

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Respons-ibility	Impact Assess-ment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
<b>SERVICE DELIVERY</b>								
<b>Offender Assessment</b>								
OASys	High	High	High	ACO-OM				
Reports for Courts	High	High	High	ACO-OM				
<b>Offender Management and supervision of offenders</b>								
Offender Management	Medium	High	High	ACO-OM		28.02.01		
Enforcement	Medium	High	High	ACO-OM				
Licences	Medium	High	High	ACO-OM				
Delivery of Prison Contracts	Medium	High	High	ACO-OM				
<b>Risk Management</b>								
MAPPA		High	High	ACO-OM		May 2007		
Domestic Violence		High	High	ACO-OM		18.05.05		
Sex Offender	High	High	High	ACO-OM				

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating		Priority Rating	Lead Respons-ibility	Impact Assessment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
Child Protection	High	High	High	ACO-OM				
Life Sentence Prisoners		High	High	ACO-OM		24.11.99		
Serious Further Offences	High	High	High	ACO-OM				
Prolific and Priority Offenders	High	High	High	ACO-OM				
Racially Motivated Offenders	High	High	High	ACO-OM				
<b>Victims</b>								
Responsibility towards Victims	High	High	High	ACO-OM		06.05.97		
<b>Bail Information Schemes</b>								
Bail Information Schemes	Medium	Medium	Medium					n/a
<b>CJ ACT 2003 Requirements</b>								
Supervision + CRO's and CPRO's	High	High	High	ACO-OM	Race: 19.11.03			
Unpaid Work and Community Punishment	High	High	High	ACO-Interventions				
Accommodation and Approved Premises and Supporting People	High	High	High	ACO-Interventions				

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Respons-ibility	Impact Assessment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
Mentally Disordered Offenders	High	High	High	ACO-OM				
Accredited programmes	Medium	High	High	ACO-Interventions				
Curfew	High	High	High	ACO-Interventions		24.07.02		
ETE ( specified activity)	Medium	High	High	ACO-Interventions				
Substance Misuse - DRRs		High	High	ACO-Interventions		19.11.03		
Alcohol	High	High	High	ACO-Interventions		03.07.01		
<b>Partnership Working and CJ Act 2003 requirements</b>								
Partnerships	High	High	High	ACO - Interventions		12.05.03		Lotus Notes dates need changing
Safer and Stronger Communities				ACO-Interventions				

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Responsibility	Impact Assessment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
<b>Diversity</b>								
Diversity	High	High	High	CO		13.10.04		
Race Equality Scheme				CO		11.06.02		
Disability Equality Scheme				CO				
<b>PERSONNEL AND FINANCE</b>								
<b>Human Resource Management</b>								
Anti-fraud and Corruption	Low	Low	Low	ACO-Resources		16.10.03	10.06	
Complaints	Medium	Medium	Medium	ACO-Resources		02.10.03		
Equal Opportunities		High	High	CO		04.06.99		
Mobility	Low	High	High	ACO-Resources		28.11.96		

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Respons-ibility	Impact Assess-ment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
Out of Hours On Call		Low	High	CO		31.10.03		Up to date version not on P+F Handbook
Redundancy	Low	Medium	Medium	ACO-Resources		28.11.96		
Performance Appraisal	High	High	High	ACO-Resources		04.12.01		Review by Oct 05
Strategy for Managing Stress		High	Medium	ACO-Resources		14.06.00	03.08	completed
Violence to Staff	Low	Low	High	ACO-Resources		28.11.96		
Voluntary Early Retirement			High	ACO-Resources		07.02.97		Not used
Time Off for TU Duties	High	High	Medium	ACO-Resources		February 07		
Code of Conduct	High	High	High	ACO-Resources		04.05		With JNCC
Recruitment and Retention	Low	High	High	ACO-Resources		09.01.04		Under review

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Responsibility	Impact Assessment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
Training and Staff Development	High	High	High	ACO-Resources				Under review
Management Development	High	High	High	ACO-Resources				Under review
Trainee Probation Officers	Medium	High	High	ACO-Resources				
Conditions of Service	Low/High	High	High	ACO-Resources				Await NOMS
Job Evaluation		High	High	ACO-Resources				Awaiting tool – ongoing
Employee Care	Low	High	High	ACO-Resources				
Deployment of Staff	Low	Medium	High	ACO-Resources				
Flexible Working	High	High	High	ACO-Resources				Work started
Discipline, Capability and Grievance	High	High	High	ACO-Resources				

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Respons-ibility	Impact Assess-ment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
Harassment	Medium	High	High	ACO-Resources		23.10.01		
Sickness Absence		High	High	ACO-Resources		08.04.04	04.07	Completed
Supervision and Appraisal	High	High	High	ACO-Resources		2006		
Staff Survey	Low	Low	Low	ACO-Resources			06/07	2004/05 results just received
Occupational Health	Medium	Medium	Medium	ACO-Resources				In progress
Union Relations	Low	Low	Medium	CO				
Health & Safety	High	High	High	ACO-Resources		04.05	07/08	Issued NPD model
Workload Management	High	High	High	ACO-Resources				
<b>OPERATIONAL</b>								
<b>Performance and Planning</b>								

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Respons-ibility	Impact Assessment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
Performance Management	Medium	Medium	Medium	ACO-Performance				
Performance Reporting	High	High	High	ACO-Performance				
Business Planning	High	Medium	Medium	CO		Annual		
Annual Report	High	Medium	Medium	CO		Annual		
European Excellence Model	High	High	High	ACO-Performance		Annual		
Better Quality Service and Process Management	High	High	High	ACO-Performance				
Public Relations	Medium	Medium	Medium	CO		28.11.96		
ROM-SLA	Medium	Medium	Medium	CO				
Internal and external audit				CO				
<b>Information Systems</b>								
Management Information Systems	Medium			ACO-Performance		17.03.98		

## RACE, DISABILITY AND GENDER EQUALITY SCHEMES

## POLICY LISTINGS

Policy / proposed policy	Priority Rating	Priority Rating	Priority Rating	Lead Respons-ibility	Impact Assessment Date	Last Review Date	Planned Review Date	Comments
	Race <sup>1</sup>	Disability <sup>2</sup>	Gender <sup>3</sup>					
<b>Finance and Facility Management</b>								
Finance and Facility Management	High			ACO-Resources				

<sup>1</sup>Race Impact:

Priority rating by relevance to statutory duty to:

1. Eliminate discrimination
2. Promote equality of opportunity
3. Promote good race relations

High (H): all 3 duties

Medium (M):2 duties

Low (L):1 duty

<sup>2</sup>Disability Impact

Priority rating by relevance to statutory duty to:

1. Eliminate discrimination that is unlawful under the DDA
2. Eliminate harassment of disabled people that is related to disability
3. Promote equality of opportunity between disabled people and other people
4. Take steps to meet disabled peoples needs even if this requires more favourable treatment (inc reasonable adjustments under DDA)
5. Promote positive attitudes towards disabled people
6. Encourage participation by disabled people in public life

High (H): 5-6 duties

Medium (M):3-4 duties

Low (L):1 – 2 duties

<sup>3</sup>Gender Impact:

Priority rating by relevance to statutory duty to:

- 1 Eliminate discrimination
- 2 Promote equality of opportunity
- 3 Address the causes of any gender pay gap

High (H): all 3 duties

Medium (M):2 duties

Low (L):1 duty

**RACE, DISABILITY AND GENDER EQUALITY SCHEMES**

**POLICY LISTINGS**