



Her Majesty's
Inspectorate of
Probation

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Diversity and Inclusion Strategy
2020 – 2022

Foreword: Our Strategy



HM Inspectorate of Probation does not strive for diversity and inclusion in all that it does because it is required to do so under the public sector equality duty, but because it is the right thing to do. We want an environment where all staff are welcome and are supported to achieve their potential and where staff feel safe and confident to challenge and contribute to the work we do on diversity and inclusion. We want a staff group that can represent others through personal experience and that understands the world of probation and/or youth justice both from a staff but also service user perspective. We are a stronger organisation when we achieve these things.

We, of course, know we still have some way to go. This strategy is a transparent step towards us achieving that vision.

A handwritten signature in white ink that reads "Justin Russell". The signature is written in a cursive, flowing style.

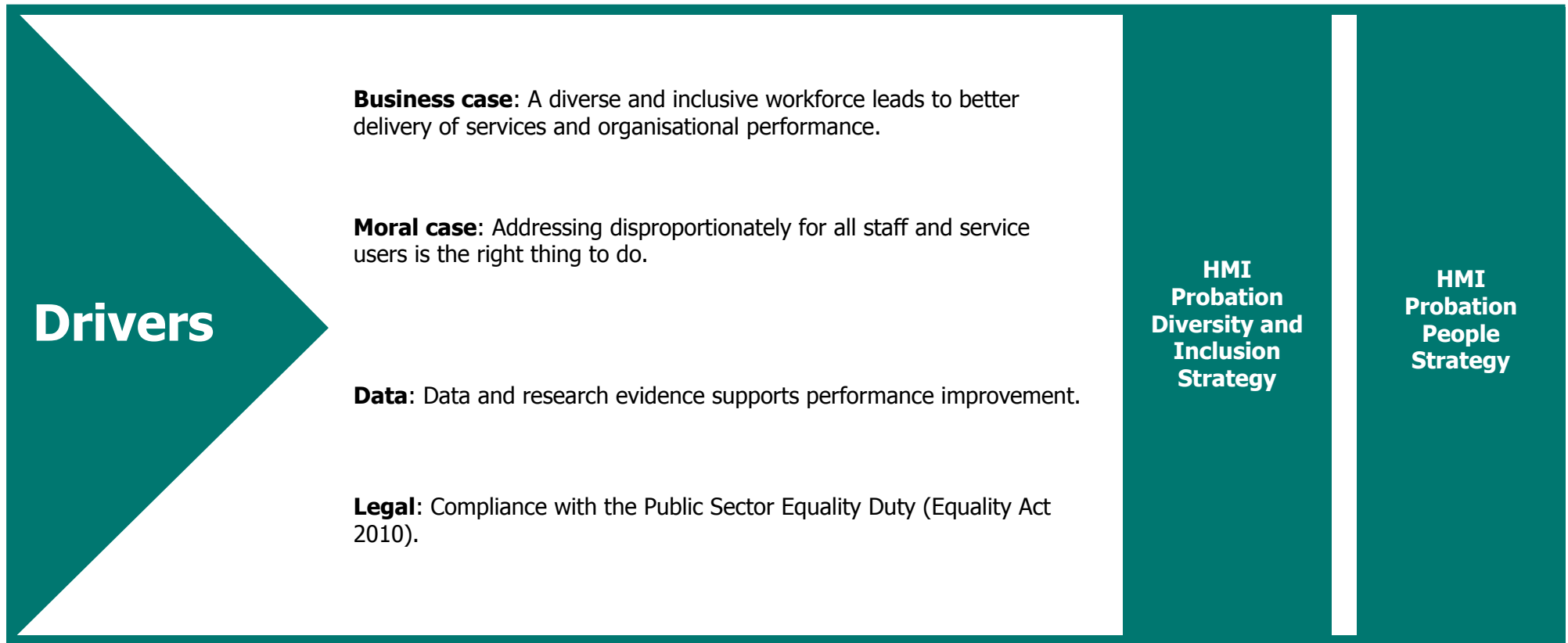
Justin Russell, HM Chief Inspector of Probation

Governance and accountability

We have established a diversity and inclusion working group to deliver the actions from this strategy. This working group is chaired by our Director, Strategy and Research and reports directly to our Senior Management Team.

