



Gloucestershire Probation Trust
Equality & Diversity Report
2010-11

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Introduction

Gloucestershire Probation Trust is “a forward thinking” organisation with a “strong focus on public protection and reducing reoffending “. Not our words but those of Her Majesty’s Inspectorate of Probation (HMIP) in their recent inspection of our offender management work. At a time of such political and organisational change for the Probation service it is gratifying to have such an objective confirmation of the strategic direction of GPT.

The Trust has a strong commitment to Equality and Diversity and 2011/12 will see us build on some of the actions of the past years.

- Gloucestershire is a very diverse county, with a high percentage of the BME community living in Gloucester City. Having achieved Trust status it will now be a priority to engage with all the communities in the County as we establish our LDU and we have established a Communication Working Group to implement the Trust’s Communication Strategy.
- As part of the OMI Action Plan we will focus on increasing the individual diversity needs of the offender in order to maximise their engagement with their sentence.
- Gloucestershire Probation is one of the few Probation Trusts in the country to have a partnership with an Independent Advisory Group (IAG). This group was established by the local Criminal Justice Board and we are actively engaged with them as they play a key role in our Directing Diversity Group (DDG) which ensures we prioritise equality and diversity in all areas of service delivery. We have reviewed our work with the IAG who are now active members on our Communications Group for the LDU.
- We will consolidate our Partnership with Nelson Trust via the ISIS Women’s Centre and will roll out a Female Specified Activity Requirement (FOSAR)
- We will produce a bi-annual Diversity Report for use by managers, staff and the DDG.
- GPT aims to have a workforce that reflects the make up of the local community. The above report provides accurate monitoring of the staffing profile and is used by the DDG to monitor the staffing profile and inform the workforce plan.

John Bensted, Chief Executive

Best Practice and Compliance in Equality for Volunteers and Contracted Organisations

Voluntary and Community Sector (VCS)

There is a very vibrant VCS sector in Gloucestershire with many VCS organisations seeing the opportunities of the Big Society and the Rehabilitation Revolution, as articulated in the Green Paper, to become active partners in reducing reoffending and protecting the public. During Q1&2 of 2010/11 GPT were active partners with 6 VCS organisation in a national pilot to develop greater integration between VCS organisations and IOM. This pilot focussed on 3 key workstreams

1. Capacity building VCS to work sustainably with IOM
2. Increasing volunteering and user involvement in IOM
3. Increasing strategic partnership working between VCS and IOM.

This pilot will be evaluated by Sheffield Hallam University and GPT will continue to be involved in the Evaluation Action Learning set and lessons learned will be promoted throughout the organisation.

We will maximise opportunities for greater integration and collaboration with statutory and VCS partners in 2011/12.

Contracted Organisations

We will consolidate the recently established projects such as;

- Secondments of OMs to the ISIS Project targeting women offenders
- IOM staff co-located with Police and drugs workers

We will also actively develop schemes that will lead to greater integration of probation staff working alongside CYPD staff in locality hubs run by Gloucestershire County Council and integrate our staff seconded to the YOT more fully into the IOM scheme.

