

Diversity Good Practice Stories

Good diversity practice is about being both inclusive inside the prison and linking the prison with the outside world. There are regular diversity events nowadays in prisons – Diversity Week, Wellbeing Days, and observance throughout the prison of religious festival enabling the young people to learn about different faiths. Another aspect of good diversity practice is when people are prepared to go the extra mile. The following examples were collected over a 2-year period in a Young Offenders' Institution with approximately 250 under-18s (juveniles) and 260 18-21 year olds (young offenders):

- **Charity donations** of over £700 were raised for Children in Need, mostly through PE instructors working with the young people. Some wings also raised considerable amounts for Samaritans and the NSPCC from individual canteen donations.
- Regular **Arabic awareness sessions** delivered by the Imam were popular with staff.
- Christmas, one of the hardest times of the year for prisoners, was brightened up by the Family Links team providing a programme of **Christmas events** and arranging for young people to record a Christmas greetings DVD to send home.
- Library staff enable prisoners to keep in touch with their children through the **StoryBook Dads** scheme and the **Bookstart packs** for babies, toddlers and young children, which can be given to their children as birthday presents.
- A **profoundly deaf prisoner** was disadvantaged because he was unable to use the phone. We are working to acquire the appropriate phone equipment for future use of deaf prisoners.
- The Chaplaincy found a **Coptic Orthodox priest** in Manchester for an Eritrean prisoner, and a **Polish priest** for two Polish prisoners.
- **An isolated Chinese foreign national** with no English was transferred to another Young Offenders' Institution, to join other Chinese prisoners.
- At **Eid** the Muslim prisoners sent home DVDs (as can all other young people at Christmas). They had the day off and enjoyed a programme of games and a Bollywood film.
- A young person who won a **Gypsy Travel competition** was invited to the House of Lords to receive the award.

- Following the travelling Anne Frank Exhibition, a young person helped The Anne Frank Trust to put together a **Holocaust Memorial Day package for Young Offenders** in other establishments.
- Football strip carries an important subliminal message in the words “[Name of Prison] Against Racism”.
- **Gay and bisexual prisoners** who identify themselves at the Reception medical interview are given a staff contact name for support. An IMB visits all gay prisoners to make sure they feel safe in their accommodation.
- The Library has **gay magazines, Traveller literature and texts in languages other than English for foreign national prisoners**. It also stocks **DVDs of “talking books”** for less confident readers.
- In April 2009 **UKBA (UK Borders Authority)** personnel held a “**surgery**” for **FNPs (Foreign National Prisoners)** to respond to their often complex deportation process queries and uncertainties. They were able to identify 2 cases of prisoners who were on the UKBA computer as Somalis, but in fact had Dutch nationality – who would have otherwise been deported back to relatively unstable Somalia.