



NATIONAL PROBATION SERVICE
for England and Wales

South Yorkshire

South Yorkshire Probation Area Race Equality Scheme 2002-05 Summary

Introduction

I am delighted to be introducing and endorsing this scheme on behalf of the South Yorkshire Board. In the first year of the Board we have made a start to working more collaboratively with the diverse communities in South Yorkshire. We gave priority to making contacts with the black and ethnic minority communities, and this scheme will help us to build on these beginnings by giving us the statutory duty to do so. The success of the scheme will help us improve practice through the evaluation, and monitoring of our policies and procedures. We aim to make long term cultural changes within the Service by recognising and promoting diversity and by celebrating differences.

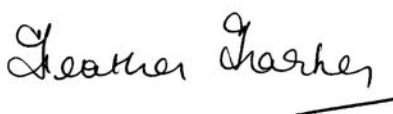


Beryl Seaman

Chair

The publication of the Race Equality Scheme for the South Yorkshire Probation Area endorses the work already underway in relation to race and diversity and provides a focus for the work still to be completed. It is vital that as a Service we help the general Public to be more aware of what we do and how we do it and in so doing we will involve our local black and minority ethnic communities as much as possible. The appointment of our Diversity Manager will enable us to take creative steps to making a difference and as such there will be equal focus on both our internal and external environment. We want all staff irrespective of their background to feel valued for the contribution they give to the Service.

There is no doubt that the scheme will enable us to change South Yorkshire for the better and ensure that all our Service's customers and stakeholders are treated with fairness and equanimity. It is critical that in order to achieve this goal we work closely with our other partners in the Criminal Justice System and beyond to make the Race Equality Scheme a living reality. It will be the key for long term positive change.



Heather Harker

Chief Officer

Statement of Purpose

We will work positively to ensure that the Probation Service in South Yorkshire:

- Provides inclusive, fair and responsive services to the people and communities we serve
- Provides fair and accessible services to those offenders we supervise;
- Provides equal opportunities, manages and values diversity in our role as an employer of staff.

This document explains how we intend to meet and exceed our statutory duties and responsibilities as a public body for the promotion of race equality in all that we do.

Introduction

The National Probation Service's essential roles are to protect the public, cut crime, ensure public safety and make sure offenders are punished appropriately.

The aims of the service are:

- Protecting the Public;
- Reducing Re-offending;
- The proper punishment of offenders in the community;
- Ensuring offenders awareness of the effects of crime on the victims of crime and the public;
- Rehabilitation of offenders.

We supervise around 10,000 offenders each year sentenced to carry out their punishment in the community. In addition, we supervise around 2,000 released from prison. To do this, we have 600 employees based in a variety of locations around South Yorkshire.

We work with the police, the courts and the prison service, together with a range of other organisations to make sure that justice is delivered effectively to the benefit of everybody.

The service is committed to the promotion of race equality in everything we do – how we do our job, the people who work for us, and the communities we serve.

As well as our own commitment, we are also required by law to put in place a race equality scheme. This document and its attached action plan outline how our scheme will help us to put our commitment into practice.

The Legal Framework

The South Yorkshire Board recognises and embraces its general and ongoing duty under Section 71(i) of the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000) to promote race equality and its responsibilities to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity;
- Promote good race relations between people of different racial groups.

We strive to protect the community by working to change the behaviour of those who commit crime. The duties arising from the Act match both the purpose and the underpinning values of the work of the service in South Yorkshire.

What will our race equality scheme aim to do?

Broadly, using our race equality scheme, we aim to:

- Achieve racial tolerance;
- Achieve race equality;
- Promote good race relations.

How does our work impact on people?

We will assess the likely impact of proposed policies on the promotion of race equality by drawing on all the information available

Greater Openness

We are committed to increasing openness in our service delivery and want to raise confidence across all racial groups in our services and improve our performance and policy development by:

- Further publicising and promoting the open access of all Probation Board meetings for the public;
- Continuing consultations through existing national, regional and local mechanisms and further developing and widening links with groups, organisations and individuals from ethnic minorities.

Reviewing our Achievements

We will review every year our compliance with our statutory duties and the strategies we are undertaking to achieve improvements in identified areas of service delivery set out in our action plan. We will also constantly check our working practices and our policies to make sure they are fair and equal and if they are not, we will do something positive about it.

Publishing the Results

We will publish the results of any assessment, checking and consultation we undertake including whether any discrimination was identified and how this is being addressed.

Our Workforce

The Board is committed to working to promote a balanced diverse workforce to deliver the range of services we provide.

We are committed to surpassing through positive action our statutory employment duties in relation to our workforce and national targets set for us in relation to ethnic minority representation in recruitment or promotion.

Training Staff

We will continue to invest in a growing and comprehensive programme of equality and diversity training for all who work in our organisation. This will include mandatory training for all Board members and members of staff.

Reviewing the scheme

We will review this scheme annually, and will publish our findings and consult on areas for improvement or planned changes, including in our annual report.

Complaints

Complaints will be dealt with under the service's complaints scheme. The annual report on complaints, as provided to the Board, will specify what complaints have been made in relation to this scheme and the action taken.

Contact Details

If you would like more detail about our race equality scheme or about the National Probation Service generally, please contact us at:

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