

**NATIONAL PROBATION SERVICE  
HAMPSHIRE AREA**

**RACE EQUALITY SCHEME**

**IMPACT ASSESSMENT FORM**

**1. Function/Policy Name:** Delivery of Integrated Domestic Violence Programme (IDAP) and Offender Substance Abuse Programme (OSAP) .

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

Both IDAP and OSAP are accredited programmes to be delivered in Hampshire according to the requirements of that programme. The delivery approach needs to ensure that the targeting, preparation and direct delivery of these two programmes addresses the needs of all offenders who meet the suitability criteria for attendance. As these programmes are new to Hampshire, the approach taken will mirror that of the Enhanced Thinking Skills programme, whereby the identification of the individual needs of offenders occurs prior to programme commencement. This involves a pre-programme three way interview with the offender, case manager and programme tutor, in which all relevant diversity issues are considered and, where possible, planned for. The impact of singleton placements will also be considered and appropriately addressed, as will responsibility issues in relation to the use of materials in programme delivery, relevant 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?**

No data currently available but monitoring data will be available once programmes commence delivery.

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

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

Consultation not yet undertaken, but ETS Impact Assessment Consultation can be drawn on, in part, for this.

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

**7. Monitoring arrangements and review process**

**8. How results will be published**

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

**Position** .....

**Date** .....