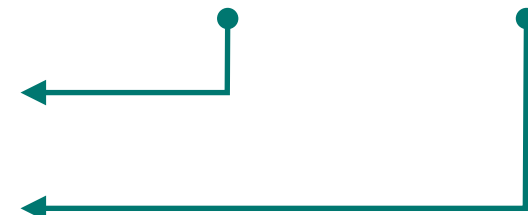
Other working groups will support the overall vision of this strategy and will report into the diversity and inclusion working group as required.

HMI Probation Diversity and Inclusion Strategy 2020-2022



HMI Probation's Diversity and Inclusion Strategy will promote an inclusive work environment, build a representative workforce at all levels and improve performance, internally and externally.

HMI Probation's People Strategy is delivering the actions required to bring about positive change within the organisation.



Our vision: an inclusive and diverse workforce

An organisation where difference is positively valued and recognised as key to a healthy place to work

Where all employees are treated fairly and with respect

Where wellbeing of all staff is supported

Where all employees feel engaged and able to develop

Where all leaders demonstrate inclusive leadership

Where our senior leaders are accountable for performance on inclusion and diversity in their directorate

Where it is the responsibility of all staff to create an inclusive environment

Where we promote inclusive work environments and a representative workforce

Where our recruitment and selection is inclusive.

Recruiting Staff.

We will ensure that:

- our recruitment and selection processes adhere to the guaranteed interview scheme
- we use anonymous recruitment at sift
- equality and inclusion is integrated into our strengths-based interview questions
- there is an effective review process that informs any necessary changes to interview questions
- there is a quality assurance process for interview panels
- our assessment and interview processes do not discriminate against any particular group
- interviewing panels are diverse
- panel members have completed inclusion and diversity training, including unconscious bias training
- feedback from candidates is received and acted upon
- we review all job advertisements and job descriptions for language and inclusivity
- we will explore the accreditation of our diversity and inclusion approaches.

Equipping and Retaining Staff.

We will:

- ensure all staff complete mandatory Civil Service Learning training
- ensure all staff attend equality, diversity and inclusion induction when they start in the organisation
- review our equality, diversity and inclusion induction and test our wider induction process on these issues
- include equality, diversity and inclusion at our annual staff conference
- analyse staff survey results and develop and deliver action plans based on findings
- collect diversity data for the purposes of a robust understanding of the characteristics of our workforce
- conduct an analysis of the representativeness of HMI Probation's inspection workforce against the diversity characteristics of the probation and youth justice workforce. Consider the need for targeted recruitment campaigns and how individuals from diverse backgrounds are promoted
- include a cross-section of staff in working groups
- ensure learning and development opportunities are fair and accessible
- provide opportunities to access programmes targeted for staff with protected characteristics
- annually review the content of our staff bulletins covering equality, diversity and inclusion matters to understand the relevance of the material and its impact
- promote the MoJ Employee Assistance Programme
- build wellbeing infrastructures to support staff in their work responsibilities
- provide mentoring and coaching opportunities for all staff.

Our vision: driving improvement in service delivery

Through the delivery of our inspection programmes we aim to identify strengths and areas for development within an organisation's equality, diversity and inclusion performance

We will highlight where there are gaps in appropriate delivery for specific groups of service users

We will work with other criminal justice inspectorates to identify where policy and practice improvements are needed to ensure fairness and equality of outcomes for all groups of people as identified by their protected characteristics.

What we will do

We will:

- systematically collect agreed diversity and disproportionality data from all inspection programmes
- interrogate and analyse data and use this to challenge the performance of local services on diversity and inclusion
- use data to inform changes in methodology in the standards framework and methodology
- commission or conduct diversity research as and when required
- regularly review how and when we report on diversity issues
- analyse our core inspection data on an annual basis across protected characteristics
- ensure diversity and inclusion recommendations are acted upon by inspected organisations
- improve diversity within our inspection teams in terms of protected characteristics and lived experience
- ensure that service user feedback/interviews contain diversity questions
- identify systemic issues and undertake thematic inspections on such diversity issues.