

South Yorkshire Probation Area **Race Equality Scheme 2005-08**

Following a period of consultation with local communities and their representatives, CREs, and its own staff, South Yorkshire Probation Area amended and simplified its documentation in respect of the manner in which it discharges its responsibilities under the Race Relations (Amendment) Act 2000. These amendments do not in any way reduce the commitment of the Service but rather seek to do so in a way which engages communities and allows greater access and involvement.

The General Duty

The Race Equality Policy Statement gives a public commitment to the:

- a) Elimination of racial discrimination;
- b) Promotion of equality of opportunity; and
- c) Promotion of good relations between people of different racial groups.

The Specific Duty

This document provides an overview of the:

- d) Steps, methods and actions to respond to the General Duty;
- e) Scheme and Action Plan; and
- f) Implementation and reporting on outcomes of work undertaken.

We shall complement the discharge of these responsibilities by way of:

- g) Assessing and consulting upon current and proposed policies and functions;
- h) Monitoring functions and policies for any adverse impact;
- i) Publish the results of consultation and monitoring;
- j) Train our staff to promote racial equality and relevant specific duties;
- k) Publish recruitment, retention, representation within workforce data. Similarly information regarding access to training, experiences of grievance, disciplinary and supervision and appraisal procedures will be published.

The Structure and Leadership

The policy underlines the position of the board and its senior officers in leading this agenda and holding all staff to account. The detailed implementation will be dealt with by way of annual action plans and their review and the production of an annual report to the board. These documents will all be published internally and externally.

The county diversity management committee is chaired by the chief officer and has board representation. Each division has a local diversity management committee chaired by a divisional manager. These groups, which have cross grade membership of staff, lead the outreach work with local communities, provide an interactive interface with local communities, examine monitoring information to identify good practice and recommend changes to practice where there is an adverse impact.

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