

Leicester DIP Diversity Officer Role



Purpose of Roles



- A) To play a key role in respect of diversity and equality issues within the local DIP programme.
- B) To support service providers across LLR DAAT area with the roll out of the Diversity Assessment Package

Main Approach – Thompson's PCS Model of Discrimination

- P
- C
- S



Identifying a Baseline In Terms of Diversity and Equality Standards



- Diversity Assessment Package – main tool used to identify diversity and equality gaps
- Undertaken in relation to the drug treatment element of the Criminal Justice Drug Team

DAP Results

Level Attained – One

Action Plan Developed



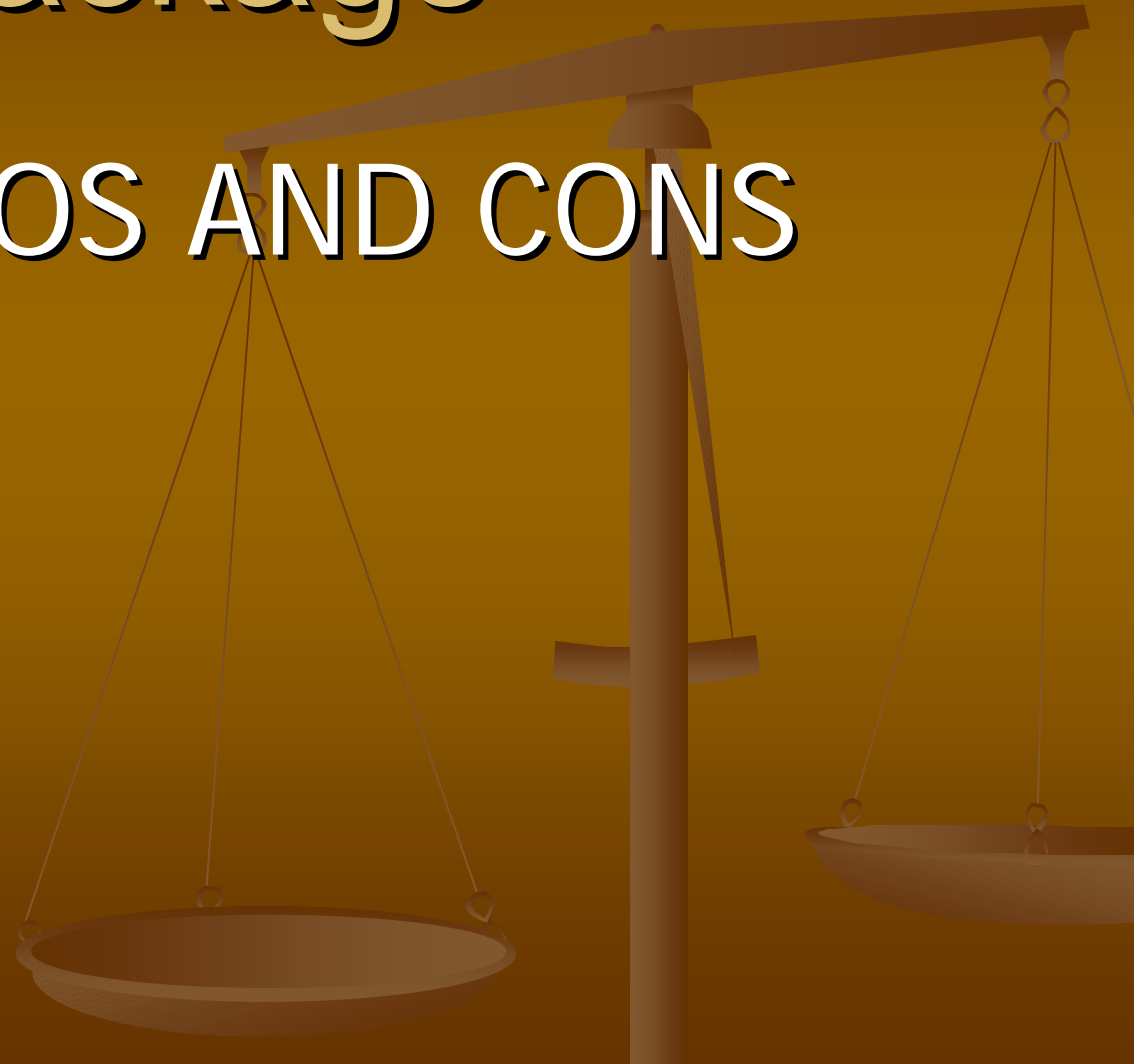
- Adherence to Requirements of Equalities Legislation
- Targeted Service Provision
- Enhance Reporting Procedures in terms of Monitored Data

- Improve Service User Consultation Processes
- Improve Staff Development in terms of Equality and Diversity
- Develop Understanding of and Communication with Diverse Local Communities

