

HMI Probation
Diversity Impact Assessment
Initial Assessment

1	<p>Title of policy or practice or procedure:</p> <p>OMI Case Sampling Guidance</p>
2	<p>What is the purpose of the policy or practice or procedure?</p> <p>Offers guidance to inspection support staff on how to select an OMI case sample.</p>
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	
Women	<p>No. Whilst there may be few females selected in OMI samples as other factors e.g. high risk of harm are prioritised, some are always be included. This gives an opportunity to ensure a discussion about the management of women who account for a minority in caseloads. Provision for females overall is assessed in other ways e.g. evidence in advance and assessment of whether specific programmes are running.</p>
Men	No.
Black or minority ethnic groups	<p>No. Whilst there may be few black and minority ethnic cases selected in OMI samples as other factors e.g. high risk of harm are prioritised, at least one will always be included, depending on the makeup of the Probation Area's total caseload. This gives an opportunity to ensure a discussion about the management of one or more minority case. Provision for black and minority ethnic offenders overall is assessed in other ways e.g. evidence in advance and specific programmes.</p>
People with a disability	No
Lesbian, gay	No

men, bisexual people							
Transgender people	No-requests for this data would be illegal						
Age-older, younger, adults and children	No.						
Faith groups	No						
Welsh Speakers and People who's first language is not English	No						
4	<p>Could the policy or practice or procedure actually promote equality, diversity or contribute to the elimination of discrimination?</p> <p>Yes The guidance is designed to meet clear criteria and provide a representational case sample.</p>						
5	<p>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?</p> <p>No</p>						
6	<p>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.)</p> <p>NO</p>						
7	<p>Outcome of Assessment:</p> <table border="1" data-bbox="359 1706 1085 1823"> <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> <p>None.</p>	High Negative Impact		Medium Negative Impact		Low Negative Impact	√
High Negative Impact							
Medium Negative Impact							
Low Negative Impact	√						

	Review undertaken on...13 th August 2007 By...Helen Boocock, Ray Wegrzyn, Yvonne McGuckian, Anita McGuckin, Pippa Bennett, Oliver Kenton , Ushma Sharma
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