

Equality Action Plan 2008/10

Summary



Where do we stand?

This Equality Action Plan sets out to meet both the requirements and the spirit of the current law related to equality and diversity

The Plan has been produced after talking to Parole Board members, staff and other stakeholders, including a group of prisoners from diverse backgrounds who had experience of the parole process

The Parole Board is committed to a policy of equal opportunity for all members and staff regardless of ethnic origin, religious belief, gender, sexual orientation, disability or age

The Board values diversity and wants to treat everyone as they would wish to be treated, with respect and courtesy. We are committed to reviewing all our policies and practices to ensure that we are not acting in a discriminatory way

The Parole Board already has a diverse workforce and works with a diverse group of prisoners. To maintain public confidence in the work we do we must continue to reflect the community around us

What will we do?

Leadership

We have appointed a Diversity Champion and a Steering Group to give strong lead from the top of the organisation

We will review our existing policies around diversity and equal opportunity and update them as necessary

We will also conduct impact equality assessments of all our main policies and procedures

We will keep the Action Plan under regular review to ensure we make progress

Prisoners

We will explore what we can do ourselves, and with our partner agencies, to ensure that our decisions are fair and seen to be fair

We will ensure that material is translated or made available to prisoners in accessible formats to ensure they have a fair hearing, including support for those with learning disabilities

We will work with NOMS to monitor and publish statistics to show the outcome of cases across the different diversity groups

Members

Our aim is to have as diverse a membership as possible to reflect the society we represent

We will review with the MOJ our recruitment procedures and set up our own monitoring system covering ethnicity, gender and disability

We will take positive action to progress members from all backgrounds through training, mentoring and personal development

We will also make information available to members about equality and diversity support groups

Staff

We want to ensure that all our staff are encouraged and given the opportunity to develop their full potential

We will monitor recruitment, retention and progression and our use of grievance, disciplinary and appraisal processes

We will take positive action to develop and progress staff from all backgrounds through training, mentoring and work shadowing

We will also make information available to staff about equality and diversity support groups

Communications

We will strengthen our communication and engagement through use of our website and surveys of our staff, members and stakeholders

We will keep the Action Plan under regular review to ensure we make progress, and update it as required

We will publish the Action Plan and progress reports on our website

Contact us

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