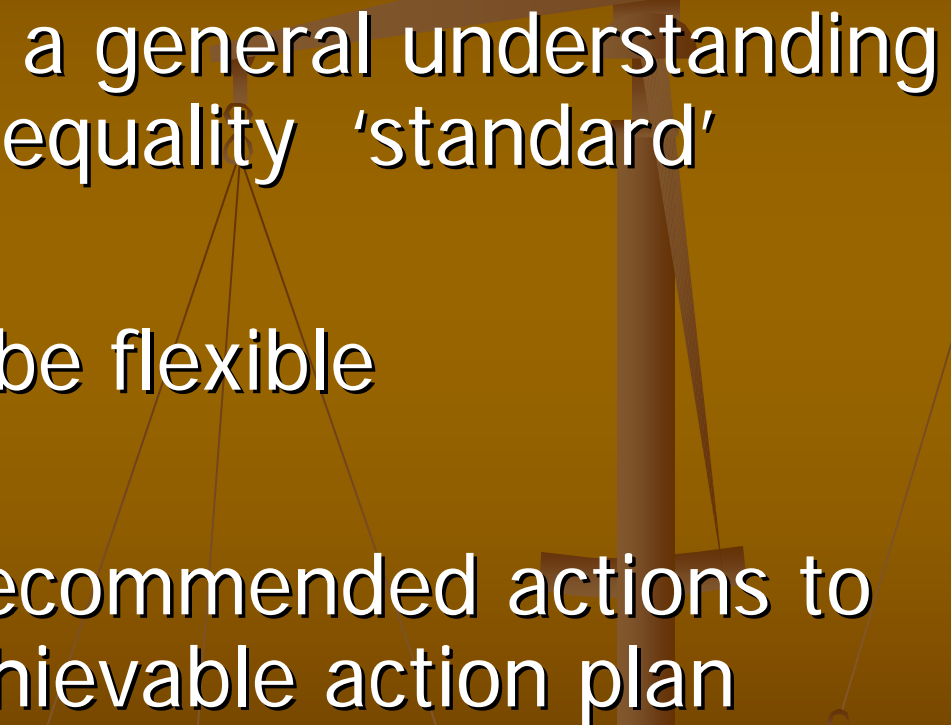


Diversity Assessment Package

THE PROS AND CONS

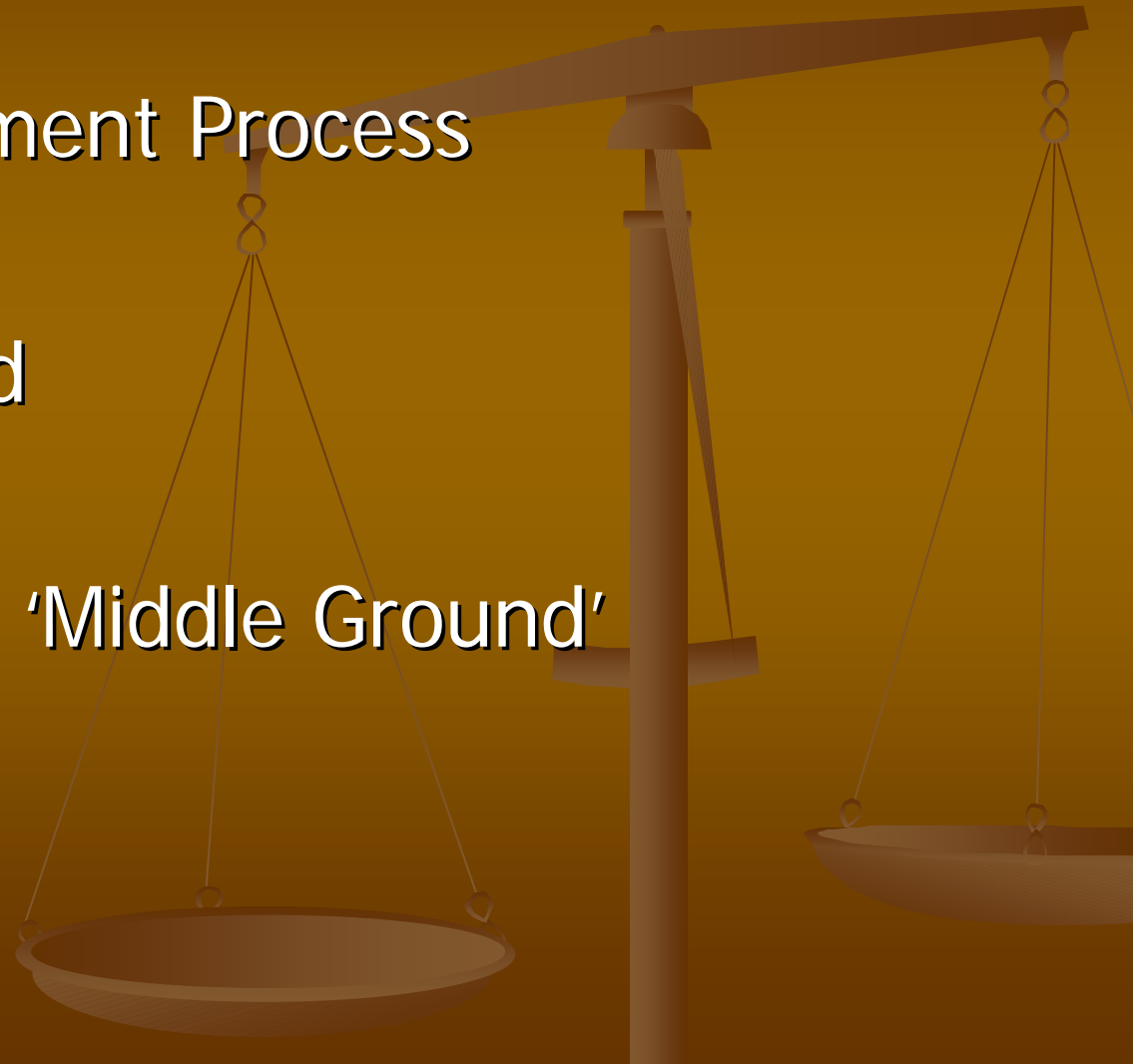


Diversity Assessment Package - Pros

- A useful tool for a general understanding of diversity and equality 'standard'
 - Application can be flexible
 - Provides clear recommended actions to formulate an achievable action plan