Equality Monitoring Data for Staff & Offenders

Staff

Sources Key Performance Indicators 2010/11													
2010/2011	2009/10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11
Forecast - Whole Time Equivalent		171.25	171.76	170.47	171.46	166.35	164.95	161.32	159.25	158.89	153.65	153.31	152.52
Workforce - Whole Time Equivalent		171.76	170.47	171.46	166.35	164.95	161.32	159.25	158.89	153.65	153.31	151.52	148.19
Agency Staff - Whole Time Equivalent		0	0	0	0	0	0	0	0	0	0	0	0
Total - Whole Time Equivalent		171.76	170.47	171.46	166.35	164.95	161.32	159.25	158.89	153.65	153.31	152.52	148.19
Approved Vacancies		1.43	2.43	2	2	2	3	2	2	4	4	3	4
Vacant Positions - Whole Time Equivalent		1.43	2.43	2	2	1.65	2.78	1.25	1.25	3.18	3.18	2.18	2.78
Workforce - Headcount	193	193	192	190	188	185	180	181	178	174	174	171	165
Number of starters - headcount		0	0	1	0	0	0	1	0	0	0	0	0
Number of leavers - headcount		0	1	3	2	3	5	0	3	4	0	3	6
Sickness - STS		793	83	39	87	78	35	84.5	67.5	95	133	75	53
Sickness - LTS		688	29	81	115	114	97	54	36	54	77	80	67
Annual Average Days Absence per Staff Year	IPPF8	8.3	7.8	8.2	10.2	11.1	10.8	10.7	10.3	10.4	11.1	11.2	11.3
Monthly Average Days Absence per Staff Year		8.1	7.8	8.5	14.1	13.8	9.6	10.3	7.8	11.2	16.4	12.1	9.4
Gender - % Female		71.5%	74.0%	74.0%	75.0%	72.0%	74.0%	74.0%	71.0%	72.0%	72.0%	73.0%	72.0%
Gender - % Male		28.5%	26.0%	26.0%	25.0%	28.0%	26.0%	26.0%	29.0%	28.0%	28.0%	27.0%	28.0%
Part Time - % of headcount		31.6%	35.0%	35.7%	36.0%	36.0%	37.0%	38.0%	38.0%	34.0%	36.0%	35.0%	34.5%
Ethnicity - % not White British (FTE)	IPPF14	4.50%	4.6%	4.6%	4.6%	5.4%	5.5%	5.5%	5.5%	5.0%	5.0%	5.5%	5.5%
Disability - % of Head count		4.90%	4.7%	4.7%	4.8%	4.8%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.5%
Number of Investigations		0	0	0	1	0	1	4	0	0	1	0	1
Number of Disciplinary Hearings		0	0	0	1	0	0	0	2	1	0	0	2
Number of Grievances		0	0	0	0	0	1	1	3	0	1	0	0
Number of Harassment Claims		0	0	0	0	0	0	0	0	0	0	0	0
Number of Appeal Hearings		0	0	0	0	0	0	0	0	0	0	0	0
Number of Employment Tribunals		0	0	0	0	1	0	0	0	0	0	0	0
Ethnicity = All employees who are not White British													

Offenders

Period:

- 1st January 2011 to 31st March 2011.
- The Caseload and Terminations reports are based on CRAMS snapshots or extracts taken on 12th April 2011.

Sources:

- Form 20 extract from CRAMS – Current Caseload Snapshot and Termination Outcomes.

Caseload

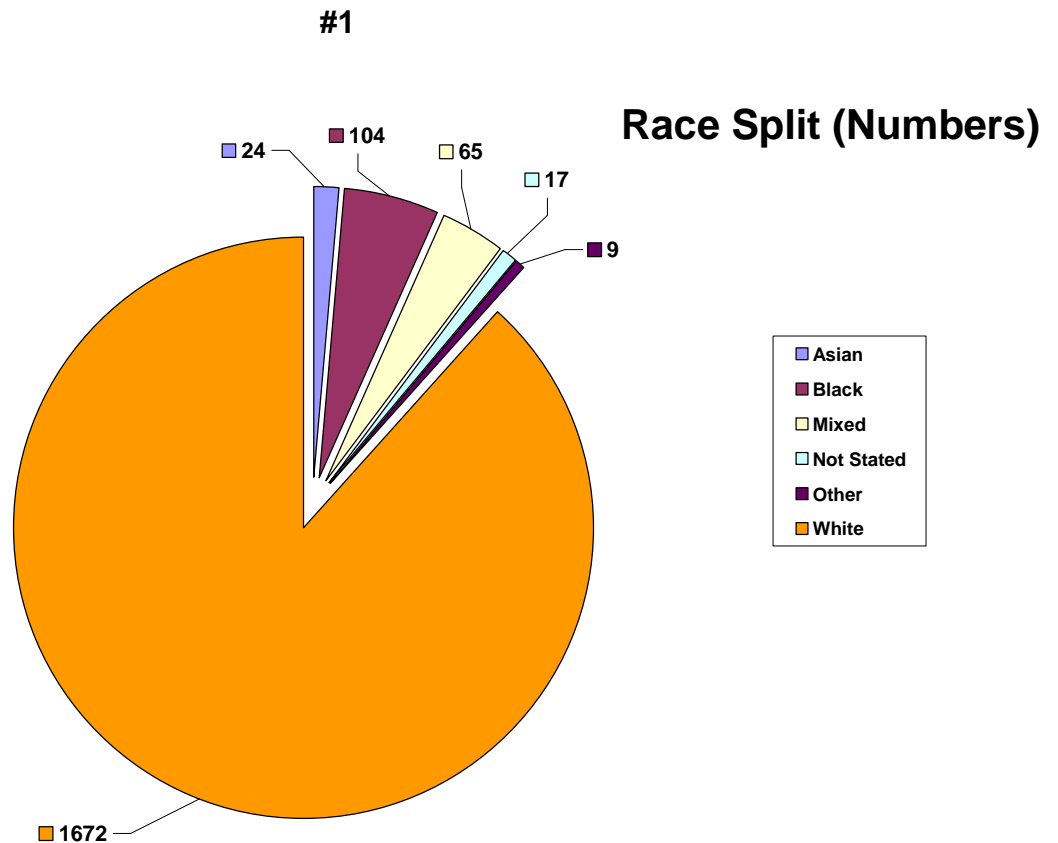
Caseload covers 1891 orders for the period.

