

AREA DIVERSITY IN SERVICE DELIVERY DEVELOPMENT GROUP

Chair: Paul Gillbard, Director of Offender Management

Convenor: Shuna McIntyre, Area Diversity Manager

1. Terms of Reference

- Reviewing the Diversity implications of service delivery requirements and changes in Offender Management and Interventions.
- Identifying inequalities in service delivery, communicating and making proposals for action to the Diversity Monitoring Group and/or the Senior Management Team.
- Contributing to specific pieces of work undertaken by the Area Diversity Manager and in general in relation to the priorities contained within the Area Business Plan and the Service Level Agreement with the Regional Offender Manager.
- Making a contribution to and/or reviewing Diversity Impact Assessments.
- Being a mechanism to share learning and best practice in operational and functional units helping to ensure that Diversity is promoted and maintained as a seam that runs through all aspects of service delivery.
- Providing a means of challenging organisational approaches and developments where there is a perceived conflict or inconsistency with the Area commitment to valuing and promoting Diversity.

Meets Bi-Monthly.

2. Membership

Members as of 27/04/09:

Name	Division/Office
Paul Gillbard (Chair)	Director of Offender Management, Head Office
Lloyd Odain	Tutor Programmes, Reading
Natalie Parker	PSO, HMP Woodhill
Phillipa Barber	PCM, Stony Stratford
Shelley Sandum	Operational Manager, Manor Lodge AP
Tomek Latawiec	TPO, Reading
Esther Davies	CA, Reading
Shuna McIntyre	Diversity Manager, Talisman
Karen Jones	Training & Development, Head Office
Helene Kempster	PA, Head Office
Sarah Evans	PO, Abingdon
Donald Morrison	PO, Albion House, Oxford
Sue Griffiths	PDA Manager, Greyfriars
Rekha Brigue	SPO, Slough