

Anti-racism in action



**The Anti-Racism Action Plan for Wales and
the Plymouth Anti-Racism Programme**

May 2023



Supporting the voluntary sector
working in the criminal justice system

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Cover photo

A team building day with 1625 Independent People

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Introduction

The voluntary sector working in criminal justice has extensive knowledge and experience in bringing about tangible changes in the criminal justice system.

Clinks has been funded by the Lloyds Bank Foundation for England and Wales to deliver the Stronger Voice Project – a three-year project with the aim of strengthening the voice and influence of the voluntary sector working in criminal justice through a programme of information, collaboration, training, and capacity building.

As part of this project, we are running a series of expert seminars. The below case study seeks to highlight the different approaches and strategies voluntary organisations working with in the criminal justice system take in their advocacy work. We hope that through sharing these varied examples, organisations can develop a greater understanding of policy influencing work and gain new knowledge about different approaches that can then inform their activity.

We would like to express our thanks to Hannah Jenkins-Jones, Josh Stunell, and Amanda Sheriff for delivering an expert seminar on influencing policymakers to deliver anti-racist strategies. The following provides a written case study of criminal justice anti-racism work taking place in Wales and Plymouth. You can find an [online recording of this expert seminar on YouTube](#).

The Criminal Justice Anti-Racism Action Plan for Wales

About the speaker

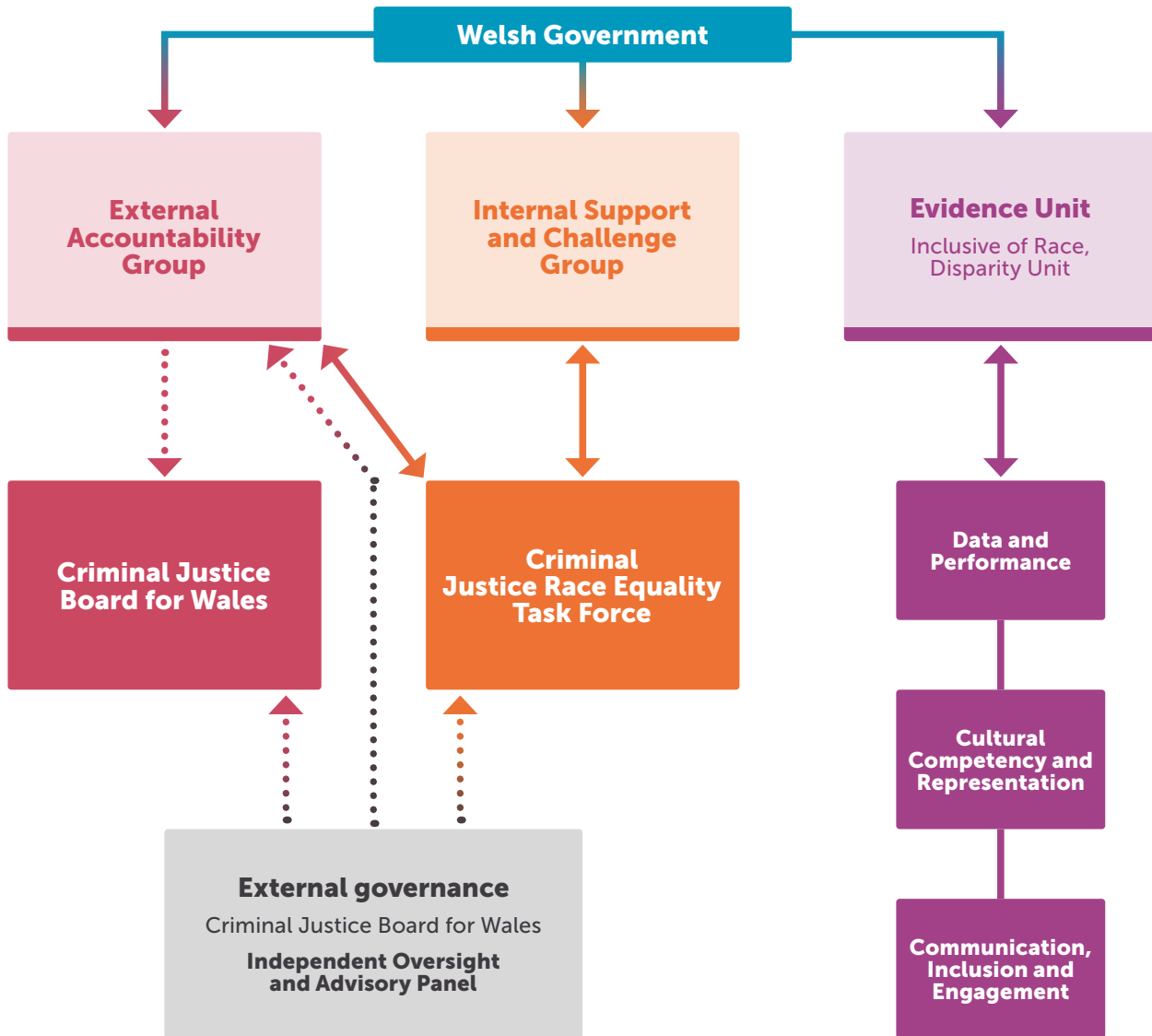
Hannah Jenkins-Jones is the Criminal Justice Race Equality Implementation Manager for Wales. Her extensive EDI experience has spanned roles in local government, housing, and, for 15 years, the policing sector. When Police and Crime Commissioners were introduced in 2012, Hannah took up the role of a Strategic Lead for the Police & Crime Commissioner for South Wales, with responsibility for the Scrutiny, Assurance & Equality team. She has extensive experience of advising senior leaders on EDI issues and working in collaboration with others to make a difference. Hannah has led on a number of reviews and projects that have sought to make improvements in equality of outcomes in policing. Since 2020 Hannah has co-led on the development of a Race Independent Oversight & Advisory Panel for Criminal Justice in Wales, which seeks to develop transparency and accountability for anti-racism across the criminal justice system as a whole. In November 2022, Hannah took up the role of Criminal Justice Race Equality Implementation Manager (All Wales).