Chart #1 shows the caseload by Racial Group

Chart #2 shows the caseload by Gender within each racial group

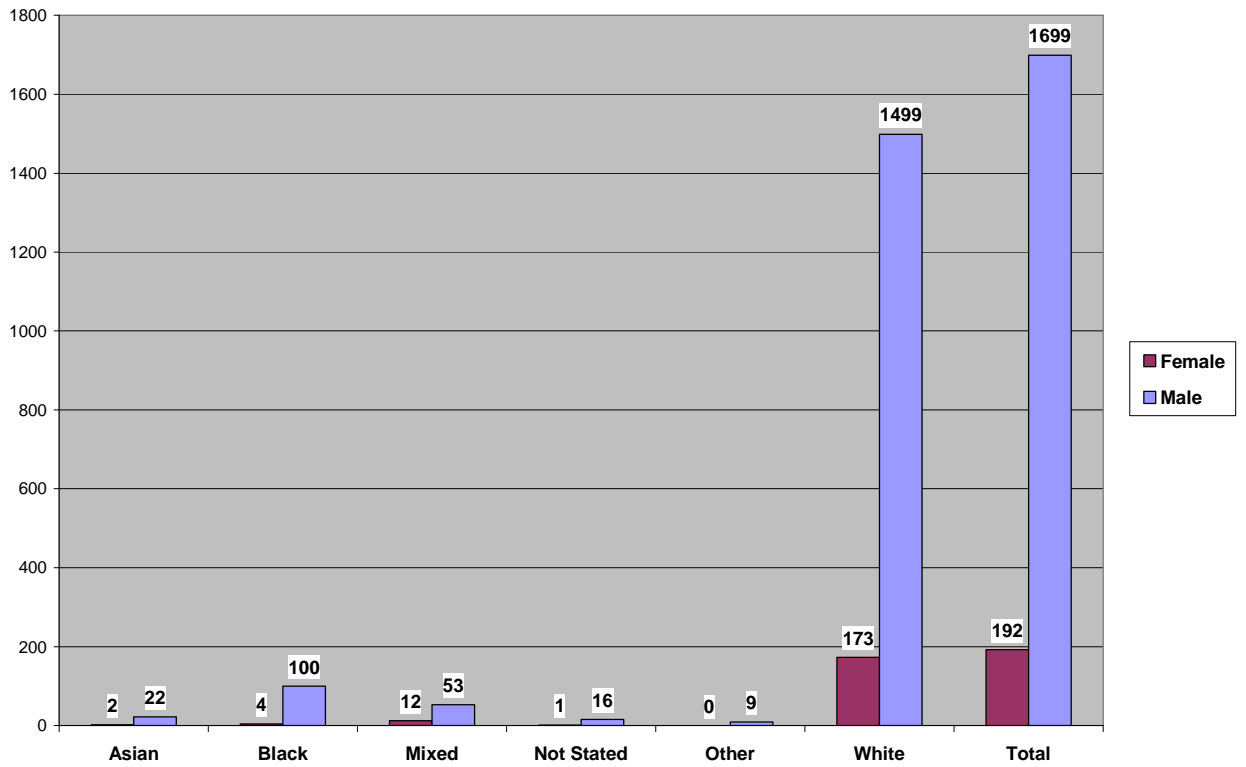
Chart #3 shows the caseload by Disability and Gender

