

**Warwickshire & West Mercia Community Rehabilitation Company**

**Equality Report**

**2014 – 2015**

**Published**

**30<sup>th</sup> April 2015**

**Report on Equalities Compliance for the period 01/06/2014 to 31/03/2015**

## **1. INTRODUCTION**

This Equality Report refers to the period 01/06/14 to 31/03/15. It reports on Equality activity during the period and the results of our monitoring for the same period.

Following the implementation of the Government's Transforming Rehabilitation Programme, Warwickshire & West Mercia Community Rehabilitation Company (W & WM CRC) is contractually required to meet the public sector equality duty and to monitor, analyse and publish an annual equality report.

The old Warwickshire & West Mercia Probation Trusts reported a 14<sup>th</sup> month period (to 31<sup>st</sup> May 2014) in their final equality reports.

This report is therefore based on the 10 month period from 01/06/14 to 31/03/15. (i.e. from the point at which the CRC was formed).

## **2 BACKGROUND AND COMPLIANCE**

### **2.1 Strategic Objectives**

The strategic equality objectives for 2014-2015 for the W & WM CRC were published in the Interim Business Plan (dated 17<sup>th</sup> July 2014) and progress against objectives were reviewed and reported on a regular basis.

Key equality strategic objectives of the plan implemented during this period included:

- Equality Reports (2013/14) for two Probation Trusts were published.
- Equality objectives for W & WM CRC were developed.
- Equality statement for new owners on compliance topics was produced.
- Equality Impact Assessments were completed for staff transfer.
- Equality & Diversity Policy was reviewed.
- New EIA process developed and piloted.
- An Action Plan was drawn up based on HMIP Report and implementation was reviewed and reported to Board.
- A comprehensive log of all reasonable adjustments was developed and maintained.
- Staff survey included equality issues and feedback from staff was reviewed, developed into an Action Plan and reported against regularly.
- Briefing sheet developed with Worcester People's Parliament for Adults to improve staff's recognition of, and their work with, offenders with learning difficulty.

### **Equality and Diversity Policy**

#### **2.2**

The Warwickshire Probation Trust's and West Mercia Probation Trust's Equality and Diversity Policies were reviewed and formed the basis of a new policy for W & WM CRC which was ratified in November 2014.

## 2.3 Equality Act 2010

W & WM CRC has considered Equality Objectives and the Equality Duty and has developed a number of equality objectives which were incorporated into the 2013-14 Interim Business Plan as detailed in item 2.1 above.

W & WM CRC have produced an Annual Service Plan for 2015-16 and the equality objectives for the coming year are:-

- Review and commission the most effective services for women.
- In context of available services for women, review need for women only reporting times.
- Ensure compliance with legislation, set annual objectives and publish an annual equalities report.
- Conduct appropriate Equality Impact Assessments linked to the new systems and processes in the CRC to inform development.

## 3 DATA MONITORING

3.1 The Equality Act places a requirement upon public authorities to examine how their Equality Policy is working and to put in place Action Plans to address any imbalances. Gathering, monitoring and analysing individual personal information is a key element of an organisation's responsibilities.

An extract of data from the numerous systems operated by the CRC was made at the end of the financial year which forms the basis of this report. This extract focuses on three main groups - staff, offenders and victims. The data extracted analyses these groups against the protected characteristics as defined in the Equality Act 2010.

## 4. WORKFORCE

### 4.1 Staff Profile

The profile of all staff identifies 234 employees.

#### Staff Profile by Ethnic Origin, Age, Sexual Orientation, Disability and Religion

Age	No.s	%
26 - 30	12	5.13
31 - 40	61	26.07
41 - 55	104	44.44
56 - 65	53	22.65
66 +	4	1.71
<b>Total</b>	<b>234</b>	

Ethnicity	No.s	%
White: British	194	82.91%
White: Irish	4	1.71%
White: Other	5	2.14%
Mixed: Caribbean	1	0.43%
Mixed: Asian	1	0.43%
Mixed: Other	1	0.43%
Asian: Indian	8	3.42%
Asian: Pakistani	3	1.28%
Black: Caribbean	10	4.27%
Black: African	2	0.85%
Refusal	5	2.14%
<b>Total</b>	<b>234</b>	

Religion	No.s	%
Christian	133	56.84%
Hindu	2	0.85%
Muslim	3	1.28%
No Religion	52	22.22%
Not Recorded	15	6.41%
Other	8	3.42%
Refused	16	6.84%
Sikh	5	2.14%
<b>Total</b>	<b>234</b>	

Sexual Orientation	No.s	%
Bisexual	1	0.43%
Gay	2	0.85%
Heterosexual	196	83.76%
Not Stated	13	5.56%
Refused	22	9.4%
<b>Total</b>	<b>234</b>	

Gender	No.s	%
Female	164	70.09%
Male	70	29.91%
<b>Total</b>	<b>234</b>	

Disability	No.s	%
Arthritis	1	0.43%
Combined	7	0.85%
Diabetes	4	1.71%
Dyslexia	13	5.56%
Epilepsy	2	0.85%
Hearing	7	2.99%
Mental Health	3	1.28%
Multiple Sclerosis	1	0.43%
Musculo Skeletal	1	0.43%
No Disability	190	81.2%
Other	1	0.43%
Reduced Mobility	2	0.85%
Reduced Physical	2	0.85%
<b>Total</b>	<b>234</b>	

The staff profile when compared with the offender profile shows significant variances on both gender and age; 70% of staff are female compared to only 11% of offenders and 68.75% of staff are aged 40+ compared to only 30% of offenders.

