

RECRUITMENT PACK

Opportunity to Chair the National Independent Advisory Group
Action on Race Equality in the Criminal Justice System

2018

Supported by:



Lankelly Chase



Context

The [Young Review](#) published the report of its findings in December 2014. The report focused on the experiences of young black and/or Muslim men (aged 18-24) in English and Welsh prisons. It highlighted the disproportionately negative outcomes for these men whilst in prison and upon their release and made six recommendations to improve on these outcomes (see Appendix 1).

Following the publication of the Review it was agreed that a driver for change, external to government, was needed. As a result the Young Review Independent Advisory Group (IAG) was established three years ago, made up of subject experts, academics, service providers, funders and ex-offenders. It has worked closely with the Ministry of Justice and HM Prisons and Probation Service and pushed for the implementation of the Young Review's recommendations. The Barrow Cadbury Trust, the Esmée Fairbairn Foundation and the Lankelly Chase Foundation supported the Young Review and were actively involved in its development.

The work of the Young Review Independent Advisory Group over the last three years has included working with Ministry of Justice and other government agencies on improving outcomes for BAME offenders, hosting conferences, producing regular blogs and maintaining a social media presence, collaborating with other voluntary and community sector partners on the agenda of addressing ethnic disparities in the Criminal Justice System (CJS), and developing a race equality charter scheme for CJS agencies which will be piloted in 2018.

From the outset Baroness Lola Young has been integral to the Review's activities and for the past three years has chaired the IAG. Baroness Young has now decided to step down as chair and so we are recruiting a new chair to lead the third phase of the work.

The recent publication of the Lammy Review into the treatment and outcomes of black, Asian and minority ethnic groups in the Criminal Justice System of England and Wales, the government's response in 2017 and its Race Disparity Audit mean it is now time to reposition our work to maximise the opportunity to make the justice system fairer for everyone.

The remit of the IAG has been expanded and we want to review the membership to reflect this wider remit. The Chair and the new IAG will need the range of knowledge, skills and experience necessary to effectively hold the government to account, continue to identify effective solutions and to support measurable progress on this important agenda.

The Chair should be a senior individual who can be an effective advocate and lead the IAG through this exciting new phase. A job specification is below which highlights the skill set and experience needed for the role.

National Independent Advisory Group - Action on Race Equality in the Criminal Justice System

Role Specification for the Chair

The successful candidate will be a leader and a successful, high achieving individual in their own field and have the ability to navigate a complex political environment with high level personal influencing skills. It is vital that the chair ensures that the Independent Advisory Group (IAG) is a forum for honest and open discussion, developing a culture that focuses on the mission. The chair must share and champion the values of the IAG.

Skills/Experience/Knowledge/Qualities

The successful candidate will have:

- Senior level experience in private, voluntary or public sector organisations
- A commitment to promoting equality, inclusion and fairness
- An understanding of BAME communities and their experiences in the criminal justice system
- An ability to:
 - Chair meetings effectively
 - Ensure decisions result in measurable change
 - Build a team working ethos in the IAG
- Experience of influencing government ministers and senior leaders in the public, private and voluntary sectors.
- Confident public speaking skills that enable them to represent the IAG to a range of different audiences and work effectively with the media
- The ability to constructively challenge without alienating key partners

Responsibilities

- To chair quarterly meetings of the IAG
- To meet with government ministers and senior officials
- To host high level round tables
- To represent the IAG in the media

Time and remuneration

- 18-24 days per year
- Daily rate TBC

Process

To apply please send your CV and a supporting letter addressing the requirements set out in the Chair's role specification to Jeremy@bteg.co.uk

[BTEG](#) is the secretariat for the Independent Advisory Group. If you would like an informal initial talk about the role please email phil@bteg.co.uk, giving your contact number, and he will arrange for Jeremy Crook OBE, Chief Executive of the Black Training and Enterprise Group, to call you.

Closing date: 6pm 11th May 2018

The Young Review Report recommendations

1. **Rigorously monitored mechanisms need to be developed and implemented to ensure that independent providers address the specific needs of BAME offenders**
 - Independent providers under Transforming Rehabilitation should examine the diversity of their staff and supply chain, and evaluate how their own policies reflect previous learning
 - Independent providers should be incentivised beyond the scope of Transforming Rehabilitation contracts to address disproportionate outcomes for young black and/or Muslim men
 - The MoJ fulfils its commitment to establish an advisory group on improving outcomes for young black and/or Muslim which can act as a critical friend and provide support to government and new providers in the implementation of strategies and interventions to address unequal outcomes for this group
2. **NOMS publishes its Equality Strategy in order to a) provide transparency for all stakeholders and b) form the basis for action, to include a stringent overhaul of the approach to services for young black and/or Muslim men in the CJS**
 - Training for prison officers should be reviewed so that the perceived and actual problems associated with cultural competence of staff are overcome
 - The process for downgrading prisoners' status, particularly while an incident is under investigation, should be reviewed. Checks and balances are needed to ensure that status reviews are conducted fairly for all prisoners, but specifically for BAME prisoners in the context of continued discrimination and unequal outcomes for black and/or Muslim men
 - CJS data collection and monitoring should be standardised and governed by a minimum set of data including not just ethnicity but also faith, language and age
 - There should be rigorous scrutiny of the actions taken in response to monitoring data collected that reveals disparities in outcomes
3. **Individuals who understand the lived experience of young black and/or Muslim male offenders should play an integral part in the planning and delivery of programmes and interventions to support desistance.**
 - Commitment to the importance of service user involvement should be emphasised

through communications with prison governors and new providers that ensure the correctly understand the policy enabling ex-service users to volunteer or work in prison and community settings

- Data relating to ethnicity and faith should be collected and analysed as a matter of course for all ex-offenders applying for security clearance to work in prisons or community settings through the standard plus route.

4. **The emphasis should be on dedicated resources for community engagement and partnership working models in prisons, rather than commissioning frameworks and supply chains.**

- Independent providers should work in partnership with and grant fund community led organisations that are able to build social capital within communities and support families experiencing the stigma of offending to facilitate successful resettlement of offenders, and provide through the gate support to offenders themselves
- This should ensure effective engagement, at strategic and delivery levels, of voluntary sector organisations with relevant cultural knowledge that can demonstrably meet the needs of 18-24 year old black and Muslim offenders in prison and the community
- There should be a concerted effort to establish partnerships with employers across all sectors to set up employment schemes for ex-offenders.

5. **Ensure that the particular needs of ethnic minority offenders are considered in making and carrying out arrangements for the confinement and/or supervision or rehabilitation of offenders as required under s.149 Equality Act 2010 - the Public Sector Equality Duty.**

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