Chart #4 shows the caseload by Disability within Racial Group



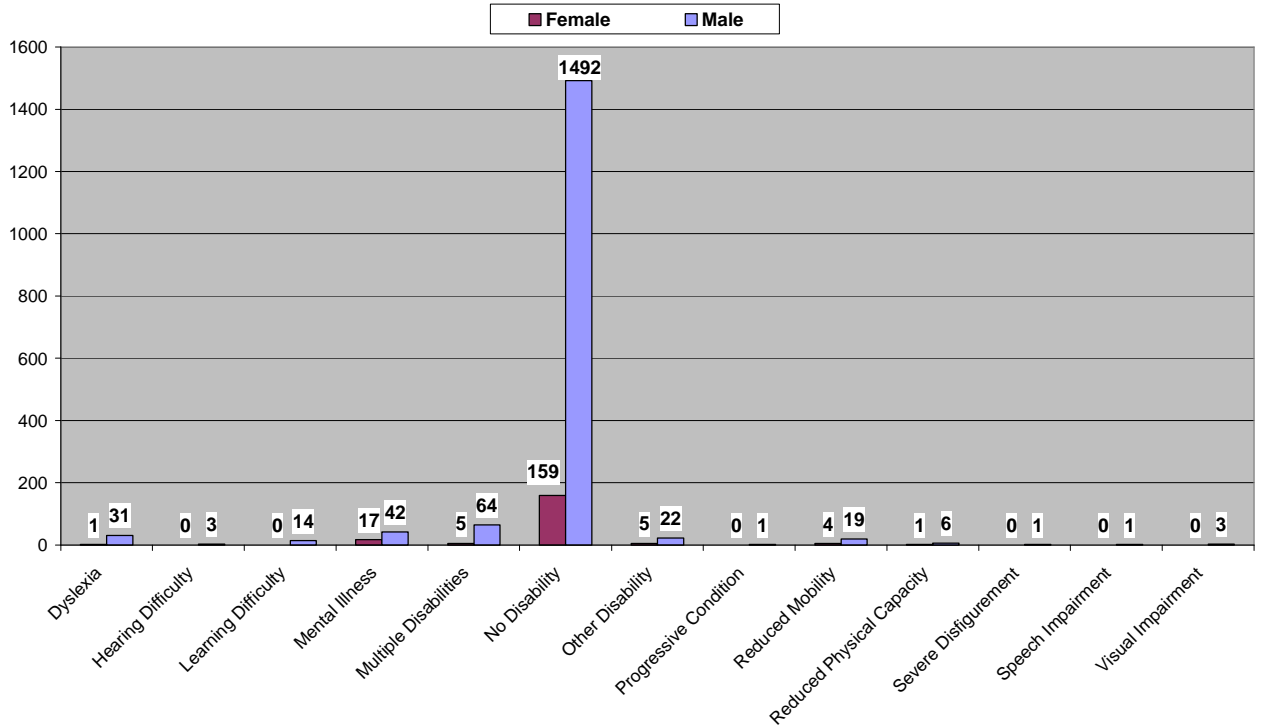
#2

Caseload by Gender Within Racial Group (Numbers)



