



*A review into improving outcomes for young black
and/or Muslim men in the criminal justice system*

**Independent Advisory Group
Induction Pack**

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Steering Group meeting	11 October	10:00:11:30
Steering Group meeting	13 December	10:00:11:30
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Independent Advisory Group meeting	13 December	12:00:14:00

Introduction

Jeremy Crook OBE

Chief Executive of BTEG



Welcome to the new Independent Advisory Group (IAG). We appreciate and value your participation and the expertise you bring. We are delighted that Barrow Cadbury Trust, Esmée Fairbairn Foundation and Lankelly Chase Foundation are supporting the Young Review Phase II and are actively involved. Baroness Lola Young has been instrumental in making sure there was a Phase II and provides invaluable leadership and influence as Chair of the IAG.

We all share a commitment to work with the Ministry of Justice, the National Offender Management Service and the Youth Justice Board to improve outcomes for young black and/or Muslim males. This is a challenge and requires sustained and effective leadership and clear actions across the CJS. The success of the IAG will depend on your input both inside and outside of meetings.

BTEG is leading the Young Review Phase II and focused on the implementation of The Young Review (2014) recommendations (listed at the end of this document). You will be aware of the significant developments since the review was published including various Government sponsored reviews into aspects of the CJS. The Lammy Review and the introduction of autonomous prisons being two recent initiatives.

We cannot afford to let all the changes, and potential changes, in the CJS eclipse our focus on young black and/or Muslim men. They will still need to experience a CJS that recognises, values and respects their individuality and the importance of faith.

BTEG and Clinks continue to work closely. Both organisations share strategic objectives to improve outcomes for BAME offenders and believe that the voluntary and community sector has a key role to play in reducing reoffending and resettling offenders back into their communities. Clinks continues to host the Young Review Phase II website.

BTEG's role as the IAG Secretariat is to provide quality support and drive forward agreed actions with members. The resources BTEG has to deliver on the Phase II objectives are:

Baroness Young

Jeremy Crook OBE, BTEG Chief Executive

Mark Blake, BTEG Project Development Officer (3 days per week)

Phil Flynn, BTEG Project Support Officer (1 day per week)

Dale Simon CBE, BTEG Advocate Consultant (3 days per month)

Phase II Steering Group

The Steering Group (SG) role is to oversee and monitor the implementation of the YR PII Strategic Plan, consider the resource requirement and the sustainability of the work. The SG meets three times per year and the members are listed in the diagram overleaf.

At the end of each year we will ask you to complete a short self-appraisal. This will enable us to gauge the extent to which you feel we are maximising your time and expertise and the extent they feel the IAG has been effective in influencing policy and practice.

We very much look forward to working with you.

Young Review Phase II

Working towards improving outcomes for black and/or Muslim male young offenders

Chair: Baroness Lola Young of Hornsey

Steering Group:

Chair: Jeremy Crook
OBE, BTEG
Baroness Young
and representatives of:
Clinks
Lankelly Chase
Esmée Fairbairn
Barrow Cadbury
Tunders

Independent Advisory Group:

Baroness Young
and representatives of:
BTEG
Clinks
MoJ
YJB
NOMS
Lankelly Chase
Esmée Fairbairn
Barrow Cadbury
Members:
drawn from a range of
relevant interest groups
Tunders

BTEG:

Providing the secretariat
and policy support for
the project

Advocate/Consultant:

Generating meetings at
the highest levels in
Government and with
key opinion formers and
ensure these are built
on.
Creating an effective
policy narrative to attract
on-going interest from
policy makers, the me-
dia, parliamentarians
and commissioners

Independent Advisory Group (IAG) Terms of Reference

2016

Introduction

Young black and/or Muslim men face disproportionate outcomes at every stage of the Criminal Justice System (CJS). In prison they are more likely to be subject to adjudication, be on the basic regime, and are less likely to be granted Release on Temporary Leave. Black offenders are also more likely to reoffend than their white counterparts.

The Purpose of the IAG

Our primary objective is to support improved outcomes for young black and/or Muslim men in the CJS. This includes men aged 18-24 who identify as black British; black African; black Caribbean; Muslim or mixed heritage/origin where it includes one or more of above. We will do this by implementing the recommendations from the Young Review report.

We will provide leadership and advice to government (Ministry of Justice and NOMS) and providers (statutory, private and voluntary) and be a focal point for government to work proactively with a range of community partners, academics, user representatives and interest groups to ensure long term sustainable improvements.

