



Freedom of Information Act Publication Scheme	
Protective Marking	Not protectively marked
Publication Scheme Y/N	Y
Title	Crime Reporting in the Metropolitan Police Service (MPS) Equality Impact Assessment
Version	1
Summary	To ensure a corporate approach to the different reporting methods currently extant.
(B)OCU or Unit, Directorate	TP Emerald
Review Date	
Date Issued	February 2009 April 2007



Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form:

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Title: Crime Reporting in the Metropolitan Police Service (MPS)

Summary: To ensure a corporate approach to the different reporting methods currently extant.

Branch / OCU: TP Emerald

Date created: February 2009

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Directorate/Department/Borough/OCU: TP Emerald

Name, type or title of proposal Crime Reporting in the Metropolitan Police Service

1. Aims and Purpose of Proposal - see Step 1 of the Guidance

The aim of the policy is to bring together the various ways in which crime can be reported in the MPS. The purpose of the policy is to serve as a reference document with regards to reporting crime in the MPS. It puts all the different ways of reporting crime into a single point of reference to bring a corporate approach to crime reporting.

2. Examination of Available Information – see Step 2 of the Guidance.

All the necessary information needed to implement the policy will be contained within the policy documents and relevant police notices. The purpose of the proposal is not to detail the initial and secondary investigation process, which is already covered by a separate policy and Standard Operating Procedures. There is now an evolving process of developing Station Police Community Support Officers who will maintain the role of staffing front counters to deal with members of the public. The SOP deals not only with front counters but with all the other ways in which crime can be reported in the MPS.

3. Consultation/Involvement - see Step 3 of the Guidance

a. Who is responsible for managing this consultation/involvement?

TP Emerald is responsible for all the consultation management.

b. Why is this consultation/involvement taking place?

As part of the policy building process consultation and involvement is essential to ensure that the relevant stakeholders are involved as they are likely to be affected by the provisions of the policy.

c.	Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders, service users or providers and those who may be affected. A full external consultation process has taken place with members from the IAG and Disability Independent Advisory Group (DIAG) where the physical disability, deaf and hard of hearing and speech impediment groups were represented. The provisions of the SOP were explained and summaries of the comments made were passed on to the groups for approval and further comments. Meetings were held with internal MPS staff that currently are in the process of developing Station Police Community Support Officers (SPCSOs).
d.	What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings? The external consultation was done through two meetings. One was by way of a focus group and the other was on a one-to-one basis with an individual who had physical and speech difficulties. Amendments were made to the policy documents in relation to the comments made.
e.	What are the results of the consultation/involvement? How are these fed back into the process? After each consultation the SOP was modified to incorporate the comments as a result of the internal and external consultation process. During the internal process there were various changes made because of the changing roles and responsibilities of staff at the front counter. The result of discussion revealed a lack of training for staff in using the loop system. The external consultation raised an issue about wheelchair access. As a result this was raised with the diversity team. The policy documents reflect the views of stakeholders who feel that they have made a vital contribution to the process.

4. Screening Process for relevance to Diversity or Equality issues - see Step 4 of the Guidance

(i)	Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs? No. Explain: The policy relates to any crime reported by all the communities residing and working in the MPS.
(ii)	Will any part of the proposal be directly or indirectly discriminatory? No. Explain: The policy enables all persons to report crime.
(iii)	Is the proposal likely to negatively affect equality of opportunity? No. Explain: The policy encourages people to report crime from across the communities. The policy includes several aspects that ensure equality of opportunity, such as third party reporting. It also makes special provisions for vulnerable groups.
(iv)	Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups? No. Explain: The policy encourages all people from all communities to report crime. It is not anticipated that this will adversely affect relations between any particular groups.
(v)	Are there any other community concerns, opportunities or risks to communities arising from the proposal? No. Explain: There are no community concerns. The policy provides opportunity for all communities to report crime through third party reporting.
(vi)	Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life? No.

Explain: It is anticipated that the policy is likely to encourage positive attitudes by enabling persons to report crime.

(vii) Is the proposal a major one in terms of scale or significance?

Explain: No. The policy seeks to define the various ways in which crime can already be reported in the MPS and place it all in a single reference document.

From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required. If no, complete the following box and enter a review date at the end of the form.