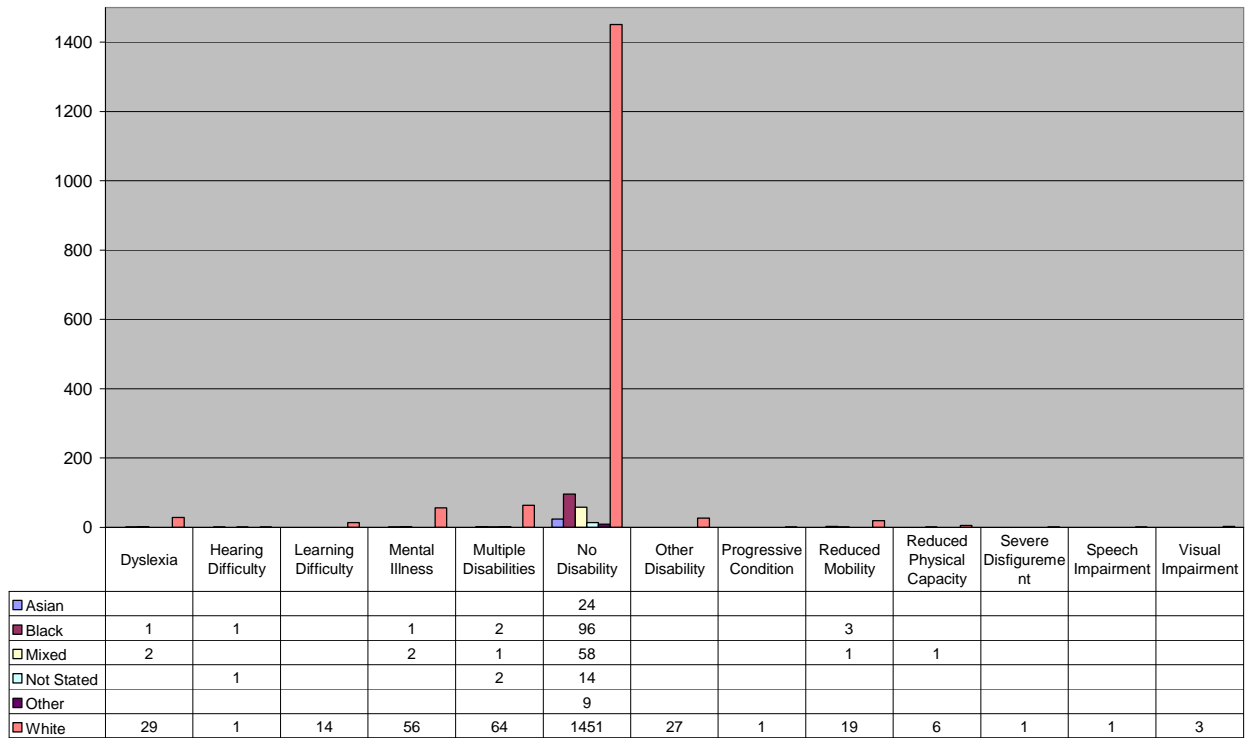
#3

Caseload by Disability and Gender



#4

Caseload by Disability and Racial Group



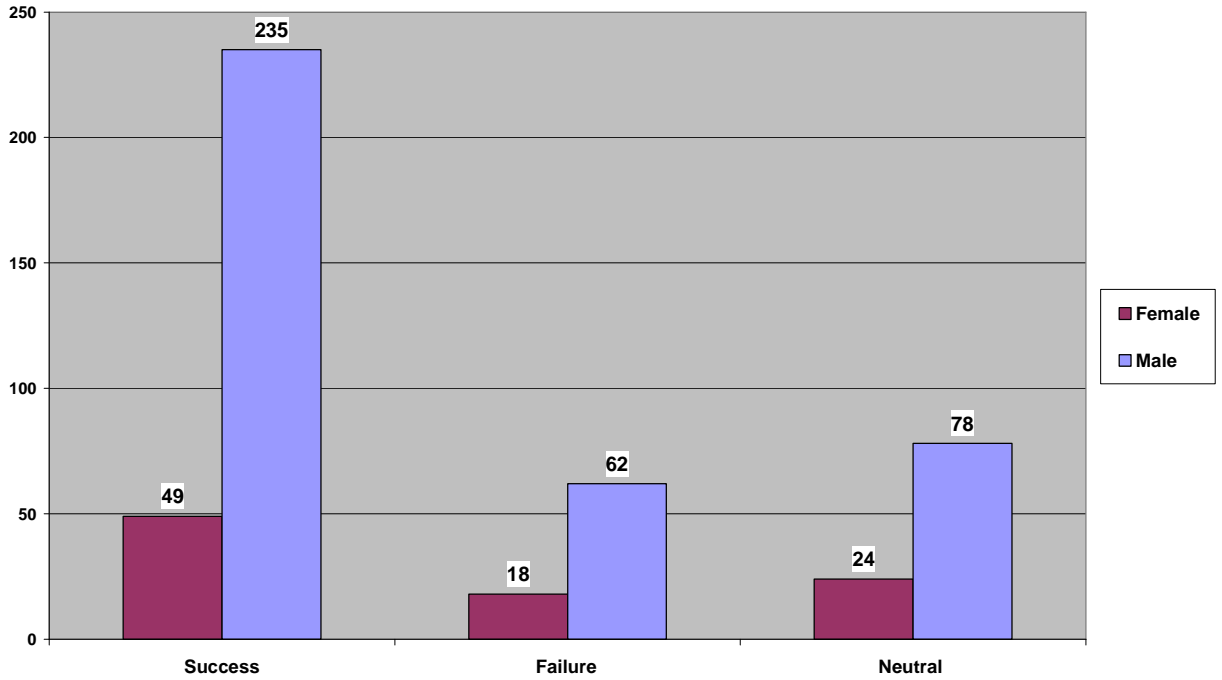
Order Termination Outcomes

There were 466 order terminations in the 3 month period. 284 were successful, 80 were failures and 102 were classed as neutral.

