



RACE EQUALITY SCHEME

ANNEX 2: ASSESSMENT OF RELEVANCE OF FUNCTIONS

| Functions | Lead Manager | Prioritise by relevance to statutory duty to: Eliminate discrimination Promote equality of opportunity Promote good race relations High (H): all 3 duties Medium (M): 2 duties Low (L): 1 duty | Impact assessment done including consultation Yes + date / No | Planned Review Date (min 3-yearly review) | Comments |
|--------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| The assessment of offenders pre-sentence including the provision of reports to courts | ACO – OM ¹ | H | Y – on-going EM monitoring in place | 2007 | Use of interpreters where necessary |
| The management and supervision of offenders subject to community sentences including Prolific and Priority Offenders | ACO – OM | H | N | 2005 | Monitoring information needs to be used to better effect 08.11.05 YB to consult with JO re evidence and inclusion in termination review. |
| The delivery of programmes aimed at reducing re-offending including those for sex offenders and domestic violence perpetrators | ACO – I ² | M | Y 2002 | 2005 | Policy for singleton EM offenders in place 08.11.05 Pauline Rousseau to check in place |

¹ ACO – OM = Assistant Chief Officer – Offender Management

² ACO – I = Assistant Chief Officer – Interventions

³ ACO – R = Assistant Chief Officer - Resources

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| The delivery and/or procurement (financial or in partnership) of drug rehabilitation requirements | ACO – I | M | On-going | 2005 | EM monitoring done in line with GPA and partnership agencies 08.11.05 YB to consult with G Holden re evidence |
| The delivery and/or procurement (financial or in partnership) of alcohol treatment requirements | ACO – I | M | N | 2006 | Function under development |
| The delivery and/or procurement (financial or in partnership) of mental health requirements | ACO – OM | M | N | 2006 | Function under development |
| The provision of education, training and employment services to improve basic skills | ACO – I | M | N | 2005 | 08.11.05 YB to consultancy with G Holden re evidence |
| The provision of unpaid work requirements | ACO – I | M | On-going | 2005 | As above and exit interview |
| The provision of residential accommodation for offenders subject to bail conditions or statutory supervision | ACO – I | M | N | 2005 | 08.11.05 Consult D berry Ryecroft re evidence |

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| The offender management of a single sentence plan for offenders in custodial establishments (by 2006?) | ACO – OM | M | N | Amended to 2006 | Under development |
| The management and supervision of offenders on post release licence | ACO – OM | M | N | 2005 | 08.11.05 Outcome information needed |
| The provision of information to victims of serious, violent or sex offenders where the offender is serving a 12-month or more prison sentence | ACO – OM | M | Ongoing | 2005 | 08.11.05 Outcome information and victim feedback? Consult JO. |
| To assess and manage offenders at risk of causing serious harm including those subject to the Multi-agency Public Protection Panel Arrangements | ACO – OM | H | N | 2005 | 08.11.05 Outcome information needed |
| To work within the Area and the SW Region to implement the Reducing Re-offending Action Plan | ACO – I | H | N | 2006 | 08.11.05 Consult with G Holden |

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|---------------------------------------------------|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------|----------------------------------|
| To recruit and select staff | ACO –R ³ | H | N | 2006 | Developing policy |
| To employ and pay staff | ACO-R | H | N | 2006 | |
| To train and develop staff | ACO-R | H | N | 2006 | Developing poicy |
| To supervise and appraise staff | ACO-R | H | N | 2006 | Review to be completed by Oct 05 |
| To practise employee care | ACO-R | H | N | 2006 | Ongoing |
| To terminate employment including exit interviews | ACO-R | H | N | 2006 | Ongoing |
| To manage and allocate resources | ACO-R | H | N | 2006 | Ongoing |
| To collect information to monitor performance | | | N | 2006 | |
| To operate and maintain premises | ACO-R | N/A | N | 2006 | Ongoing |