HMI Probation Equality and Diversity

Delivery Plan 2017/18

Equality is about ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of any specific protected characteristic. These are, as defined by the Equality Act 2010, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation.

Diversity aims to respect and value people’s differences and realise their full potential by promoting an inclusive culture. It is about understanding and honouring difference and recognising that harnessing these differences will create an environment in which people feel valued.

Purpose
The purpose of this document is to set out HMI Probation’s commitment to valuing and promoting equality and diversity and the actions that we will take to mirror this commitment in our corporate and operational activities.

Our vision is to be an employer of choice. We want to take a consistent, cohesive and competent approach to promoting equality. We want to celebrate diversity and inclusion and address conscious and unconscious bias, corporately and in the work we inspect.

We are committed to ensuring that:

- the good practice already undertaken in our inspectorate is embedded consistently
- equality, diversity and inclusion are central in the delivery of our business
- we build sustainability, to ensure that the benefits are rooted for the long term.

Our Equality and Diversity Group, headed by our chief inspector, will lead us to achieve this.

Context

HMI Probation works within a diverse society. We strive to be an organisation that values diversity and embraces equality in all areas of our business. The Chief Inspector and our Senior Management Team are personally committed to this goal. Our Statement of Purpose and Values states:

- We promote attention to diversity in all aspects of our work, including within our own employment practices and organisational processes and are committed to pursuing equality of outcomes for all.
- We will actively embrace diversity in our own organisation and inspect and report on our diversity findings.

HMI Probation’s commitment to equality and diversity has two strands:

**Corporate:** the HMI Probation’s People Strategy includes the following guiding principle:

- Treating our people fairly and equitably, and being transparent

**Operational:**

- In accordance with the Welsh Language Act 1993, HMI Probation has adopted the principle that in the conduct of its inspections in Wales, it will treat the Welsh and English languages on a basis of equality. HMI Probation has a Welsh Language Scheme which sets out how we deliver services in Welsh. This was approved by the Welsh Language Board on 04 May 2011 and is reviewed annually.

- We have recently reviewed the equality impact of our Quality & Impact inspection programme, in line with our duty under the **Equality Act 2010.** This is a dynamic, rather than a static, process and will be kept under review. We believe that the Q&I model for inspection, with its three dimensions of impact inspection, practice inspection and lines of enquiry offers a holistic approach. As we move to larger units of inspection (CRCs and NPS divisions) and as we increase our case sample we see an opportunity to report more definitively on diversity.

**Priority Actions 2017/ 18**

1. We will review and develop our staff recruitment, induction and exit procedures to take account of best practice, ensure consistency of delivery, identify where we can do better and maintain our efforts to increase the diversity of our workforce.

2. We will analyse results of the staff survey and consult with staff to identify issues and deliver priority actions for improvement.

3. Equality and diversity issues will be integrated in the development and delivery of our inspection programmes and in the delivery of the ARROW programme and products.

4. We will use the range of diversity information collected through our inspections to inform our understanding of the criminal justice landscape and evaluate whether we can have greater impact.

5. We will assess the quality of how the services we inspect take account of the individual needs of those who have offended and the barriers to making positive change in their lives. This will include:

   - whether there are plans to identify and address diversity factors and if barriers to engagement are shared with all those involved in the case
   - if interventions engage the service user and pay attention to their diversity needs
   - whether diversity factors and barriers to engagement are identified and actively applied to the management of the case.

**Progress and Review**

Progress against this plan will be monitored quarterly by HMI Probation’s Equality and Diversity Group and reported to our Senior Management Team.