Chart #5 shows the number of successful, failed and neutral terminations by Gender
 Chart #6 shows the number of successful, failed and neutral terminations by Race

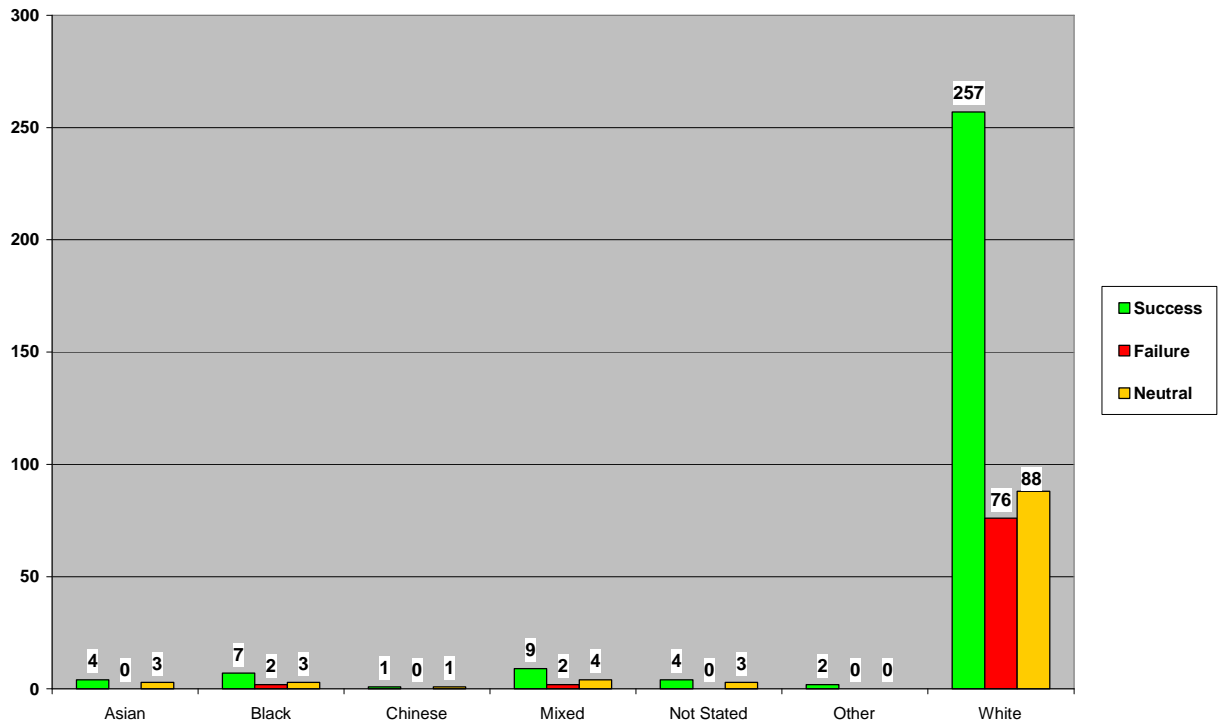
#5

Order Termination Outcomes by Gender (Numbers)



#6

Order Terminations by Racial Group (Numbers)



Priorities for 2011-1

The priorities for GPT during 2011/12 are;

- To update staff policies to comply with new legislation.
- To ensure that Impact Assessments are undertaken.

Gloucestershire Probation Trust Single Equality Scheme

Promoting equality and respecting people's differences is at the core of the work of the Probation Service and Gloucestershire Probation Trust has a crucial role in building the confidence of the diverse communities it serves.

There are opportunities and challenges in this. As a law enforcement agency, we must be robust. As an agency that works to rehabilitate offenders back into the community, we have to challenge offending behaviour and provide sustainable ways of encouraging offenders to become full and contributing members of our society. This is no small task. The service itself is in a continual state of change, responding to new legislation and a range of criminal justice initiatives, the most recent one being the creation of the new Ministry of Justice.

