

# NATIONAL PROBATION SERVICE HAMPSHIRE AREA

## EQUALITY IMPACT ASSESSMENT UPDATE

The ETE Strategy was race equality impact assessed in 2005. This assessment has been revisited to take account of the additional diversity strands, particularly with reference to disability and gender, and to review progress with respect to the recommendations made on the initial assessment.

### **Additional Data:**

Further monitoring data provided through the Diversity Report 2006-2007 has shown that on the measured outcome “the number of offenders who are being supervised by Hampshire Probation and have found and kept continuous employment for 4 weeks”, 5.3% were from minority ethnic backgrounds and 8% were female. This is an under-representation in terms of women and a small under-representation in terms of those from BME backgrounds. No disability monitoring data was available for this report.

### **Update on Approach and Actions since last assessment:**

The referral process to ETE officers and the initial interview form that is completed at first contact ensures that all relevant diversity information is included. This means that from initial contact there is a clear understanding of what the diversity issues are and how they relate to the work to be undertaken. One point of improvement is to integrate the disability categories into the initial referral form, and this is to be done.

There are a range of effective working relationships established for offenders with a disability in relation to ETE work. For example Enham and Shaw Trust offer opportunities to help disabled people get work ready and ETE officers use these resources, alongside other community based projects. Close liaison is also established with Disability Job Advisers.

A database of services available that meet the needs of diverse groups is kept by the team and regularly updated. The team itself use the approach of a case study discussion around a diversity issue at each team meeting to

share and learn from each other's practice and to build on their knowledge of different community resources.

The ETE team currently has the benefit of a specialist Women's ETE Officer, whose role it is to provide a service that specifically recognises and responds to the needs of women within ETE work. The post holder has been using early months to establish a range of community networks to assist in this process.

Some staff have had the benefit of attending Multi-cultural awareness training run through attending talks about different religious groups at their local places of worship. This is alongside internal training provision on Diversity and Disability which is provided to all ETE staff. Training is programmed this year to address dyslexia and working with Gypsies and Travellers, both of which are of interest to the team.

One area of concern that was raised is provision that is available for offenders with dyslexia. There is currently no provision through which to get dyslexia assessments or for any support for offenders with dyslexia. This to be raised with the Partnerships Manager as essential skills is delivered through external college providers.

**NATIONAL PROBATION SERVICE  
HAMPSHIRE AREA**

**RACE EQUALITY SCHEME**

**IMPACT ASSESSMENT FORM**

**1. Function/Policy Name:**

Policy, Strategy and Procedure Document on Education, Training and Employment for Offenders.

**2. Aims and Approach of Function/Policy**

ETE Policy statement:

- Assisting offenders to find and maintain employment
- Developing and encouraging access to existing educational and training opportunities which will encourage offender's personal growth and increase their employment potential
- Exploring the potential of opportunities more specifically tailored to the needs of offenders
- Developing positive relationships with local employers and agencies in the employment, training and education field

The Strategy lays out key objectives as:

- 1) Working on offender motivation
- 2) Provision of Information regarding training and employment opportunities
- 3) Provide staff with appropriate training opportunities
- 4) Employer liaison
- 5) Risk management
- 6) Maintain and enhance positive relationships with relevant education, training and employment agencies
- 7) Work within an anti-discriminatory framework

Procedure for delivery:

- Referrals
- Induction
- Interview/Assessment
- Weekly Registers
- Outcome form

**3. What data is Available & Does it Suggest Differential Impact Between Racial/Ethnic groups?**

Monitoring data as of October 2005 suggests:

5% of referrals to ETE officers are for offenders from minority ethnic backgrounds. This is proportional to the number of offenders from minority ethnic backgrounds on community orders.

Of those offenders who are actually seen by an ETE officer, 8% are from minority ethnic backgrounds – (1% Asian, 3% Black, 2% Mixed), which again suggests that offenders from these backgrounds are at least as likely, if not more likely, to attend for interviews with ETE officers. Data does not suggest that minority ethnic offenders are over-represented among the cohort of unemployed offenders currently in Hampshire.

There is currently no outcome data available by ethnicity so seeking this additional data will be an ongoing part of the impact assessment.

**4. What changes are needed to remove any adverse impact (either approach or implementation considerations) ?**

None identified at this stage but developmental areas identified through consultation (see below)

## **5. What consultation has been undertaken and what are the results of this?**

The ETE Strategy was taken to the RES Consultation Panel on Thursday, 27<sup>th</sup> October 2005.

Key developmental points raised by the panel were:

- What additional support/advice/assistance is put in place for offenders who are an already disadvantaged group, to meet the needs of those offenders additionally disadvantaged by race and ethnicity?
- Are the ETE Team actively recruiting staff from minority ethnic communities?
- More drilling down into data is needed to understand the different profiles of different ethnic groups in order to have a better understanding of their particular needs. For example, drill down to consider age, how long they have been unemployed, what benefits they are on.
- Use of “success stories” of other minority ethnic offenders who have been helped through ETE work to motivate others at the Induction stage.
- How much has ETE reached out into local BME communities to collaborate on specific issues and learn about specific employment and training issues for those communities.?

## **6. Decisions taken on the basis of the impact assessment and measures to implement.**

Management team will consider some of the suggestions made by the Consultation panel which were felt to be very useful in providing a valuable way forward. More monitoring data, particularly on outcomes will be gathered and progress reported back to the panel in 6 months time.

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## **7. Monitoring arrangements and review process**

Data now available will be added to the 6 monthly Diversity Report mechanism as a way of ensuring outcomes are continually monitored. To be reviewed through RES Panel in 6 months.

**8. How results will be published**  
This document will be published through the HPA Intranet system.

**Signature of Policy Lead** .....

**Position** .....

**Date** .....