

RACE EQUALITY SCHEME YEAR 3 ACTION PLAN & DIVERSITY PLAN 2004/5 & PROGRESS REPORT

This plan has the full support of the Service and the Board. Overall responsibility lies with the Chief Officer and Senior Management Team with lead responsibility being held by the Assistant Chief Officer – Human Resources . All Managers are accountable for the implementation of the Plan throughout South Yorkshire.

Promoting Positive Race Relations and Race Equality

31st March 2005

<p>Links with Black & Minority Ethnic Communities</p> <p>Consult B&ME communities</p>	<ul style="list-style-type: none"> • Update and continue to develop database to facilitate contact & provide information • Use of Website • Consult B&ME communities and Black Workers Support Group • Work with Criminal Justice Board to meet more effectively the different needs of B&ME offenders & Victims 	<p>Updated and further developed with Criminal Justice Board partners Board members met local communities</p> <p>Continues Diversity Weeks, Dinner, Interactive Event Black Community Forum & Harassment Conference</p> <p>Interactive Community Event by all agencies</p>
<p>Effective placement of offenders on Community Punishment and Community Punishment and Rehabilitation Orders.</p> <p>Place offenders in B&ME communities</p>	<ul style="list-style-type: none"> • Ensure assessment of all relevant factors by way of assessment system (OASys) and induction. Monitor parity of provision • Diversity Working Group to present recommendations for action. 	<p>Achieved Monitoring information available will be available during 2005</p> <p>Achieved.</p>

Assess and Review Policies

<p>Undertake Impact assessments on all policies</p>	<ul style="list-style-type: none"> • Incorporate ‘Diversity’ considerations in all new policies/practices 	<p>Achieved.</p>
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	<ul style="list-style-type: none"> • Determine priority for rolling programme of all policies and practices • Undertake assessments of new and priority policies and practices 	<p>Reviewed by Strategic Management Team</p> <p>Achieved.</p> <p>Practice also reviewed in Diversity Management Committees</p>
Race Equality Strategy	<ul style="list-style-type: none"> • Review and Revise • Consult and ensure preparation of annual action plan • Review action plan 	<p>Achieved</p> <p>Achieved</p> <p>Achieved</p>

Equality of Access to Information

Translation and Interpreting services	<ul style="list-style-type: none"> • Continue to provide professional services by way of DPSI qualified interpreters wherever possible. • ensure staff are trained in effective use of services 	<p>Achieved Work continues within Criminal Justice Board to improve services. Translation into Braille as required</p> <p>Briefings delivered to staff</p>
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Service delivery

Racially Motivated Offenders	<ul style="list-style-type: none"> • Review and Revise Policy. • Develop staff training programme on behalf of Yorkshire and Humberside. 	<p>Achieved. Guidance issued</p> <p>Achieved. First group of staff trained. Further events included in 2005/6 Training and Development Plan</p>
Provision for Victims is sensitive to background and need	<ul style="list-style-type: none"> • Maintain current level of good practice • Develop work across Criminal Justice Sector 	<p>Achieved. Victim Support Unit ensuring survey findings incorporated into practice</p> <p>Continues</p>

Specific Sentence Reports	<ul style="list-style-type: none"> Extend review of quality to include race and wider diversity 	Concordance rates published. Audit due May 2005
Accredited Programmes	<ul style="list-style-type: none"> Monitor attrition rates for B&ME offenders 	Deferred to May 2005 to include Integrated Domestic Abuse Programme information

Human Resources

Supervision and Appraisal	<ul style="list-style-type: none"> Ensure staff perception is included in monitoring process 	Survey of B and ME staff conducted.
EEM self assessment	<ul style="list-style-type: none"> Contrast local staff views against those in follow up inspection 	Deferred to include full staff survey requirement
Attendance at support groups	<ul style="list-style-type: none"> Check that attendance has been facilitated throughout the year 	Achieved.
Representation in the workforce	<ul style="list-style-type: none"> Inclusive recruitment to meet and exceed target Continuing development opportunities/events Review progress annually 	<p>Achieved.</p> <p>Briefings primarily for TPOs held in community venues</p> <p>Shadowing opportunities provided by Chief Officer</p> <p>Informal mentoring</p> <p>Achieved</p>
Valuing diversity	<ul style="list-style-type: none"> Provide interagency community based training Develop in-house capacity/ commission training for all staff. Disability Discrimination Act 	<p>Achieved led by Black Community Forum.</p> <p>Planning well in hand re follow-on training in all aspects of diversity.</p> <p>Included in 2005/6 Training & Development plan</p> <p>Continued commitment to securing adaptations to buildings etc to provide accessible services in more locations</p> <p>Compliance Plans in place</p> <p>'Managed Solutions' in place.</p>