In Gloucestershire Probation we are proud of having a good record in developing and implementing good practice in equality and diversity, but we recognise that we must continue to innovate and improve. Ensuring that equality is embedded into all our work is central to our values as an organisation, and we recognise that we need to evidence this value. To deliver an ever higher quality service, we must ensure that we are able to assess and meet the needs of all our users and stakeholders.

GPT's Single Equality Scheme Action Plan is reviewed quarterly by GPT's Directing Diversity Group.

GPT's Single Equality Scheme can be accessed via www.glosprobation.org.uk.

Population Data

The mid 2008 population figure for Gloucestershire has been estimated as 582,581 people, which represented an average increase of 0.6% or about 3100 people per year since 1991.

Tewkesbury, Cotswold and Gloucester had the largest increases in population between 1991 and 2008. Gloucester was the largest district in the county, followed by Cheltenham and Stroud.

Most of the population growth in the county over this period was attributable to net in-migration, which accounted for over 80% of the increase.

A trend of rising fertility rates continued at county and district level. Births in 2008 exceeded deaths by nearly 1000, the largest margin for more than a decade. The total fertility rate matched the required replacement fertility level and was higher than the national level.

The number of deaths, which is affected by the age structure of the county, was between 5,700 and 6,000 per year over the period 1991-2008. Age-standardised death ratios for the county, which take into account the age profile of the county population, decreased for most districts in recent years and remained below the national level.

Estimated life expectancy at birth for the period 2006 to 2008, increased slightly for the county to 79.0 years for men and to 82.8 years for women. This mirrors the national trend.

Ethnicity in Gloucestershire

At the time of the Census around 95% of Gloucestershire's population described themselves as "White British" compared to 87% in England as a whole.

- Of the remaining people, 2.8% were from a BME group and 2.4% were from a White Minority (White Irish or White "Other") group. Just over
- Half of Gloucestershire's BME residents were born in the UK.
- The largest individual BME groups in Gloucestershire were Indian (3730), Black Caribbean (2440) and Mixed Race White & Black Caribbean (2210). "White Other" formed the largest ethnic minority group overall (9010).
- Overall, the proportion of Gloucestershire's population from a BME group increased from 1.84% in 1991 to 2.84% in 2001. England & Wales as a whole increased from 5.92% to 8.69% over this period.

The Census does not suggest that migration is a key driver of ethnic change in the County. It should be borne in mind though that the Census took place before the Accession of Eastern European countries to the EU and so these effects were not be measured.

The lowest level of unemployment in the County was in the White British group (3.6%). At the other end of the scale the highest unemployment rates were in the Bangladeshi (14%), Mixed Race White & Black Caribbean (13.4%), and Black

African (12.6%) groups. However, being in a BME group isn't the determining factor here – the Indian population had the second lowest unemployment rate at 3.7%.

Similarly, qualification levels differed greatly between groups and was no predictor of level of employment. Gloucestershire's Black Caribbean and White & Black Caribbean residents were less likely to be in professional/ senior occupations and more likely to be in elementary ("routine") occupations than people in their ethnic group in England & Wales as a whole.

On most of the (admittedly limited) number of economic measures considered in this report (unemployment, qualifications, and occupational status), the Black Caribbean, White and Black Caribbean, and Bangladeshi populations tended to score worse than average relative to residents from other ethnic groups.

On the very broad housing measures in the Census (type, tenure, overcrowding, central heating), there didn't seem to be big differences between ethnic groups and overall most people fared better than the national level.

The above data is from the 2001 Census (www.gloucestershire.gov.uk)

Annex A – GPT Single Equality Scheme Action Plan Update

Gloucestershire Probation Trust Single Equality Scheme Action Plan

Developing the Single Equality Scheme Strategic Framework

Outcomes	Actions	General duty relevance	Deadline	Post holder responsibility
The results of Impact Assessments and Monitoring are accessible for all staff and public	Review the Impact Assessment process to ensure that the results are published every six months and inform the SES action plan. <i>Format for policy framework now agreed</i>	1-12	Completed	Director Of Operations
The function and membership of the Directing Diversity Group reflects the requirements of the Single Equality Scheme.	Review the DDG terms of reference and membership to include a reporting function in relation to the review of the SES action plan. Actions requested by the DDG should be followed up by means of a formal report to the DDG by the relevant manager.	1-12 1-12	Completed Ongoing	Chief Executive as Chair of DDG Chief Executive as Chair of DDG
Ryecroft Diversity Strategy reflects the Single Equality Scheme	Review of the strategy by Ryecroft manager and presented to the DDG.	1-12	July 2010	Ryecroft Manager

