

**NATIONAL PROBATION SERVICE
HAMPSHIRE AREA**

RACE EQUALITY SCHEME

IMPACT ASSESSMENT FORM

1. Function/Policy Name:

Delivery of ETS Programmes to meet the needs of all offenders, including offenders from BME groups

2. Aims and Approach of Function/Policy

The aim of this approach is to ensure that the targeting, preparation and delivery of the Enhanced Thinking Skills programme addressed the needs of all offenders who meet the suitability criteria for attendance. In order to address the needs of all offenders the approach has been to identify specific needs prior to programme commencement, including consideration of the impact of singleton placements, and to consider responsibility issues in relation to the diverse backgrounds and abilities of participants. Tutors have the responsibility of making the necessary adjustments in terms of programme materials/exercises where appropriate, providing necessary support and ensuring a non-discriminatory working environment.

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

- Hampshire Probation Area Diversity Report April 2003 – September 2003

Referrals –	17 BME (4.3%)
Orders –	10 BME (3.8%)
Commencements -	2 BME (1%)
Completions -	1 BME (0.6%)

Although highest number of referrals were for Black Offenders (B1, B2 & B9), only one Black offender commenced and the completer was Asian.

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

As the highest rate of attrition is pre-programme, work has been focused on this stage of the process. A three-way interview schedule has been designed to include offender, tutor and probation officer, for all offenders with Orders which include ETS attendance. This interview is designed to access in more detail the diversity issues in an exploratory way, and aims to increase offender confidence that both their needs will be met whilst attending the group and that they will be in a working environment that understands and relates well to differences.

A workshop is to be organised to help train tutors in the implementation of the interview schedule

This approach will be piloted & monitored for a period of 6 months and then will be reviewed and evaluated to assess whether it has had an effect in removing some of the differentials.

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

Consultation of the ETS programme was undertaken by David Renouf and Nikki Shave with the Race Equality Scheme Consultation Panel (January 2004)

The main results from this consultation were as follows:

- The cultural/ideological/experiential element to thinking needs to be addressed in the programme
- BME's would lack confidence that white staff would have an understanding and insight into those aspects of their world and hence their thinking
- There is a possible cultural bias to psychometric testing
- The gender make-up of the group and tutors could be relevant to different ethnic groups (actually it is relevant to all ethnic groups but important to understand the impact it will have)
- Importance of having more BME tutors

- Pre-interview if positive could have the impact of increasing commencements but could decrease them if done badly
- Question schedule is too formulaic – should move away from questions “Do you”.. to directions to explore certain issues.
- BME offenders may experience higher anxiety levels before other offenders when attending, or be more reticent, so the way in which things are explored is crucial.
- Stigma of attending in local community – could offer attendance at alternative sites.

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

The interview schedule was refined following consultation process and piloting of approach to commence immediately. Those issues raised that are relevant to programme design will be sent to relevant ‘What Works’ personnel. Programmes are, as with other areas of the Service, committed to increasing BME staff within its teams and this is being addressed through the ‘Race for Justice’ Project.

7. Monitoring arrangements and review process

.Diversity Report will be repeated by Performance Manager later this year and will provide review data. Offender interviews to be conducted on a sample of BME offenders who have or are going through ETS. Staff who are piloting the approach in Nikki Shave’s team to be approached for feedback.

8. How results will be published

Signature of Policy Lead

Position

Date