

## PLANNING AND GOVERNANCE

- The Youth Justice Plan had been scrutinised by the Racial Harassment Forum. *Brighton*
- A subgroup of the Management Board had been set up to track the progress of the Race Action Plan. *Swindon*
- The Management Board included the Director of the local Racial Equality Council. *Plymouth*
- The YOT had applied for a Charter Mark through Navajo, a body that promoted lesbian and gay 'friendliness' within organisations. This involved the scrutiny of its policies, procedures, recruitment practices, etc. *Blackpool*
- The YOT had applied to the Neighbourhood Renewal Fund for resources to provide a service for minority ethnic parents/carers and children who had been affected by their experience of racism and work with families where children expressed or demonstrated racist attitudes. *Plymouth*
- Detailed information, broken down by diversity variables, was produced for the Management Board. *Kingston Upon Thames*
- A diversity officer was seconded to the YOT from the Valley's Race Equality Council. *Caerphilly and Blaenau Gwent*
- The Equalities Working Group met monthly to address equality-related issues. It also consulted with local community groups and multi-faith groups with the aim of improving service delivery. *Haringey*

## EFFECTIVE PARTNERSHIPS

- The YOT manager was an active and supportive member of the local Racial Equality Council Committee. *Plymouth*
- The YOT manager had been involved in setting up a translation and interpretation service to support asylum seekers and refugees. *Plymouth*
- The YOS worked with the Young People's Asylum Services, who helped staff to develop a wider understanding of the needs of those seeking asylum. *Hillingdon*
- The YOT office was one of the centres for reporting race hate crime. This was advertised both outside and inside the building and reports were sent to a multi-agency panel. *Barnsley*
- Two members of staff were involved in the national development of a group work programme for girls and young women. *Wakefield*
- Staff from the North East Council for Addiction worked closely with Youth Inclusion Programme staff to provide support and advice. *Gateshead*

## MANAGEMENT

## TRAINING & SUPPORT

- Specialist training was commissioned in relation to children and young people with learning difficulties, delivered by the Educational Support and Educational Psychology Service. *North Somerset*
- YOT staff had received presentations from both Jewish and Asian representatives to develop an understanding of their communities. *Gateshead*
- The police representative on the Management Board was instrumental in organising and delivering training for YOT staff on services for black and minority ethnic children and young people. *Hackney*

## STAFF RECRUITMENT

- A diverse staff group had been recruited which was representative of the local population. They were able to communicate with service users in a number of languages. *Hounslow*
- Efforts by the YOS to encourage minority ethnic applicants had included joining the Worcestershire County Council Roadshow at the Birmingham Mela festival. Details of vacancies were also sent to the Race Equality Council who distributed them to community groups. *Hereford and Worcestershire*
- Staff had access to, and were encouraged to join diversity support groups and training opportunities. *Kingston Upon Thames, Wakefield*
- All black and minority ethnic staff members were invited to meet with new Head of Service in order to discuss any issues, problems or questions. *Manchester*
- Good practice in relation to volunteers and sessional staff included: a database with extensive details which supported the matching of skills to task, recruitment from representatives of local communities, training, support, supervision and the development of websites to provide more information. *Wiltshire, Hounslow, Hillingdon*

**HMI Probation  
YOT INSPECTIONS – GOOD PRACTICE in DIVERSITY**

**In relation to: MANAGEMENT**

Example	YOT	Date	Page No
The Management Board had co-opted the Director of the local Racial Equality Council onto the Board.	Plymouth	November 2006	16
The YOT had applied for a Charter Mark through Navajo, a body that promoted lesbian and gay 'friendliness' within organisations. This involved the scrutiny of its policies, procedures, recruitment practices, etc.	Blackpool	2006	8
The Management Board had created a subgroup to link with the wider local authority developments on diversity.	Barnet	February 2006	15
The YOT manager was an active and supportive member of the local Racial Equalities Council Committee.	Plymouth	November 2006	18
Following the Race Audit, the YOT had appointed a senior member of staff to take the lead on race and diversity. It had also engaged an external consultant to develop training and practice guidance for staff.	Wakefield	September 2006	17
The YOT had applied to the Neighbourhood Renewal Fund for resources to provide a parenting worker to work with minority ethnic parents/carers and children who had been affected by their experience of racism and work with families where children expressed or demonstrated racist attitudes.	Plymouth	November 2006	19
Youth Justice Plan had been scrutinised by the Racial Harassment Forum.	Brighton	April 2006	9
While not quite reflecting the local community, the Management Board was a diverse group. 74% of Brent's school children had a black or minority ethnic heritage, and the Management Board ensured that the YOS promoted race equality and wider diversity issues through its strategic lead.	Brent	2006	13
Consideration of diversity issues was routinely featured in discussions about services, and detailed information, broken down by diversity variables, was produced for the Management Board.	Kingston Upon Thames	July 2006	9

