



# **Her Majesty's Inspectorate of Probation for England and Wales:**

## **Welsh Language Scheme – Annual Monitoring Report for 2017**

## Introduction

1. This report has been prepared by the Inspector with responsibility for our Welsh Language Scheme and covers the period 01/01/17 to 31/12/17.
2. Her Majesty's Inspectorate of Probation (HMI Probation) is the independent inspector of youth offending and probation services in England and Wales. We report on the effectiveness of work with adults and children who have offended. We operate from our headquarters in Manchester and our office in London and our annual funding for 2017/18 is £4.35 million.
3. During 2017, HMI Probation employed one full time Welsh speaking Assistant Chief Inspector and one Welsh speaking fee paid Inspector.
4. Under our Equality and Diversity Delivery Plan 2017/18 we are committed to ensuring, in accordance with the *Welsh Language Act 1993*, that in the conduct of our inspections in Wales, we will treat the Welsh and English languages on a basis of equality, as outlined in our approved Welsh language scheme.

## Service planning and delivery

5. We design and implement inspections in Wales of both adult offending and youth offending work, sometimes jointly with other relevant inspectorates. These include the Care and Social Services Inspectorate Wales (CSSiW), Estyn, Health Inspectorate Wales (HiW) and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). In so doing we promote our Welsh language scheme and are similarly cognisant of other inspectorate's schemes.
6. We have committed to providing at least one Welsh speaking Inspector on our core youth and adult inspection programmes in Wales
7. Our thematic inspections look at specific areas of youth and adult offending work across England and Wales. When this includes inspection of an area in Wales, we ask in advance whether anyone would prefer to be interviewed in Welsh in order that a Welsh speaking Inspector can be provided as required.
8. Our core inspections of youth and adult offending work in Wales include a focus on how well the inspected organisation has identified and responded to the preference to access services in Welsh. The discussions that take place with staff also serve to promote the importance of recognising service user entitlement to access services through the Welsh language.
9. Information requested by HMI Probation in advance of inspection can be submitted in either Welsh or English. During the reporting period, all such submissions were made in English.

## Inspections delivered in Wales

- 10.** We have completed one Youth Offending Team inspection in Wales during the reporting period. No requests were made for interviews to be conducted in the Welsh language. We have completed two thematic inspections that have included areas in Wales. A Welsh speaking inspector was not involved as the inspected organisations indicated that there was no requirement to conduct interviews with staff or service users in Welsh.
- 11.** During our inspections in Wales we take every opportunity to promote and encourage the use of Welsh language and we will continue to do so.
- 12.** In our inspection of youth offending work in one area in Wales, we noted that staff answered telephone calls with a Welsh language greeting and that staff were aware of Welsh speaking colleagues to whom any relevant queries could be passed. There were sufficient Welsh language speakers among the staff to enable the Youth Offending Services to deliver services in the Welsh language, should any child or young person identify such a preference. We noted, that this offer could have been made more routinely.

## The organisation's public image

- 13.** The logos for HMI Probation continue to be printed in bilingual format. Name badges are in bilingual format as is the business card of our fee paid Welsh speaking Inspector. Welsh speaking inspectors are identified as such on their name badges.
- 14.** Reports on our inspections in Wales are published in parallel in Welsh and English. Other reports such as our Annual Report usually follow the same convention. During this reporting period, we have published one report on youth offending work in an area in Wales and one report on adult offending work in an area in Wales. In both cases, Welsh language reports were available at the same time as our English language reports.
- 15.** We have published two thematic inspection reports during the reporting period relating to England and Wales. Welsh language reports were available at the same time as our English language reports in relation to these inspections.
- 16.** We erred in our practice in relation to the publication of our Annual Report due to the tight turnaround required for this year's report. The Chief Inspector has been notified of this delay and this will be remedied as soon as possible.
- 17.** Our current adult inspection model and framework and our inspection criteria for Short Quality Screenings of Youth Offending services have been made available in both Welsh and English. Published reports are also promoted with a bilingual title on twitter.

## Wider communications

- 18.** HMI Probation has continued to use the Ministry of Justice's approved translation service. We have supplied our translation provider with a list of commonly used terms to aid consistency. We will continue to monitor the quality of this service.
- 19.** Requests for Welsh language media interviews are referred to our Welsh speaking Assistant Chief Inspector. One such media interview with the Assistant Chief Inspector was broadcast in the Welsh language during the reporting period.
- 20.** We have recently advertised for inspectors and included in our advert that we warmly welcome applications from Welsh speaking candidates.
- 21.** We have not received any calls or correspondence to our Manchester or London offices through the medium of Welsh during the reporting period and we have not received any complaints in respect of our Welsh language scheme.

## Staff training and development

- 22.** There has been no specific training delivered about our Welsh Language Scheme or inspecting in Wales, during this reporting period. All new staff continue to receive, as part of their induction, an Equality and Diversity overview which incorporates our responsibilities and commitments regarding inspecting in Wales.
- 23.** We have enhanced our liaison with Welsh Government during this reporting period through regular contact with the appropriate Cabinet Secretary and officials responsible for community safety as it links to the crime and justice system. This has further informed our understanding of devolved arrangements for adult and children's services on Wales.
- 24.** Our lead Inspector with responsibility for the Welsh language scheme attended the Commissioner's 'rights taking root' workshop to support HMI Probation understanding of how to effectively promote our services in Welsh and how to best give inspected organisations and service users the proactive offer of a Welsh service.
- 25.** We are currently developing a new approach to probation and youth inspection, which are based on a clear set of standards. In developing these standards, we held a number of workshops with probation providers and Youth Offending Service representatives, including spokespersons from services in Wales. We also consulted formally on our proposed full standards framework and our plans for inspection.
- 26.** Our new programme will be subject to equality impact assessment and through the oversight of our Equality and Diversity Group we work to ensure that it fulfils the requirements of our Welsh Language Scheme.

## **Future arrangements**

- 27.** Tony Kirk, HMI Probation Inspector, will have lead responsibility for our Welsh Language scheme, reporting to Helen Davies, Assistant Chief Inspector, in turn reporting to HM Chief Inspector of Probation.

### **Tony Kirk**

HMI Probation Inspector

On behalf of

### **Dame Glenys Stacey**

HM Chief Inspector of Probation