

HMI Probation
Diversity Action Plan 2008-09
May 2008

Leadership and Planning	Purpose / Outcome	Maintain or Improve	Action and Timescales	Lead responsibility	Outcome
Objective one. HMI Probation staff will demonstrate their commitment to diversity by working to eliminate unlawful discrimination, promoting equality of opportunity and good relations between people of different groups	1.1 HMI Probation meets its general and specific duties under the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 and Gender Equality Act 2006.	I	1.1.1 The Single Equalities Scheme is reviewed and amended as appropriate in consultation with the Equality and Diversity and Human Rights in the Ministry of Justice.	Diversity Working Group	
			1.1.2 Actions are incorporated into the Diversity Action Plan and reviewed every six months.	Diversity Working Group	
			1.1.3 All staff to be offered the opportunity to discuss any improvements to internal and inspection practices as part of a structured interview with their line manager.	Management Group	
			1.1.4 Framework for structured interview to be developed	Management Group	

	1.1.2 To meet the obligations of the Welsh Language Act 1993.		1.1.2.1 Implementation of the Welsh Language Scheme is monitored	Diversity Working Group Lead ACI & Diversity Working Group	
	1.2 Race equality and diversity continue to be integral to OMI, YOT & thematic inspections and are embedded in the successor programmes.	I	1.2.1 Produce a checklist to ensure inspection project plans and processes take into account diversity measures and develop QA measures by 30 September 2008 1.2.2 Action taken to explore and address feedback from inspected bodies through YOTI and OMI about priority given to diversity agenda in inspection process.	Assistant Chief Inspectors & programme managers ACIs & Diversity Working Group	
	1.3 HMI Probation internal procedures and inspection practices in relation to race, disability and gender equality are scrutinised for differential impact		1.3.1 Produce a standard document for undertaking an equality impact assessment of all inspection programmes, plans, policies and documents by 30 September 2008. 1.3.2 Impact assessments to be carried out by end of October 2008 1.3.3 To consult internally and externally during this process and publish outcomes including Action Plans by January 2009	Diversity Working Group Diversity Working Group Diversity Working Group	

	1.4 Criminal Justice Chief Inspectors Group continues to champion diversity issues in service & inspection	M	1.4.1 Co-operation as appropriate throughout the year. 1.4.2 Contribute to scoping exercise to be led by HMIC on Disproportionality in CJS	Chief Inspector Lead ACI	
	1.5 Inspection findings on diversity issues are promoted to encourage good practice	I	1.5.1 Through: <ul style="list-style-type: none"> • Publication of OMI findings and diversity practice on the website • Phase 4 YOTI examples to be compiled by the Task group. 	Management team, Information team, YOTI and OMI task groups	
	1.6 Priority given to race equality and diversity issues at management meetings, annual report external publications, speeches etc	M		All staff	

	1.7 Staff encouraged to develop ideas to promote and celebrate diversity.	M	1.7.1 Standing item at staff meetings	All staff	
Staffing Matters	Purpose/ Outcome	Maintain or Improve	Actions and Timescales	Lead Responsibility	
Objective two HMI Probation's staff recruitment, retention, development and progression practices promote diversity.	2.1 To contribute to HMI Probation employing a group of staff who could be said to be representative of the agencies inspected and where difference is represented at all levels.	M M I	2.1.1 Continue to monitor all staff who work both in and with HMI Probation (e.g. Area Assessors), applicants for jobs, training and promotion. 2.1.2 Refresh the internal data bases annually in January 2.1.3 Make both of the statistical returns available annually in April 2.1.4 Additional measures to be developed as appropriate	ACI support staff	

	<p>2.2 HMI Probation targets for the recruitment, retention and career progression of minority ethnic staff are met, and HMI Probation monitors its progress i.e. no less than two inspection staff or management group members to be from minority ethnic groups.</p>	<p>I</p>	<p>2.2.1 Attendance at ABPO and NAAPS conferences to give information about the work of HMI Probation. 2.2.2 Repeat the Shadowing Scheme for black and minority ethnic staff in January 2008. 2.2.3 Make available recruitment data following the first two schemes in 2006 and 2007 to inform the above.</p>	<p>Diversity Working Group Management team</p>	
	<p>2.3 Welsh speakers employed by inspected agencies and their service users can have their work assessed in their own language.</p>	<p>M</p>	<p>2.3.1 Ensure that speakers of the Welsh language continue to be employed to undertake inspections in Wales.</p>	<p>Management team</p>	

	2.4 Diversity objectives to be set in all staff's PDRs for 2008/2009 to improve the promotion of diversity in all aspects of our work	M	2.4.1 Achievement to form part of regular reviews and appraisal.	All managers	
	2.5 Staff informed about support networks outside of the line management structure.	M	2.5.1 Staff support structures within the Ministry of Justice to be identified and staff informed accordingly.	Diversity Working Group	
	2.6 To ensure all staff are fully briefed and have clear expectations about HMI Probation diversity policy and practice	M	2.6.1 Staff induction training on diversity to be reviewed. 2.6.2 Session arranged as part of induction process. 2.6.3 All staff undertake two days Diversity Awareness training within one year of appointment.	Diversity Working Group	

Y McG & LC 18-06-08