

UNCLASSIFIED

PROBATION SERVICE

**Hampshire
Probation Trust**



Working together to reduce offending

SINGLE EQUALITY SCHEME SUMMARY

2009 - 2012

The Scheme is a living document and Hampshire Probation Trust welcomes comments and suggestions from its partners, community groups, stakeholders and other interested parties. The Scheme and action plan will be reviewed annually and further information publicised on our website – www.hampshire-probation.gov.uk

If you require this information in any other format, such as braille, large print or another language please contact the Diversity Adviser on 07974 971896 or email julia.bahaj@hampshire.probation.gsi.gov.uk

UNCLASSIFIED

Page 1 of 4

UNCLASSIFIED

1. The Single Equality Scheme (SES) is a public document that provides the framework through which Hampshire Probation Trust plans to meet the duties and regulations placed upon it by the different equalities legislation.
2. There are a number of general duties placed on the Hampshire Probation Trust in relation to race, gender (including gender reassignment) and disability equality. These duties are to:
 - **Eliminate unlawful racial discrimination**
 - **Promote equality of opportunity on the grounds of race**
 - **Promote good relations between people of different ethnic groups**
 - **Promote equality of opportunity between disabled people and other people**
 - **Eliminate discrimination that is unlawful under the Disability Discrimination Act**
 - **Eliminate harassment of disabled people that is related to disability**
 - **Promote positive attitudes towards disabled people**
 - **Encourage participation by disabled people in public life**
 - **Take steps to meet disabled people's needs, even if this requires more favourable treatment.**
 - **Eliminate unlawful gender (including transgender) discrimination and harassment**
 - **Promote equality of opportunity between men and women (including transgendered men and women)**
3. In addition there are regulations on equality in employment and service delivery in relation to sexuality, age and religion and belief. This SES, therefore, addresses equality in all seven of these equality strands.

UNCLASSIFIED

UNCLASSIFIED

4. The SES covers all our work with offenders and victims, our employment practice and our work with our partners and those from whom we commission services.
5. The SES has involved and consulted with different stakeholders and interest groups as part of its development to identify priorities and actions to meet its equality objectives.
6. Our equalities work has been developing over some years and our SES makes clear both our progress to date and outlines key priorities for improvement across the six equalities strands, both in our work with offenders and victims and in employment practice. These have been included in the Action Plan at the end of the Scheme.
7. As well as the general duties outlined above, there are specific duties for us to publish an equalities scheme that lays out how we are going to involve and consult with people, gather evidence, undertaken equality impact assessments, monitor and review, publish our findings and train our staff.
8. Central to the SES is the recognition that the development of policies and strategies for delivering our work and managing and developing our staff need to be based on clear equalities evidence and information. There is a commitment, therefore, within the Scheme to gather and analyse a range of data across the equalities strands in order to evaluate and assess our policies and procedures for their equalities impact. Arrangements are made clear for the continual monitoring and information gathering for the identification of adverse impact in relation to service delivery and employment. There is also a commitment to involving people from different groups in the development and review of progress of this Scheme.
9. The use of the methodology of equality impact assessments is a major principle in delivering the duties and ensuring legal compliance. Within the Scheme, all of our functions have been identified and prioritised in order of relevance, and the policies and procedures relevant to functions will be equalities impact assessed as part of the process of their development and review. Information on this process, including consultation mechanisms, is contained within the Scheme.
10. The Scheme makes clear the methods we have for training all of our staff on the duties and the way these fit with particular work roles. Wider diversity training is also available as is training in the process of Equality Impact Assessments.

UNCLASSIFIED

UNCLASSIFIED

11. The SES is a public document, as are all the equality impact assessments and monitoring reports. As such these will be published on our website alongside the use of other communication methods, such as the Probation Report, to publicise our work. The Scheme details how stakeholders, including our staff, can access information.
12. The SES makes clear how we ensure that our equalities work extends into our work with our partnership agencies, including those from whom we commission services.
13. Detail is given of how diversity and equality is integrated into the leadership structure and the strategic approach used to assure its delivery.
14. Our Action Plan details all of the equalities outcomes that we aim to achieve in order to meet and develop beyond the duties and regulations placed upon us. The action plan identifies outcomes to be achieved under broad headings of HPT's functions; the actions needed to achieve those outcomes; lead responsibility, deadline for completion, which part of the general duty they relate to and which equalities strands are covered by the action.
15. Effective governance processes underpin this SES and the governance arrangements are set out in detail in the document and the action plan. Each director will hold lead responsibility for equality outcomes in their specific area. The Action Plan will be reviewed on an annual cycle and the Scheme itself reviewed and republished on a 3 year cycle. All monitoring and evaluative information will be used by the Senior Management team to drive forward the equalities agenda. The Board HR Group has oversight of the progress of the action plan.

UNCLASSIFIED