The offender population is predominantly male and younger.

Across the staff profile there is good representation of the protected characteristic strands with 19% of staff reporting a disability and 11% of staff from Black and Minority Ethnic (BME) communities (the UK population statistics being 17% BME as reported in the 2011 UK Census).

## 5. SERVICES

### 5.1 Offender Profile

The data monitoring shows that the most common profile of an offender under supervision by Warwickshire & West Mercia Community Rehabilitation Company to be male, White British, aged between 30 and 39. 20% of offenders are under 25, 11% of offenders are from BME communities (although 6% of the offender group have not stated their ethnicity), 11% of offenders are female.




Black: Other	7	0.29%
Chinese	0	0.00%
Arab	0	0.00%
Other Ethnic	10	0.42%
Not Stated	86	3.61%

Disability	Nos	%
Yes	526	22.08%
No	1599	67.13%
Not Stated	256	10.75%

Gender	Nos	%
Male	1829	81.14%
Female	425	18.86%
Not Stated	0	0.00%

### 5.3 Offender Survey

Warwickshire & West Mercia Community Rehabilitation Company conducts a bi-annual offender survey. It is a snapshot of cases reporting over a set period. In 2014/15, 329 offenders were surveyed

#### Offender Survey 2014/15 responses by Age, Disability, Race and Gender Groups

Age	No	%
18-20	22	6.7%
21-24	47	14.3%
25-29	51	15.5%
30-39	111	33.8%
40-49	66	20.1%
50-59	27	8.2%
60+	4	1.2%
Note Stated	1	0.3%

Disability	No	%
Yes	59	17.93%
No	266	80.85%
Not Stated	4	1.22%

Gender	No	%
Male	267	81.16%
Female	61	18.54%
Not Stated	1	0.30%

Ethnicity	No	%
White: British	291	88.45%
White: Irish		
White: Traveller		
White: Other		
Mixed: Caribbean	13	3.95%
Mixed: African		
Mixed: Asian		
Mixed: Other		
Asian: Indian	14	4.26%
Asian: Pakistani		
Asian: Bangladeshi		
Asian: Chinese		
Asian: Other	3	0.91%
Black: Caribbean		
Black: African		
Black: Other	5	1.52%
Chinese		
Arab		
Other Ethnic	3	0.91%
Not Stated		

### 5.4 Complaints

6 formal complaints were received from offenders during the period, compared with 4 complaints received in the previous reporting year (2013-14).

3 of the complainants were known to be white British; 3 complainants did not disclose their ethnicity. 4 complainants were aged between 30 and 36 and 1 was aged 24; one complainant was not an offender and therefore no age was known. 2 of the 6 complainants were recorded as having a disability.

5 of the 6 complainants were male.

## 5.5 Deaths

During the Period of this report, 15 offenders on the caseload died whilst under supervision. 14 of the offenders were male and 1 female. All of the offenders were white British and none were residents in the Approved Premises.

Age Breakdown

25 < - 2

25 - 40 - 7

40 > - 6

## 6. ENGAGEMENT AND ANALYSIS

### 6.1 Staff Engagement

All staff have diversity objectives included in their appraisals and Personal Performance Development Plans.

There is a Staff Diversity and Equality Group that meets on a quarterly basis, reporting to the Executive Team. The Group is a cross-grade group representing all appropriate sectors of staff. The purpose of this group is to champion the development of diversity and equality in W & WM CRC by providing a platform for discussion on equality topics, opportunities to share good practice and develop knowledge, and to proactively support the Trust in the implementation of equality objectives.

During this period W & WM CRC staff group has:-

- Raised Awareness on International Women's Day, Holocaust Remembrance Day and Racial Discrimination Day.
- Arranged Workshops at the staff conference on Autism and Learning difficulties with follow up training delivered
- Additional support training provided to Assistive Technology users with new and updated IT systems
- "Living in a Difficult World Disability Hate Crime" document provided
- Attendance at the National Probation Volunteer Conference
- Mental Capacity training provided
- Dyslexia training provided
- Equality Impact Assessment conducted on the Transforming Rehabilitation Staff Assignment Process.
- Raised awareness on Men's Health through "Blue September"
- Promoted Black History Month
- Raised awareness on breast cancer through "Wear it Pink"

### 6.2 Contracts and Sub-Contracts

W & WM CRC's Justice Centres has policies agreed by all partner agencies that cover Managing Disability and Statement of Commitment to Equality and Diversity and Human Rights. This refers to Equality Act 2010 duties.

W& WM CRC has a Service Level Agreement with the Warwickshire Race

Equality Partnership to provide support in engaging with BME communities in Warwickshire, as well as information and support to the CRC on Equality matters. This contains a clause regarding compliance with Equality legislation.

All contracts and SLAs includes a clause regarding partners and providers compliance with Equality legislation.

## **7. ACCESS TO THIS REPORT**

This report is published on the W & WM CRC website [www.wwmcrc.co.uk](http://www.wwmcrc.co.uk) in pdf format.

If you require this report in alternative formats or in translation please contact Karen Simmonds or Tina Ashmore on 01562 748375.