

NATIONAL PROBATION SERVICE HAMPSHIRE AREA

EQUALITY IMPACT ASSESSMENT FORM

This "Equality Impact Assessment Form" documents the outcome of a full impact assessment on the specified function, policy or procedure, addressing the equalities strands of: Race, Gender, Disability, Sexuality, Faith and Age. It is to be completed, published as specified, and appended to policy and/or strategy documents.

1. Function Name, Policy or Procedure:

Hampshire Probation Area Approved Premises (AP) Core Rules

2. Aims and Approach of Function/Policy/Procedure

This document outlines the core rules which offenders have to agree to and abide by as a condition of residence at any one of Hampshire's three Approved Premises. The rules are based on a National framework which has been impact assessed, but a further impact assessment was required for local implementation. The rules, signed up to by residents after having been through them with staff before commencing residence in the AP, provide an operational framework for residents which ensures a safe and appropriate environment for all residents.

3. What data/information is available & does it suggest differential impact for any of the groups identified as part of the impact assessment process?

There are currently no female spaces in any of HPA's AP's and so all data relates to male offenders. We have been monitoring only for ethnicity, but are now going to be producing data broken down in terms of disability as well.

Minority ethnic offenders have good representation of referrals, admissions and successful completions at HPA's AP's. These are continuing positive results.

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

The Core Rules were taken to HPA's Equality Consultation Panel on 11th September 2007, where consideration was given to them in relation to the six equalities strands.

Very few elements of the rules raised any concerns in terms of the potential for differential impact, other than confirmation for Number 6, that an acceptable reason for absence from the hostel between 8.30 a.m. and 10.00 a.m. could be attendance at a place of religious worship. (this was confirmed as being considered an appropriate reason for allowing somebody out during this time, risk assessment permitting attendance at a communal place of worship)

A further point of clarification was raised with regards to smoking. Rule 13 states "not smoking on the premises (including the grounds), except in designated areas as notified to you by staff". It was not clear whether smoking was allowed in the bedrooms and indeed it was believed that in fact it was allowed, even where rooms were being shared by non-smokers. (it was later confirmed that smoking is allowed in bedrooms, but not shared rooms of which there are few)

The gender inequalities were also highlighted, as HPA is unable to offer any Approved Premise space for female offenders, the nearest alternative being in Reading (Provision for female offenders in Approved Premises is however a national responsibility rather than one controlled by HPA)

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

No changes required

6. What decisions have been taken on the basis of the impact assessment and what measures have been put in place to implement?

No changes required

7. Monitoring arrangements and review process

Data via the Annual Diversity Report will continue to be published in relation to referrals, admissions and successful completions by ethnicity and disability will also be added to this.

8. How results will be published

.This impact assessment and monitoring data will be published on HPA website and the intranet system.

Signature of Policy Lead

Position

Date