The Remit

While the IAG will maintain a clear focus on improving outcomes for young black and/or Muslim men in the criminal justice system, outcomes for these young men in the CJS cannot be understood or improved in isolation from the outcomes they face across other areas of social policy. Therefore, while the IAG's key audience will be MOJ, NOMs and the providers they commission to deliver services, the Group will also seek to engage, where appropriate, representatives from other government departments and to establish reciprocal relationships with other groups working to influence government in these policy areas:

Health	Policing
Employment	Education

Roles and Responsibilities

- To support the identification of key priorities and feed into MOJ/NOMS equalities objectives in relation to young black and/or Muslim men
- To review information from government and providers about resource allocation to meet the needs of young black and/or Muslim offenders
- To monitor and review data on outcomes for young black and/or Muslim men and progress against equalities objectives and help identify good practice and make recommendations to providers for sustaining/improving practice in relation to young black and/or Muslim men
- To provide robust challenge to government and providers by identifying gaps, raising issues and scrutinising specific priorities and programmes

- To act as a critical friend to MOJ and NOMS in the development of policy to address the needs of young black and/or Muslim men and in the development of commissioning strategies that address the needs of young black and/or Muslim men and ensure that the expertise and knowledge that resides in communities can be drawn upon
- To provide knowledge and expertise to government and providers, including from other areas of social policy, that are relevant to the experiences of and outcomes for young black and/or Muslim men in criminal justice
- To help identify areas that require coordination with other areas of government policy, both nationally and locally, including identifying key stakeholders in other departments and policy areas.
- To provide intelligence to MoJ and NOMS on the needs of black and Muslim offenders and feedback on the effects of policies on this service user group and organisations that work with them.

Membership and leadership

- The Advisory Group will consist of up to 12 representatives, openly recruited, from key voluntary and community organisations or academics and individuals from civil society that have an appropriate set of competencies to contribute to addressing this issue. They will be based in different parts of England and be able to provide expertise to contribute to Phase II, the implementation of the Young Review recommendations.
- The IAG will be chaired by Baroness Lola Young. The Vice Chair will be Chief Executive of BTEG. It is anticipated that members will provide a three-year commitment in the role.
- Members will not be paid but reasonable out-of-pocket expenses will be reimbursed. A copy of the claim form will be sent to you.
- The IAG will meet quarterly.
- Relevant Directors, Deputy Directors, other officials from relevant government departments (MOJ, NOMS, HO, BIS) and representatives from CRCs will join the group where appropriate on a permanent or time-limited basis.

Independent Advisory Group Members



Baroness Lola Young of Hornsey

A member of the House of Lords since 2004, Baroness Young is an Independent Cross Bench peer and has been involved in campaigns criminalising and combating modern forms of enslavement, and improving the experiences of children in care. In addition, she is a member of the House of Lords EU sub-committee on External Affairs and Defence.

Adam Mooney

Head of Business London, Youth Justice Board



Anne Fox

Anne Fox is Chief Executive Officer at Clinks, supporting the voluntary sector working with offenders and their families. Previously the Director of The Communication Trust she has worked in the voluntary and community sector in the UK and Ireland in campaigning, policy, public affairs and communications roles for 16 years.



Dale Simon

A former director at the Crown Prosecution Service, Dale has spent over 20 years working in the criminal justice system. As well as being founder of DIS Consultancy, she is also the Chair of the Board of Trustees of Standing Together Against Domestic Violence - a charity which helps to develop a co-ordinated response to domestic violence .



Diane Curry OBE

The Chief Executive of POPS, Diane has worked for the charity for 19 years. She has vast experience in working within the voluntary sector of the Criminal Justice System and is a qualified social worker. In 2013 Diane was invited to become an independent scrutiny panel member for the Greater Manchester Police and Crime Commissioner and is now a member of the GMP public protest panel and the AGMA Executive Steering Group.

Eila Davis

NOMS Head of Women & Equalities

Independent Advisory Group Members

George Barrow

Ministry of Justice



Jeremy Crook OBE

Chief Executive of BTEG, Jeremy has 25 years experience of promoting diversity and developing practical solutions in the public, private and third sectors. He is Vice-Chair for the DWP Ethnic Minority Advisory Group and the national Learning and Skills Council's Equality and Diversity Committee and is a member of the Communities and Local Government's Third Sector Partnership Board.



Khatuna Tsintsadze

Khatuna is a human rights campaigner with over 15 years experience of working at both national and European levels. She has held a senior position with a national human rights organisation in Georgia providing legal aid and advocacy to the victims of human rights abuse as well as working within the projects of the OSCE, Council of Europe and the European Commission. Since 2011 Khatuna has been working with the Zahid Mubarek Trust



Kimmett Edgar

Head of research at the Prison Reform Trust, Kimmett's research topics include conflicts about race in prisons, the experiences of minority ethnic prison staff, and the resettlement needs of BAME people in custody. A Fair Response, a project he led at the PRT, asked people in prison to design a complaints process that would earn their trust. He was a consultant on racial complaints to NOMS Race Review 2008.

