

Diversity – Race Equality Action Plan

2007 – 2010

	Objective/Area for Improvement	Action to date	Further Required Action	Action by	Target Timescale
1.	Leadership				
i)	Strategy Group to include representation from disability, race, gender, faith and LGBT perspectives	3 new members recruited during 2005. 1 member attends regularly. 1 member unable to attend due to other commitments	Maintain commitment and review membership to extend network and consultation. Recruit new people to the group	Senior Managers & Diversity Officer Chief Officer/Board Members/Senior Managers	Annual review May 2007
ii)	Quarterly meetings of Strategy Group to review progress on equality plans and advise Board on strategy and policy review	Group established during 2005. Minutes of meeting made available to Board Members, staff and other stakeholders. Good attendance held at meetings during 2005 and 2006.	Set dates for 2007 meetings	Diversity Senior Manager	December 2006
iii)	Annual review of race equality monitoring information by Board	Annual reports to Performance committee and Board during 2004, 2005.	Produce Annual Reports in 2006,2007,2008	Head of Performance	Annually

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2.	Policy & Strategy				
i)	All new Policies and Policy Reviews to be Impact assessed for unequal impact	<p>Impact Assessment training completed by managers and staff in 2002.</p> <p>Panel from diversity staff group completed assessment on key policies during 2005 & 2006. Training delivered to staff and managers on Impact Assessment in July 2006</p> <p>Monthly Impact Assessment Panels</p>	<p>Further training to be commissioned during 2007 to increase pool of assessors.</p> <p>Panel to continue to meet monthly and screen/ assess all policies prior to submission to Board</p> <p>Follow up event to be delivered during 2007 to build on skills</p>	Senior Managers/ Diversity Panel	Review progress on process by June 2007
ii)	Adverse impact identified and remedial action implemented.	Impact assessment process established	Guidance and process to be established to use information gathered to identify and implement remedial action.	Senior Manager/ Diversity Officer	July 2007

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3.	People				
i)	Diversity Training Plan to deliver staff training to equip staff to know processes and procedures to meet legislative requirements and Board's diversity policy position.	Report on training provided during 2004 - 05 presented to Senior Management Team and Diversity Strategy Group in February 2005. Plan for 2006 - 07 includes Board's priorities.	Delivery and evaluation of training. Training Report to be prepared annually to inform future needs.	Training Manager	Annual Review
ii)	Training Plan to include provision of training for Board Members.	Board Members invited to attend Diversity, Disability and Discrimination training events.		Training Manager	Annual Review
iii)	The Board Achieves the Renewal of the Investors In People Award	We were inspected by IIP in 2003 and achieved the award. Inspection undertaken by IIP assessors in June 2006. Areas for improvement identified and Action Plan developed in order to retain recognition. Action Plan distributed to Line Managers at October Line Managers Meeting	Circulate Action Plan to HR Committee and JNCC Board Deliver actions within 'Retaining Recognition Action Plan'.	Head of Human Resources Head of Human Resources, and Training Manager	November 2006 - (completed) October 2006 - June 2008

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iv)	Recruitment, Retention and Progression of BME and compliance with DDA legislation	Diversity Recruitment Group established; improvements in recruitment of BME achieved during 2005	Group progresses work plan to promote positive action and the best recruitment, retention and progression practice	Head of Human Resources and Diversity Officer	Review of work plan by June 2007
v)	Monitoring of Staff Profile by race and ethnicity	Information collated by HR Manager and reported to Board and publicised through Diversity and Race Equality Scheme	Information included in Annual Report and available via website and by request. Information used to inform changes/positive action required	Head of Resources/Senior Managers	Information available by February for preceding year
4.	Processes				
i)	Race and Ethnic Monitoring is completed for all offenders, victims and staff	99% completion rate achieved for offenders at pre-sentence report stage during 2005. Information on victims recorded at first point of contact 100% monitoring achieved for staff recruitment and appointment. Grievance and Disciplinary statistics now	Information used to inform Board on Area performance.	Board Members, Senior Managers, PR Officer	Publication and annual reporting

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		monitored by race and ethnicity.			
ii)	Ensure that when offenders are placed on Community Orders that they have access to a full range of service provision and there is parity of service provision for BME offenders.	Audit of cases of BME offenders compared with findings from the Effective Supervision Inspection. Action Research project commissioned in November 2005 to reported in April 2006.	Review findings of report and implement recommendations as approved.	Senior Management Team, All Operational Staff in Offender Management and Interventions.	March 2008
5.	Partnerships				
	Develop a strategic approach to partnerships with local communities to improve confidence in community penalties	Work with Local Criminal Justice Board on Inside Justice events during 2004; 2005; 2006 Community Pay Back events held during November 2005; Community Development Officers appointed to develop the capacity of partnerships to deliver on the reducing re-offending pathways Diversity Officer appointed in January 2006 on fixed term for 6 months until July 2006	Review work plans with the LCJB, Equality Forums; Strategic Partnerships. Measure impact of Community Development and Diversity Appointments Recruit permanent Diversity Officer	Chief Officer, Board Members, SMT, Community Development Officers, Diversity Officer	June 2007