Full Impact Assessment Required	YES <i>(delete as applicable)</i>
Signed:	Date:
Supervised:	Date:

5. Full Impact Assessment – see Step 5 of the Guidance

a)	Explain the likely differential impact (whether intended or unintended, positive or negative) of the proposal on individual service users or citizens on account of:
	Age: older people, children and young people.
	Details: The policy is aimed at enabling a wide range of ways in which to report crime. Whereas some new media, such as internet reporting, may find favour with younger people, face to face contact reporting and telephone reporting is still catered for.
	Disability in line with the Social Model.
	Details: The policy is designed to enable all persons to access the MPS in order to report crime. Some may favour face to face contact but other systems remain available, for example type talk and interpreter availability.
	Faith, religion or belief: those with a recognised belief system or no belief.
	Details: The policy is designed to enable persons to report crime across all faiths, religions and beliefs.
	Gender or marital status: women and men.
	Details: The policy has no differential impact on gender or marital status. Confidentiality is available to victims of crime. It should be noted that Domestic Violence and its particular circumstances are dealt with separately at length under a separate policy.
	Race, ethnicity, colour, nationality or national origins.
	Details: The policy enables crime to be reported across the MPS in a variety of different ways and interpreters are available where necessary. Certain reports involving Race and Hate Crime attract an enhanced response due to their disproportionate effect on communities.
	Sexual orientation, transgender or transsexual issues.
	Details: The policy enables crime to be reported confidentially and in a variety of ways across the LGBT community. Hate Crime attracts an enhanced response and is dealt with under a separate Hate Crime policy.
	Other issues, e.g. public transportation users, homeless people, asylum seekers, the

	economically disadvantaged, or other community groups not covered above.
	Details: Third party reporting is now accepted within the MPS. The roll out of Safer Neighbourhood teams and associated community engagement enhances the ability of a wide range of persons within London's diverse community to come forward and report crime.
b)	Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?
	Details: The proposal is not discriminatory. There is no general occupational requirement involved.
c)	Explain how the proposal is intended to increase equality of opportunity by permitting positive action.
	Details: The policy is designed to allow a wide range of London's community to report crime in a variety of ways and allows for the needs of the community through a range of back up facilities such as interpreters.
d)	Explain how the proposal is likely to promote good relations between different groups.
	Details: The policy is designed to enable all of the groups that make up London's community to report crime, which will increase confidence across those communities that fair treatment is available to all.
e)	Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.
	Details: The policy aims to facilitate the reporting of crime which will allow members of the community to feel part of the public life of that community and will enable an accurate picture of what is really happening in that community to develop.
f)	Explain how the proposal enables decisions and practices to adequately reflect the service users perspective.
	Details: The policy has been developed with the needs of the victims of crime in mind in order to reflect the service which they need.

6. Modifications – see Step 6 of the Guidance

Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts? What improvements have been made? The policy encompasses a variety of ways in which crime can be reported in order to reflect the needs of the community. The installation of technology such as type talk and text phone for example, along with a concerted effort to ensure a sufficient number and variety of interpreters is available.

7. Further Research - see Step 7 of the Guidance

Given the analysis so far, what additional research or consultation is required to investigate the impacts of the proposal on the diversity strands? No further research is required at present.

8. Decision-making - see Step 8 of the Guidance

a. Name, rank or grade of decision maker PS Patrick Stone

b.	What is the Decision?	
	Reject the proposal	Yes / No <i>(delete as applicable)</i>
	Introduce the proposal	Yes / No <i>(delete as applicable)</i>
	Amend the proposal (an impact assessment should be made of any amendments)	Yes / No <i>(delete as applicable)</i>
c.	Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision	

9. Monitoring - see Step 9 of the Guidance

a.	How will the implementation of the proposal be monitored and by whom? TP Emerald will analyse the data collected. Monthly management reports from TP CMU will be examined. By examining data from the Data Accuracy Team (DAT). External monitoring through audit commission reports.
b.	How will the results of monitoring be used to develop this proposal and its practices? The results of the monitoring will be used to assess whether the policy is workable. Changes will be made if issues arise with the content of the policy.
c.	What is the timetable for monitoring, with dates? Reports will be published annually from the date of publication of the policy and SOP.

10. Public Availability of Report/Results - see Step 10 of the Guidance

What are the arrangements for publishing, where and by whom? TP Emerald under the Freedom of Information Scheme will publish a monitoring report annually on the MPS web site.

Person completing EIA:	
Signed:	Date:
Person supervising EIA:	
Signed:	Date: 17.2.09
Quality Assurance Approval:	
Name and Unit:	Date:
Date Review Due:	