Background and context

- Historical and ongoing racial disparity across the criminal justice system and continued lack of progress, e.g. Scarman, Macpherson and Lammy reports.
- The killing of George Floyd, and several miscarriages of justice enabled a growing voice of the global Black Lives Matter movement and a realisation of the need for change of approach.
- There is a need to build trust and confidence in the criminal justice system across Wales.
- It is important to acknowledge that racial prejudice and unconscious bias is embedded in society and organisational structures – the criminal justice system can be no different.
- The Policing Partnership Board and Criminal Justice Board for Wales agreed in 2020 to adopt a *One public service approach to advance race equality* and to deliver this aspiration agreed to develop a Criminal Justice Anti Racism Plan. This would work with the Welsh Governments' Anti-Racist Wales Plan.
- In addition, to increase transparency and accountability, and to measure progress and change, the Criminal Justice Board for Wales agreed to create an Independent Oversight and Advisory Panel.

Governance

Governance of the Anti-Racism Action Plan takes place on a national level. This diagram sets out the governance structure:



- Members are invited to attend meetings
- Members will become core members of each group

Development of the Anti-Racism Action Plan

The Welsh government were asked to agree to a one-public service approach to advance race equality across Wales. It was considered important to engage an external provider to pull together voluntary sector organisations to co-produce the plan. Clinks took on this role and assisted with engagement. In October 2021, Clinks worked with 10 organisations who were successful in obtaining grants from criminal justice agencies to shape the draft plan.



There were multiple drafts of the plan, with each one being subject to consultation from the community and voluntary sectors. There was a clear intent that the plan would not be published until everyone involved was satisfied with it. The plan itself was drafted independently by an external professor, Mark Jones.

Many people were involved in the development of the Anti-Racism Action Plan. 641 people in total feed into the plan. At certain points it was acknowledged that there were gaps in the engagement from certain groups, such as asylum seekers, racially minoritised people in prison, Welsh women in English prisons, and young people with experience of criminal justice. Extra steps were put into the consultation process to ensure that feedback was received from all groups.

The plan was launched in September 2022.

Priority areas

There are seven overall objectives to the Anti-Racism Action Plan, each of which have several projects under them involving multi-agency work. Not all criminal justice agencies are devolved to Wales, so it was quite a feat to get everyone involved.

The seven priority areas of the Wales Anti-Racism Action Plan are:

1. Challenge racism

Be proactive in tackling racism in society, predominantly by dealing more effectively with race hate crime, challenging stereotypes in criminal justice system communication, and promoting positive role models.

2. Build an ethnically diverse workforce

Increase representation across all criminal justice agencies and create inclusive cultures.

3. Involve, listen & take action

Work to better understand the personal and collective experiences of ethnic minority people involved in the criminal justice system to take action to meet their needs. Use lived experiences to drive policy and decision making. Ongoing co-production and co-delivery.

4. Be transparent, accountable and co-ordinated

Create greater transparency across the criminal justice system in terms of racial disparity and work to tackle racism. Appoint an independent oversight panel, enhance governance and publish annual updates, including data.

5. Educate the workforce

Invest in high quality educational anti-racism resources for all those working in the criminal justice system, including promoting anti-racist leadership.

6. Promote fairness

Work to tackle racial disproportionality and continually review data to evaluate the progress of all organisations in the criminal justice system. Ensure criminal justice services meet the unique needs of ethnic minority people, including their religious, cultural and language needs. Better support ethnic minorities that are vulnerable and exploited and who end up becoming part of the criminal justice system. Build racial trauma into trauma-informed approaches in the criminal justice system.

7. Focus on prevention, early intervention and rehabilitation

Work to end the over-representation of ethnic minority people in the criminal justice system, including through increasing the participation of ethnic minority people in diversionary schemes and rehabilitation programmes, tailoring them accordingly. Improve outcomes for minority ethnic adults and young people in prisons, probation and youth justice, with a focus on rehabilitation and specific needs. Better support for ethnic minority people returning to their communities after custody.