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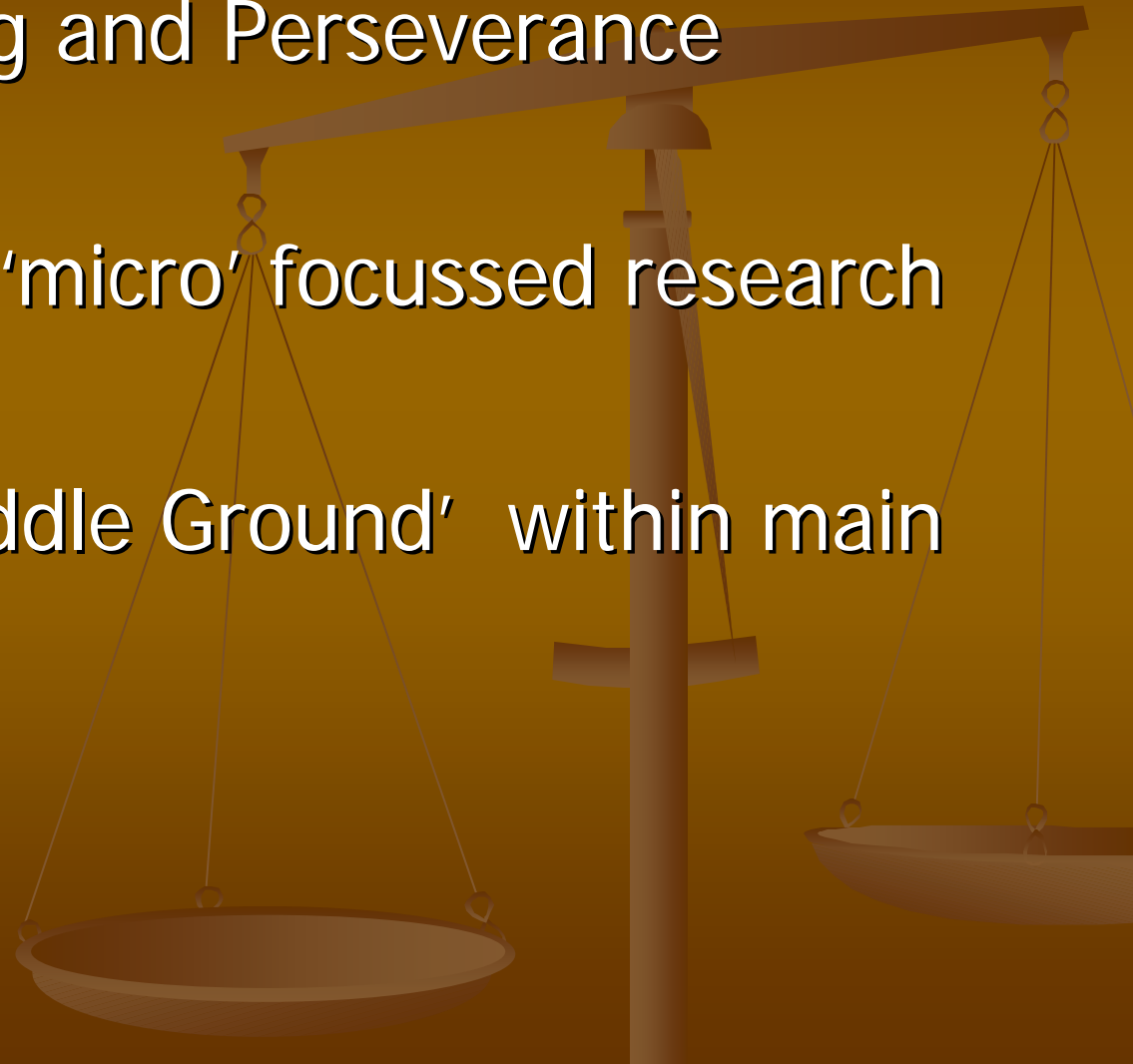
Diversity Assessment Package - Cons

- Lengthy Assessment Process
- 'Macro' Focussed
- No room for the 'Middle Ground'



Overcoming Barriers

- Rapport Building and Perseverance
- Complimentary 'micro' focussed research
- Inclusion of 'Middle Ground' within main report



Thank You

Q & A