A subgroup of the Management Board, chaired by the Divisional Director of Legal Services of the Courts Service, had been set up to track the progress of the Race Action Plan.	Swindon	September 2006	9
Director of the Race Equality Council had been co-opted onto the Management Board.	Plymouth	November 2006	26
The YOT manager had been involved in setting up 'Translate Plymouth' a translation and interpretation service to support asylum seekers and refugees.	Plymouth	November 2006	18
The YOT was working with partners to address issues of racism in areas where there were racial tensions.	Plymouth	November 2006	27
There was a good range of information leaflets available in different languages describing the work of the YOT, and a range of interventions was available to meet the needs of the population.	Newham	2006	7
Hillingdon YOS worked with the Young People's Asylum Services, who helped YOS staff to develop a wider understanding of the needs of children and young people seeking asylum.	Hillingdon	February 2006	7
The YOS had links with a number of outside agencies within the voluntary sector, which helped them gain views from different ethnic and other minority groups about service delivery and children and young peoples' needs.	Brent	2006	30
Two members of staff were involved in the national development of a group work programme for girls and young women.	Wakefield	September 2006	18
The YOT office was one of the centres for reporting race hate crime. This was advertised both outside and inside the building and reports were sent to a multi-agency panel.	Barnsley	June 2006	9
Staff from North East Council for Addiction worked closely with Youth Inclusion Programme staff to provide support and advice in relation to substance misuse issues.	Gateshead	2006	27
The Youth Justice Plan had set a target to increase the number of black and minority ethnic staff employed in the YOT. This was achieved through the appointment of a social worker, a student placement and the recruitment of volunteers.	Plymouth	November 2006	22
The YOS had established a database of volunteers, giving contact details, personal profile (age/gender/ethnicity) availability, interests, date of Criminal Records Bureau check, training undertaken, etc which enabled staff to ensure a good match between volunteers and the role they were asked to undertake.	Wiltshire	May 2005	16

Volunteers were recruited, trained and supported by Hillingdon YOS as representatives of their local community. Considerable efforts had been made to develop the diversity of the volunteer group and there were clear arrangements in place to develop their understanding of the work of the YOS and its partners including training, supervision, peer support network and websites.	Hillingdon	February 2006	19
A diverse staff group had been recruited which was representative of the local population. They were able to communicate with service users in a number of languages and the organisation regularly used the translation services offered by the local authority.	Hounslow	April 2006	8
A diverse group of sessional staff had been recruited so that children and young people could be appropriately matched with a worker.	Hounslow	April 2006	8
The volunteer coordinator monitored the age, race, ethnicity, gender and disability of all volunteers in order to achieve a balanced group. Following some proactive targeted advertising and a recruitment drive to broaden the profile of the group, the YOT had succeeded in recruiting more men.	Wakefield	September 2006	17
Women and minority ethnic staff were encouraged to attend support groups and training opportunities appropriate to their needs.	Wakefield	September 2006	18
There had been particular involvement from the Management Board's police representative who had been instrumental in organising and delivering training for YOT staff on services for black and minority ethnic children and young people.	Hackney	2006 F/U	7
The YOS comprised of 206 staff of which 96 were volunteers. Minority ethnic groups were not consistently represented through all types of service delivery, a fact that was commented upon by both victims and parents/carers. The YOS had fully acknowledged this situation in the Youth Justice Plan Update for 2003/2004. Efforts to encourage minority ethnic applicants had included the YOS joining the Worcestershire County Council Roadshow at the Birmingham Mela festival. Details of vacancies were also sent to the Race Equality Council who distributed them to community groups.	Hereford and Worcestershire	2005	13
Staff had access to, and were encouraged to join diversity support groups.	Kingston Upon Thames	July 2006	
The composition of the staff team was diverse, both in terms of gender and ethnicity.	Calderdale	July 2005	18

