

**RACE EQUALITY SCHEME YEAR 3 ACTION PLAN
& DIVERSITY PLAN 2005/6**

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 of the service are accountable for the implementation of the Plan throughout South Yorkshire.

Promoting Positive Race Relations and Race Equality

<p>Links with Black & Minority Ethnic Communities</p> <p>Consult B&ME communities</p> <p>Consultation with other Diverse groups to provide responsive services to both Offenders and Victims</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>Establish ‘workability’ group and external links & work with Lesbians and Gay in Probation (LAGIP)</p>	<p>Assistant Chief Officer & Divisional Managers – continuing to include link with CJB database</p> <p>Board Chair & Members ACOs & Divisional Managers</p> <p>Chief Officer in conjunction with other CJB Chief Officers visiting local community groups. ACO HR working with Black Community Forum</p> <p>ACO HR in conjunction with representative groups</p> <p>June 2005</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) Monitor parity of provision <p>Diversity Committees to monitor implementation and impact of Working Group recommendations</p>	<p>ACO Operations with Community Service Managers</p> <p>Dec 2005</p> <p>Divisional Diversity Committee Chairs to report to quarterly County Meeting Agenda item - Committee Clerk</p>

Assess and Review Policies

<p>Undertake Impact assessments on all policies - Race and wider Diversity</p>	<ul style="list-style-type: none"> • Incorporate ‘Diversity’ considerations in all new policies/practices • Publish priority rating • Develop standard template for implementation • Activate policies only when Impact Assessed • Monitor impact to ensure inclusive services • Undertake & publish Assessments and Monitoring results of policies and practices assessed as priorities 	<p>Strategic Management Team</p> <p>June 2005 ACO HR</p> <p>August 2005 ACO ISU</p> <p>Continues ACO ISU</p> <p>Reporting to Management and Board ACO ISU</p> <p>- Consultation to include Divisional DMCs Chief Officer /ACO HR ACO ISU March 2006</p>
<p>Race Equality Strategy</p> <p>- and inclusive of all aspects of Diversity</p>	<ul style="list-style-type: none"> • Monitor implementation • Consult and ensure preparation of annual action plan • Review action plan 	<p>Chief Officer/Board ACO HR/ Divisional Diversity Committees</p> <p>Diversity Management Committees</p> <p>Progress and annual report to Board by ACO HR</p>

Equality of Access to Information

<p>Translation and Interpreting services</p> <p>Other Diverse groups</p>	<ul style="list-style-type: none"> • Review provision of services. • Ensure staff are trained in effective use of services • Issue of service information • Use of Braille / dyslexia friendly etc 	<p>Lead Divisional Manager Criminal Justice Board ACO - Human Resources Training Manager</p> <p>Public Relations Officer with NPD</p> <p>ACO HR and Divisional Diversity Committees</p>
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Monitoring

<p>Offender and Human Resource Services</p>	<ul style="list-style-type: none"> • Information is timely and fit for purpose 	<p>Collated and published to Management and Board ACO ISU</p>
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Service delivery

Racially Motivated Offenders	<ul style="list-style-type: none"> • Contribute to Regional Training • Ensure appropriate structures are in place to facilitate joint working on orders and support to staff 	<p>Training Manager 2005/6</p> <p>ACOs – Human Resources and Operations with lead Divisional Manager Sept 2005</p>
<p>Provision for Victims is sensitive to background and need</p> <p>- to include other Diverse groups</p>	<ul style="list-style-type: none"> • Maintain current level of good practice • Develop work across Criminal Justice Sector 	<p>ACO Victims Victim Support Unit</p> <p>Chief Officer/ Criminal Justice Board</p>
<p>Specific Sentence Reports</p> <p>- to include wider Diversity</p>	<ul style="list-style-type: none"> • Undertake Quality Audit. 	<p>New report format came into force 11th April 05</p> <p>ACO Information Services July 2005</p>
<p>Accredited Programmes</p> <p>- to include wider Diversity</p>	<ul style="list-style-type: none"> • Monitor attrition rates for B&ME offenders to include Integrated Domestic Abuse Programme 	<p>Divisional Manager Groupwork Aug 2005</p>
Hate Crime	<ul style="list-style-type: none"> • Develop policy and strategy 	<p>ACO Operations – to check NPD developments July 2005</p>
Women Offenders and Domestic Violence	<ul style="list-style-type: none"> • Review and Revise policies 	<p>ACO Operations March 2006</p>
Inclusive and Integrated Interventions Strategy	<ul style="list-style-type: none"> • Develop draft for consultation and Impact Assessment 	<p>ACO Operations Jan 2006</p>

Human Resources

Supervision and Appraisal	<ul style="list-style-type: none"> • Ensure staff perception is included in monitoring process and no adverse effects • Follow up B & ME survey results 	<p>ACO Human Resources Survey of staff after consultation with ‘Workability’ and LAGIP September 2005</p> <p>ACO HR and Diversity Management Committees</p>
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EEM self assessment	<ul style="list-style-type: none"> • Contrast local staff views against those in follow up inspection 	Full staff survey July 2006
Attendance at support groups	<ul style="list-style-type: none"> • Check that attendance has been facilitated throughout the year 	ACO Human Resources March 2006
Responsive services	<ul style="list-style-type: none"> • Obtain 'customer feedback' 	ACO HR to consult to determine methodology September 2005
Representation in the workforce	<ul style="list-style-type: none"> • Inclusive recruitment to meet and exceed target • Development opportunities/events to continue • Review progress annually 	ACO Human Resources Report 6 monthly to Management and Board ACO ISU - with Senior Management colleagues for shadowing etc Training Manager, ACO HR April 2006
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 	ACO Human Resources Training Manager November 2005 As above and within 2005/6 training & development plan Pursue modifications Implement 'Managed Solutions' Divisional Administrative Managers

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