Manila Nicholas

Partnership Adviser - BME Project Lead at Youth Justice Board (YJB)



Mark Blake

Mark Blake works for BTEG as their Project Development Officer. Mark leads on BTEG's work on the criminal justice system and provides the secretariat and policy support for the Young Review. Prior to BTEG he has worked in a number of different roles predominantly in the voluntary sector. He is currently a councillor in the London borough of Haringey.

Independent Advisory Group Members



Max Rutherford

Max is Criminal Justice Programme Manager at the Barrow Cadbury Trust. His primary responsibilities are the Trust's criminal justice policy and research work, supporting related grant-making activities, and developing and implementing the work and recommendations of the Trust's Transition to Adulthood (T2A) programme. He has worked at the Trust since 2010.



Nathan Dick

As part of the senior management team, Nathan supports Clinks to develop both strategically and operationally. He also led Clinks' Local Development Team, supporting and listening to the voluntary sector in London, South West, North East, Wales and Greater Manchester. Nathan started out supporting faith based organisations working with offenders.



Neena Samota

Neena is a visiting lecturer in Criminology at the University of Westminster. She has 15 years experience in conducting evidence-led research in the public and voluntary sectors. As policy and research manager at Nacro (the crime-reduction charity), she was involved in influencing criminal justice policy at both local and national levels.



Nigel Bennett

With over 25 years experience of operating within the CJS, Nigel has front-line delivery experience, having worked his way from Probation Officer to Chief Executive. He worked as a Senior Advisor in the Prime Minister's Delivery Unit in the Home and Foreign Affairs Team and has international experience having worked in the Turkish Ministry of Justice where, with others, he established the nation's first probation service as part of the EU accession arrangements.



Oliver French

Oliver is a Programme Manager at the Lankelly Chase Foundation, working primarily on Equalities and Rights projects which illuminate people's different experiences of social disadvantages. Before joining Lankelly Chase in March 2015, he worked for a national drug and alcohol charity across a range of policy, research and communications roles



Patrick Williams

Patrick is a Senior Lecturer in the department of Sociology, Manchester Metropolitan University. Prior to this, he was Research Officer within the Greater Manchester Probation Trust. He has extensive experience of managing and delivering critical research and evaluation projects in relation to the efficacy of criminal justice approaches and interventions for marginalised groups and communities.

Independent Advisory Group Members



Raheel Mohammed

Raheel is the director of Maslaha, which has created award-winning resources on health, education, the role of women in Islam, and the historical relationship between Islam and Europe, as well as working on inequalities in the criminal justice system. He has helped set up social enterprises with a focus on the arts and Middle East, as well as being a journalist



Sammy Odoi

Sammy founder and MD of Wipers Youth CIC, a social enterprise dedicated to engaging and empowering young people. Starting as a residential support worker, then as a qualified social worker and now as a social entrepreneur, Sammy continues to be involved in shaping and delivering person-centred interventions focused on improving outcomes for young BAME young people within the CJS.



Sara Llewellyn

Sara is Chief Executive the Barrow Cadbury Trust. She is also on the Governing Council of the European Foundation Centre, is the Vice-Chair of the Association of Charitable Foundations and is a non-executive director of Charity Bank and serves on its Credit Committee. Sara was formerly at the City Bridge Trust and before that was the Chief Executive of St Giles Trust.



Shafiur Rahman

An experienced senior executive director and management consultant in the charity sector, Shafiur has developed services for BAME and Muslim communities across youth, disability, drug treatment, faith, and criminal justice sectors. He has extensive knowledge and understanding of the specific challenges faced by BAME and Muslim communities in terms of service needs, access and equality.



Sharon Shea

Sharon is Director of Funding at the Esmée Fairbairn Foundation. She is responsible for the management of the existing portfolio of grants and social investments. Sharon's career has been spent mostly in the charitable sector and prior to joining the Foundation in 1998, she worked for Tudor Trust. Sharon is also a Justice of the Peace.



Whitney Iles

Whitney is the CEO of Project 507 Limited, a social enterprise that established to change systemic conditions that generate violence by developing innovative solutions to create positive peace. She has over 13 years experience as a frontline practitioner in the serious youth violence sector and works from a trauma-informed perspective.

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 they 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.**