

HMI Probation
Diversity Impact Assessment
Initial Assessment

1	Title of policy or practice or procedure: Nomination, recruitment, training and support of Area Assessors and Regional Assessors.
2	What is the purpose of the policy or practice or procedure? To ensure fair access to probation and YOT staff to undertake the roles of area assessors and regional assessors.
3	<p>Is there any evidence that some individuals or groups could be affected differently by its implementation? Consider the groups or individuals below and the impact on each and put your comments in the boxes.</p> <p>What could the different impact be?</p> <p>Is it positive or negative?</p> <p>Would the impact be high, medium or low?</p> <p>Be as specific as you can</p>
Categories	Specific information is requested for part time workers, and caring responsibilities, including travelling times across wide areas. Applies to all categories below
Women	No
Men	No
Black or minority ethnic groups	No
People with a disability	Yes Some issues with adaptation of info path forms and other documentation. Scheduling issues
Lesbian, gay men, bisexual people	No

Transgender people	No						
Age-older, younger, adults and children	No						
Faith groups	No						
Welsh Speakers and People who's first language is not English	Yes – Training materials are not currently available in the welsh language						
4	Could the policy or practice or procedure actually promote equality, diversity or contribute to the elimination of discrimination? Yes						
5	Do you need more information in order to complete this task? Are you aware of any data or other evidence that would assist you to decide if there are differences? No						
6	At the end of your deliberation, do you think that there should be a more in-depth assessment of this policy or practice or procedure? (A full impact assessment needs to be completed where you find a medium or high negative impact on the groups above.) Yes						
7	<p>Outcome of Assessment:</p> <table border="1"> <tr> <td>High negative impact</td> <td></td> </tr> <tr> <td>Medium negative impact</td> <td>✓</td> </tr> <tr> <td>Low negative impact</td> <td></td> </tr> </table> <p>Action Points arising from the assessment:</p> <ol style="list-style-type: none"> Changes to standard letters introducing the Area/Regional Assessors to emphasis equality of access and nomination criteria. HMI Probation to undertake further steps to identify information from nominated staff, in respect of diversity needs. Consider the use of assistive technology to support people with disabilities 	High negative impact		Medium negative impact	✓	Low negative impact	
High negative impact							
Medium negative impact	✓						
Low negative impact							
<p>Review undertaken on December 2008 Yvonne McGuckian, Sandra Fieldhouse, Lisa McDowell and Tony Rolley.</p>							