

HMI Probation

Diversity Action Plan 2009-10

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, and 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 to ensure it promotes the principles of good quality diversity in implementing the requirements of the Single Equalities Bill.	Liz Calderbank, Yvonne McGuckian & Diversity Working Group	
	1.2 HMI Probation complies with the requirements of any new legislation.		1.2.1 Work with colleagues across the Criminal Justice Inspectorates; HMI Probation to promote the principles of good quality diversity practice in implementing the key relevant requirements of the Single Equalities Bill 1.2.2 Actions are incorporated into the Diversity Action Plan and reviewed every six months.	Liz Calderbank, Yvonne McGuckian & Diversity Working Group	

	1.3 HMI Probation meets its obligations under the Welsh Language Act 1993.		1.3.1 Implementation of the Welsh Language Scheme is monitored	Alan MacDonald, Joe Simpson & Diversity Working Group	
	1.4 Race equality and diversity is integral to OMI, CCI & thematic inspections.	M	1.4.1 Timely Equality Impact Assessments (EIA) are undertaken for all new inspection programmes 1.4.2 Diversity issues to be incorporated into the inspection processes and criteria. 1.4.3 All inspections to address disproportionality where identified	Liz Calderbank, Julie Fox, Krystyna Findley, Alan MacDonald Liz Calderbank, Julie Fox, Krystyna Findley, Alan MacDonald, & Diversity Working Group Liz Calderbank, Julie Fox, Krystyna Findley, Alan MacDonald, & Diversity Working Group	

	1.5 Issues in relation to HMI Probation internal procedures identified in EIAs are addressed.	I	<p>1.5.1 Proposals on arrangements for lone working to be agreed by the Management Group by 30 September 2009.</p> <p>1.5.2 Proposals on the arrangements for staff returning to work following the birth/adoption of child to be agreed by Management Group by 30 January 2010.</p>	<p>Andrew Bridges & Management Group/Diversity Working Group/Health & Safety</p> <p>Andrew Bridges & Management Group/Diversity Working Group</p>	
	1.6 Criminal Justice Chief Inspectors Group continues to champion diversity issues in service & inspection	M	1.6.1 By actively promoting equality and diversity – both in respect of internal processes and in service provision to all users	Andrew Bridges	

	<p>1.7 Disproportionality in practice is identified and addressed through inspections</p>	<p>I</p>	<p>1.7.1 A scoping study in women in the criminal justice system to be prepared and presented to the CJCIG by September 2009</p> <p>1.7.2 Contribute as required to work undertaken by HMI Prisons as part of CJCIG Business Plan 2009-2011 on the treatment of Muslims in CJS</p> <p>1.7.3 Reports from a number of different inspections are examined to ensure that sufficient consideration is given to access to services and treatment of minority groups, by 31 March 2010.</p> <p>1.7.4 Inspection findings on diversity issues are promoted to encourage good practice</p> <p>Externally by:</p> <ul style="list-style-type: none"> • publication of OMI findings and diversity practice on the website • CCI findings to be collated regionally by gender and ethnicity and disseminated. <p>Internally by</p> <ul style="list-style-type: none"> • Sharing practice examples about diversity 	<p>Liz Calderbank & Helen Boocock</p> <p>Liz Calderbank</p> <p>Liz Calderbank, Julie Fox, Krystyna Findley, Alan MacDonald, and Lead Inspectors</p> <p>Liz Calderbank, Julie Fox, Krystyna Findley, Alan MacDonald.</p>	
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	1.8 Priority given to race equality and diversity issues at management meetings, events, speeches etc	M	1.8.1 Work continues to raise awareness, both internally and externally, about the impact of improper discrimination within the criminal justice system.	All staff	
	1.9 Staff encouraged to develop ideas to promote and celebrate diversity.	M	1.9.1 Diversity and Equality to remain a standing item at staff meetings. 1.9.2 Engagement with external organisations/resources to promote greater understanding about diversity issues relevant to inspection.	All staff	

Staffing Matters	Purpose/ Outcome	Maintain or Improve	Actions and Timescales	Lead Responsibility	
<p>Objective two HMI Probation's staff recruitment, retention, development and progression practices promote diversity.</p>	<p>2.1 To contribute to HMI Probation employing a group of staff who could be said to be representative of the agencies whose work is inspected, and where difference is represented at all levels.</p>	<p>M</p> <p>M</p> <p>I</p>	<p>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.</p> <p>2.1.2 Refresh the internal data bases annually in January 2010</p> <p>2.1.3 Make both of the statistical returns available annually in April 2010</p> <p>2.1.4 Additional measures to be developed as appropriate</p>	<p>Peter Ramell</p>	
	<p>2.2 HMI Probation meets its target of no less than two and, preferably, three, BME members of staff in the inspection and management groups.</p>	<p>I</p>	<p>2.2.1 Engagement with ABPO and NAAPS and other minority staff groups to promote greater understanding about the work of HMI Probation.</p>	<p>Liz Calderbank, Yvonne McGuckian & Diversity Working Group</p>	

	2.3 Welsh speakers employed by agencies whose work is inspected, and their service users, can have their work assessed in their own language.	M	2.3.1 Ensure that speakers of the Welsh language continue to be employed to undertake inspections in Wales.	Liz Calderbank, Julie Fox, Krystyna Findley, Alan MacDonald	
	2.4 Achievement of diversity objectives in all ASPRs for 2009/2010 to be monitored and reviewed to ensure that diversity is promoted in all aspects of our work.	M	2.4.1 Achievement of diversity objectives to form part of regular reviews and appraisal.	All managers	

	<p>2.5 To ensure all staff are fully briefed and have clear expectations about HMI Probation diversity policy and practice</p>	<p>M</p>	<p>2.5.1. All new staff to undertake two days Diversity Awareness training within one year of appointment.</p> <p>2.5.2 Staff induction training on diversity to be reviewed by joint inspectorate training group</p>	<p>Liz Calderbank, Yvonne McGuckian & Diversity Working Group</p> <p>Liz Calderbank, Yvonne McGuckian & Diversity group with colleagues from other CJ inspectorates</p>	
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