



NATIONAL PROBATION SERVICE
for England and Wales

Lancashire

NPS – Lancashire Equality and Diversity Strategy 2005-2006

APRIL 2005

INTRODUCTION

This strategy outlines the vision, aims, values, responsibilities and objectives in relation to equality and diversity within the National Probation Service Lancashire. This strategy has been closely developed in conjunction with:

- the National Probation services Equality and Diversity statement
- the North West regional position statement in relation to Diversity and Inclusion
- the National Probation Service – Lancashire – HR and Training Strategy

OUR VISION

Our vision is:

“To develop an organisation that encourages, welcomes and embeds an equality and diversity culture into all that we do”

OUR VALUES, AIMS AND COMMITMENT

Our values:

- To treat all service users, providers, employees and partners in the community with dignity and respect at all times, regardless of what we do
- Respect that all our employers and service users are entitled to live, work and learn in an environment that is free from bias, discrimination and harassment
- All employees are entitled to equal and appropriate access to training, opportunities for promotion and career development
- All service users have equal and appropriate access to quality services that meet their need and enhance their inclusion within mainstream services, training opportunities and employment.
- Recognise the value of equality and diversity in our work.

Our aims and commitment are:

- A.** to promote equality of opportunity and the value of diversity in employment and service delivery;
- B.** to integrate equality and diversity into our day to day business;
- C.** encourage all our staff to develop an organisational environment that is free from discriminatory practice to both staff and service users;
- D.** ensure that our policies and procedures are fair and equitable in accordance with legislative requirements, national and local agreements and good practice; specifically in relation to:

- Race
- Gender
- Disability
- Age
- Sexual Orientation
- Religion

OUR RESPONSIBILITIES

We accept our responsibilities set out in the following legislation and codes of practice:

- Human Rights Act 1988
- Sex Discrimination Acts 1975 and 1986
- Race Relations Act 1976 and Race Relations (Amendment) Act 2000
- The Disability Discrimination Act 1995 and Disability Discrimination Bill (with effect from 2006)
- Article 13 – European Council Directive 2000/78/EC (Sexual Orientation Regulations 2003; Religion or Belief Regulations 2003; Age Regulations with effect from 2006)
- Transgendered Regulations 1999
- Civil Partnership Act 2004 (with effect from December 2005)

Race: The Race Relations Act amendment Act 2000 requires that we take appropriate steps to promote race equality, eliminate unlawful discrimination and promote good relations between people of different racial backgrounds.

Disability: Under the Disability Discrimination Act 1995, we must ensure that all of our services and premises are accessible to disabled people. The Disability Discrimination Act is guided by the principles contained in the Social Model of Disability.

Gender: The Sex Discrimination Act requires that individuals are not disadvantaged because of their marital status or sex. We will ensure that the needs of women and men are taken into consideration when we provide services, develop policies and strategies.

Religious Belief: The equal treatment framework directive which came into force on 1st December 2003 makes it unlawful to discriminate on the grounds of religious belief and as a service we will ensure that this is taken into consideration when implementing policies and procedures.

Sexual Orientation: The equal treatment framework directive which came into force on 1st December 2003 makes it unlawful to discriminate on the grounds sexual orientation and as a service we will ensure that this is taken into consideration when implementing policies and procedures.

Age: Although legislation will not come into force until 2006, we are committed to ensuring that service users and staff are not unduly discriminated against in relation to age and will take all steps to ensure that our practices, procedures and policies do not adversely affect people.

OUR OBJECTIVES 2005 – 2006

In order to achieve our vision, values and aims as outlined in this strategy, the National Probation Service Lancashire will through its *Strategic Diversity Group* ensure that the objectives are achieved. The aim of the strategic diversity group is to oversee the diversity agenda for the organisation and to ensure that **all** diversity issues are considered at a strategic level. This group will be responsible for ensuring that the objectives for the year 2005-2006 are achieved and will report to the Board and SMG as required. The specific objectives for year 2005-2006 are attached in the Workplan at Appendix 1.

OUR EQUALITY AND DIVERSITY TEAM

The diversity unit forms part of the HR function and is led by Chris Brereton, Assistant Chief Officer for Human Resources and includes the Equality and Diversity Manager, Bobbie Perry and the Equality and Diversity liaison officer, Amer Bokhari.

It is hoped that all employees will contribute to the achievement of this strategy. However, the service has an Equality and Diversity unit which is dedicated to achieving the aims and objectives outlined in this strategy. Together with the commitment of the Board, Senior Management group and all managers within the service, the equality and diversity unit will be responsible for leading, promoting and delivering the aims and objectives outlined in this strategy.

Chris Brereton
Assistant Chief Officer (HR)
March 2005

Background Papers:

National Probation Service Lancashire – HR Strategy
Northwest Region – Position Statement – Diversity and Inclusion
National Probation Service Lancashire – HR Strategy
National Probation Service Lancashire – Business Plan
Race Equality Scheme