally are entitled to the same level of service and protection offered by the law. This policy does not discriminate against those who are at a social or economic disadvantage.</p> <p>There will be a positive continuing impact of the policy.</p> | Implementation of the policy on on investigation of Sudden Unexpected Death in Infancy (SUDI) | Detective Superintendent, SOECA |  | Ongoing |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                               |                                 |  |         |
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| 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 policy will be monitored by Sexual Offences, Exploitation and Child Abuse (SOECA) Continuous Improvement Team (CIT) to ensure it is current and correct. This will be done by the ongoing partnership of SOECA Senior Leadership team (SLT), Mayor's Officer for Policing and Crime (MOPAC), partner agencies and SOECA CIT to identify emerging trends, best practice and monitor compliance, reviewing and updating the policies as and when required.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |
| <p><b>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.</b></p> <p><b>The Duty requires us to:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.</b></li> <li>▪ <b>Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.</b></li> <li>▪ <b>Foster good relations between people who share a relevant protected characteristic and those who do not share it.</b></li> </ul> <p><b>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.</b></p> |          |
| What is the timetable for monitoring, with dates?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |
| 4 years from publication with continual monitoring.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |

| STEP 7. Public availability of reports / result. What are the arrangements of publishing, where and by whom? | GUIDANCE |
|--------------------------------------------------------------------------------------------------------------|----------|
| MPS Policy Coordination Unit.                                                                                |          |