	<i>Agenda for DDG</i>			
Staff are aware of the Single Equality Scheme	CMT and DDG team links to promote the scheme.	1-12	Completed	Chief Executive as Chair of DDG
	Diversity Information Pack updated to include the SES and changes in legislation.	1-12	Completed	Training Manager
The Diversity and Equality Policy reflects the Single Equality Scheme objectives	Review the Diversity and Equality Policy	1-12	Completed	Chief Executive as Chair of DDG
The Scheme is reviewed following consultation with partners and other stakeholders	Review the scheme through consultation with staff, DDG, union representatives, offenders and other partners.	1-12	March 2012	Chief Executive as Chair of DDG
	Publish the results of the review on the website and include in the Annual Report	1-12	March 2012	Chief Executive
Staff are consulted on issues relating to equality and diversity	Staff will have the opportunity to raise diversity and equality issues through the Staff Perception Survey.	1-12	Completed	Director of Business Services
The complaints policy reflects the objectives of the Single Equality Scheme	Review the complaints policy to include how comments and compliments are monitored, reported as well as action taken.	1-12	Completed	Director of Business Services

The Scheme and relevant reports are published on the website	Launch the Scheme on the website Provide an update on the Scheme in the Annual Report	1-12	Completed Completed	BSIM Chief Executive
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GPT work with Partners

Outcomes	Actions	General duty relevance	Deadline	Post holder responsibility
Understand the needs Gypsy and Traveller communities in Gloucestershire	<p>Work with the Gloucestershire County Council and Gloucestershire Criminal Justice Board (GCJB) to identify the needs of this community in relation to GPA services provided.</p> <p>Familiarisation workshop for manager run by GCC and travelling members of the community held 18.05.11</p>	1-3	March 2010	Chief Executive through GCJB
Identify what action can be taken to address the over representation of BME offenders in GPT caseloads.	Raise awareness of the Race and Criminal Justice System 2007 general findings with the Gloucestershire Criminal Justice Board to stimulate action to address the issue.	1-3	Completed	Chief Executive as member of GCJB
Understand the needs of offenders from Eastern Europe	Obtain information from MAIDeN regarding people from Eastern Europe in Gloucestershire in order to meet their needs and present to the DDG	1-3	Ongoing due to reliability of statistics	BSIM

GPT Provision of Offender Service Delivery

Outcomes	Actions	General duty relevance	Deadline	Post holder responsibility
The needs of women offenders supervised by GPT are identified and acted upon	1. Analyse information produced from monitoring reports and DDG consultation in order to identify gaps in provision and subsequent action plan.	10-12	Completed	Chief Executive as Chair of DDG
	2. Provide skills and awareness training on working with women	10-12	2009/2010 Training Plan March 2009	Director of Business Services
	3. Implement the Offender Management Model Guide to Working with Women Offenders	10-12		
	4. ISIS team set up in 2010.			
The needs of disabled offenders supervised by GPT are addressed.	Review the OMI action plan to ensure proposed actions have been completed and outcomes improved. This includes the needs of offenders with dyslexia	4-8	Completed	Director Of Operations
Offenders who have identified themselves as of mixed race, complete orders and licences satisfactorily	Review actions taken to improve the completion rates.	1-3	Completed	Director Of Operations
The needs of offenders with mental health problems are	DDG to follow up the consultation regarding the low number of offenders	4,6,7	Completed	Director Of Operations

recognised and addressed	identified with mental health needs.			
Contracts and Service Level Agreements with Partners promote the SES scheme	All contracts and SLA to be reviewed and amended in order to identify and address relevance to SES.	1-12	Completed	Director Of Operations

GPT Responsibilities as an Employer and in Procuring Services

Outcomes	Actions	General duty relevance	Deadline	Post holder responsibility
Barriers to the recruitment of male staff identified and addressed	Impact Assessment Group to consider if any policies or practices have a negative impact	12	Completed	Director of Business Services
Black and Ethnic Minority staff have access to a support group	Facilitate staff access to existing group run by partner organisation(s).	1-3	Completed	Director of Business Services
Procurement procedures include statements on disability	Amend procurement procedures	4-9	Ongoing	Director of Business Services
Raise awareness of LGTBs	Promote LGTB month in February each year	10-12	Annually	Director of Business Services

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