

**HMI Probation**  
**Diversity Impact Assessment**  
**Initial Assessment**

<b>1</b>	<b>Title of policy or practice or procedure:</b> OMI. Questionnaires for people subject to community orders, licences and prisoners.
<b>2</b>	<b>What is the purpose of the policy or practice or procedure?</b> To obtain the views of service users about their experience of being on a community order or licences.
<b>3</b>	<b>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.</b>  <b>What could the different impact be?</b>  <b>Is it positive or negative?</b>  <b>Would the impact be high, medium or low?</b>  <b>Be as specific as you can</b>
<b>Categories</b>	
Women	No
Men	No
Black or minority ethnic groups	No
People with a disability	Yes. There is a potential issue for people with literacy issues. The language (phraseology, complexity of sentence structure, words used) within the document is levelled too high, given nationally known literacy levels for offenders. There are people who cannot read who could not access the document even with changes to language. The return rate is tiny.
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	No. They go out in Welsh and can easily be translated into other languages.						
4	<b>Could the policy or practice or procedure actually promote equality, diversity or contribute to the elimination of discrimination?</b> Question 8's intention is positive but is negated by the language used.						
5	<b>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?</b>  No						
6	<b>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.)</b>  No						
7	<p><b>Outcome of Assessment:</b></p> <table border="1"> <tr> <td>High Negative Impact</td> <td></td> </tr> <tr> <td>Medium Negative Impact</td> <td></td> </tr> <tr> <td><b>Low Negative Impact</b></td> <td>√</td> </tr> </table> <p><b>Action Points arising from the assessment:</b></p> <p>1 All questionnaires if used in the successor to OMI should be written at a level accessible to people with low levels of literacy.</p> <p>Review undertaken on...13<sup>th</sup> August 2007 By...Helen Boocock, Ray Wegrzyn, Yvonne McGuckian, Anita McGuckin, Pippa Bennett, Oliver Kenton , Ushma Sharma</p>	High Negative Impact		Medium Negative Impact		<b>Low Negative Impact</b>	√
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