

This template summarises the key decisions/actions taken in the EHRIA, and has been separated from the full EHRIA document for publication on the SPS external website in compliance with statutory requirements.

Background	
Title of the Policy	Prison Records Library (PRL); Audit Standards for Offending Behaviour Programmes
EHRIA Lead Person	Principal Psychologist, Strategy and Innovation
Date EHRIA completed	13 April 2016
Review date and frequency	As per Action Plan
Is this a new or revised policy/practice?	New <input type="checkbox"/> Revised <input checked="" type="checkbox"/>

Scoping	
What are the aims of this policy/practice?	(1) To provide Staff and Managers guidance about the standards that should be adhered to when delivering Offender Behaviour Programmes (2) To ensure those who audit SPS Offender Behaviour Programmes have a clear understanding of what elements they are required to review as part of their role.
WHO did you consult with?	Equality and Diversity Manager Governor's-in-Charge Heads of Psychology Trade Union Divisional Head of Offender Outcomes Senior Operational Auditor
WHAT did you learn?	Broadly speaking, those consulted were content with the standards, albeit a few suggestions were made regarding amendments  There were some comments about staff being given the opportunity to openly discuss any difficulties they might be having with programme delivery, but that this should not be done as part of Personal Performance Management System  The standards did not impact upon protected characteristics. Because these reflect what should

<b>Scoping</b>	
	happen by those already identified as appropriate to implement programmes then any adjustments made should have been considered prior to any appointment to a relevant post. Once someone has been given a role in the programme delivery team, they are not disadvantaged by the introduction of the standards.
HOW will this shape your policy/practice?	Comments from those consulted will, where appropriate, be incorporated in the standards The final document will ensure that the standards introduced are fair, and encapsulate the range of measures that will adequately reflect an establishments' adherence with best practice
What quantitative and/or qualitative evidence as well as case law relating to equality and human rights have you considered when deciding to develop new or revise current policy/practice?	SPS Prison Rules 2011 Equality Act 2010

<b>Impact</b> Will the impact and outcomes of the new/revised policy/practice:	
<b>Contribute to eliminating discrimination, harassment and victimisation?</b> E.g. <ul style="list-style-type: none"> <li>• Raise awareness of our SPS vision and values for equality and diversity</li> <li>• Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity</li> </ul>	<b>POSITIVE:</b> It will contribute to eliminating discrimination, harassment, victimisation <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on discrimination, harassment and victimisation <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will make discrimination, harassment and victimisation worse <input type="checkbox"/>
<b>Advance equality of opportunity between those who share a protected characteristic and those who do not?</b> E.g. <ul style="list-style-type: none"> <li>• Remove or minimise disadvantage</li> <li>• Meet the needs of equality groups that are different from the needs of others participation in public life</li> </ul>	<b>POSITIVE:</b> It will advance equality of opportunity <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on equality of opportunity <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will reduce equality of opportunity <input type="checkbox"/>

<b>Impact</b> Will the impact and outcomes of the new/revised policy/practice:	
<b>Foster good relations between those who share a protected characteristic and those who do not?</b> E.g. <ul style="list-style-type: none"> <li>• Tackle prejudice</li> <li>• Promote understanding</li> </ul>	<b>POSITIVE:</b> It will foster good relations <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on good relations <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will cause good relations to deteriorate <input type="checkbox"/>
<b>Ensure Human Rights Compliance?</b>	It will uphold human rights articles. <input checked="" type="checkbox"/>
	It will breach human rights articles. <input type="checkbox"/>

**Please summarise the results of the Equality & Human Rights Impact Assessment, including the likely impact of the proposed policy/practice advancing equality and human rights.**

<b>Positive Impacts</b>
Protected characteristics affected:

<b>Negative Impacts</b>	
Protected characteristics affected:	
<b>Impact</b>	<b>Mitigation</b>

<b>Recommended course of action</b>	
<b>Outcome 1:</b> Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.	<input checked="" type="checkbox"/>
<b>Outcome 2:</b> Proceed with adjustments to remove barriers identified for discrimination, advancement of equality of opportunity and fostering good relations or breach of human rights articles.	<input type="checkbox"/>
<b>Outcome 3:</b> Continue despite having identified some potential for adverse impact or missed opportunity to advance equality and human rights (justification to be clearly set out).	<input type="checkbox"/>
<b>Outcome 4:</b> Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.	<input type="checkbox"/>

<b>Summary of Outcome decision and Recommendations</b>
The revised guidance appears to be non-discriminatory, will advance equality and foster good relations. Programme spaces are prioritised on national guidance relating to critical dates.

## Summary of Outcome decision and Recommendations

Staff selection has a requirement through a national programmes assessment centre. The standards set out what those involved in programme implementation – delivery, supervision, quality assurance – are required to do to adhere to best practice standards. The standards should be adhered to by all relevant staff involved in the delivery of interventions who, by definition, have already had any reasonable adjustments made to facilitate their role within the SPS.

There are monitoring processes in place via outcomes from National programmes Assessment centre, Personal Performance Management System, Programme Case Management Board

## Next steps

1. No evidence this process will have no effect on discrimination, harassment and victimisation or equality of opportunity or fostering good relations -

Monitor for discriminatory practices and unfair treatment by

Monitor results and reasons for drop out or removals from programmes

Monitor Prisoners complaints relating to programmes

Monitor staff Personal Performance Management System, drop out and complaints

2. No evidence that Equality and Human Rights Impact Assessment on National Programme assessment centre, Generic Programmes Assessment and Management Manual has been completed

These processes are the foundation for selection and participation in Offending behaviour programmes. Equality and Human Rights Impact Assessment will monitor for fairness

If you require this document in an alternative format, please contact

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