

PROBATION SERVICE HAMPSHIRE PROBATION TRUST

EQUALITY IMPACT ASSESSMENT

Section One: Preliminary Screening for relevant and possible adverse impact

1. Function Name, Policy or Procedure:

Stakeholder Engagement Strategy

2. Aims and Approach of Function/Policy/Procedure

This strategy is designed to deliver a comprehensive and effective approach to engagement with Hampshire Probation Trust's key stakeholders in order to support the strategic aims of the Trust. The Trust defines its key stakeholders as:

- Commissioners
- Sentencers
- Staff (including Trade Unions)
- Offenders
- Victims
- Commissioned Services
- Strategic Partners
- Third Sector providers
- General public
- Media
- Members of Parliament

The strategy provides an overarching approach that identifies the aims of engagement with each Stakeholder and how this will be achieved. The Local Delivery Unit Structure of the Trust means that some aspects of the delivery of this Strategy will be based on specific local need and local action plans aligned to the Strategy will reflect this.

Is it possible that the policy/procedure may be discriminating unlawfully?	No
Could some groups be excluded from the benefits of this policy/procedure or could it have a negative impact on them?	No
Is it possible that the policy/procedure may cause negative relations between groups?	No

If the answer to any of these questions is **Yes**, go on to the full Equality Impact Assessment (EIA)

If the answer to all of the questions is **No**, please provide **explanatory evidence** (consultation information, other research or data or information that has that have been taken into consideration in order to reach this decision. Complete paragraph below and attach the preliminary screening document to the policy to be signed off by senior management.

This Strategy has been written with a view to avoiding any adverse impact on an individual by reason of their ethnic origin, disability, gender, sexual orientation, age, religion or belief. The policy has been screened for any illegal discrimination and to ensure that no group is excluded from any benefits or experiences any disadvantage. Diversity and Equality issues have been integrated into the Strategy at all relevant points and will underpin our Stakeholder engagement work. The information being generated from Stakeholders is segmented across at least 3 equalities strands. This Strategy was considered by the Trusts Equalities Consultation Panel and was not felt to have the potential for any adverse impact. Future reviews of policy and procedures will revisit this evaluation, drawing on data to monitor outcomes.