Independent Oversight & Advisory Panel

The progress on the Anti-Racism Action Plan is scrutinised by an independent oversight and advisory panel made up of 12 independently recruited members. The independent recruitment process was run by an external organisation to promote transparency. All are from an ethnic minority background, there are representatives from all four police force areas of Wales, and the panel includes people with personal lived experience of the criminal justice system.

Meetings of the panel are to be held quarterly to oversee Plan delivery and provide advice and challenge. Members are remunerated for their work on the panel.

Looking forward

The next steps to achieve the aims of the Anti-Racism Action Plan are:

- Implementation Manager appointed to manage implementation and delivery of the Plan.
- Partnership budget for delivery agreed by all parties.
- Working with Welsh Government to ensure joined up approaches.
- Working with Ministry of Justice Organisational Development team to ensure systems thinking approaches are being utilised.
- Cultural competency framework to be finalised early 2023. The framework will be a tool to ensure organisations are representative and have the skills and education to be culturally competent.
- A Communication and Engagement plan to be developed.
- Draft data dashboard being developed for all of the criminal justice system to use and share. To include racial disparity and workforce representation.

The Plymouth Anti-Racism Programme

About the speakers

Josh Stunell is the CEO and founder of bthechange CIC, who are an award-winning Community Interest Company that operates across The Southwest of England and South & Mid Wales, providing a range of life changing initiatives to directly support over a thousand individuals a year with moving forward with their lives that are either at risk of entering or who are in the criminal justice system.

Amanda Sheriff is Plymouth Criminal Justice Transformation Strategic Lead at Clinks. Amanda joined Clinks in 2019 as the Southwest Partnerships Manager within the Making Every Adult Matter (MEAM) coalition, working with local areas to support the development of effective partnerships and co-ordinated approaches to address multiple disadvantage. In July 2022, she became the Criminal Justice Transformation Strategic Lead within the Changing Futures programme in Plymouth, focused on cross-system transformation for people experiencing multiple disadvantage in contact with the criminal justice system. She is now piloting an innovative anti racism pilot in Plymouth as part of the Changing Futures Programme.

A brief history of bthechange CIC

- Provided advice to people charged with their first offence
- Delivered a schools culture change programme addressing attitudes to criminal behaviour
- Mentored people and their families through the prison system
- Developed The Departure Lounge at Eastwood Park
- Created a holistic service for women released from custody with substance misuse issues
- Was involved in the Wales Anti-Racism Strategy
- Delivered a commission for exploring experience of racially minoritised people on probation
- Developed a support service in Wales for racially minoritised people
- Sat on the scrutiny board for police stop and search
- Commissioned by the Devon Prisons to run forums for racially minoritised people
- Provided advice and scrutiny for the Devon Prisons on racially motivated incidents
- Worked with Changing Futures Plymouth on developing the anti-racism toolkit.

About the project

The anti-racist toolkit has been developed in Plymouth by a cross sector working group including Clinks and bthechange staff. The group is made up of racially minoritised people and their allies and is part of the Changing Futures Culture Change Programme. The training is designed as a first step into anti-racist practices and is designed to equip individuals with the knowledge and skills to effectively challenge racism in both their personal and professional lives, with the ambition of organisations and institutions taking this learning forward to create inclusive cultures where everyone can thrive.

The training covers all forms of racism and offers participants the opportunity to develop a personalised approach to recognising and challenging racism. The session goes beyond language and seeks to facilitate a deeper understanding of the nature and impact of systemic racism and how unconscious bias and acts of exclusion can be addressed with open dialogue, learning and compassion.

The programme has made space for safe, productive and transformative conversations. They make sure that the work doesn't stop with training. Training is just the starting point for a process of transformation. Commitment to change must come from every level of an organisation.

Changing organisational culture

The speakers explained that the programme enables organisations to have conversations across the whole organisation and encourages commitment towards a long-term plan. It is about bringing restorative practices into organisations, because if staff members feel discrimination has taken place there must be a process of fixing those relationships, rather than just carrying out punishment. There should also be opportunities for external reporting of incidents, so that people don't have to report to someone within their organisation. Within an organisation, you can't discount how power plays into relationships.

Pushing for systemic change, not just internal change

The speakers explained that the place to start when seeking systemic change is by identifying allies in your local area, and identifying which of those allies have authority or power. They advised to work with as many stakeholders as possible. In Plymouth, they worked with a lot of voluntary sector organisations. One positive was the lack of a power hierarchy in the room, which enabled open and honest conversations.

Our vision

Our vision is of a vibrant, independent and resilient voluntary sector that enables people to transform their lives.

Our mission

To support, represent and advocate for the voluntary sector in criminal justice, enabling it to provide the best possible opportunities for individuals and their families.

Join Clinks

Are you a voluntary organisation supporting people in the criminal justice system?

Join our network of over 600 members.

Clinks membership offers you:

- A voice to influence change
- Practical assistance to be effective and resilient
- Support from a community of like-minded professionals.

www.clinks.org/membership

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