

The Criminal Justice Anti-Racism Action Plan for Wales

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Cyfiawnder Troseddol
yng Nghymru
**Criminal Justice
in 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 in Wales.
- A clear need to build trust and confidence in the criminal justice system for ethnic minority people across Wales.
- Criminal Justice Board for Wales agreed in 2020 to adopt a *One public service approach to advance race equality* and agreed to develop a **Criminal Justice Anti Racism Action 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**.



Community Engagement –Whose voices we heard..

Round One Engagement via Community grant scheme, Oct-Dec 2021:

533 participants

- Ethnic Minority Youth Support Team
- Race Council Cymru
- Bthechange
- Travelling ahead
- North Wales Race Equality Network
- Centre for African Entrepreneurship
- Prison Advice and Care Trust

Round two targeted engagement, April 2022 : *31 participants*

- People who lead on Ethnic Minority Networks in criminal justice
- Young people working with Newport live who have lived experience in Newport7 HMP Cardiff prisoners and 1 family member
- Women in HMP Eastwood Park
- Asylum seekers
- Welsh Refugee Council, and Maslaha Organisation

Total Community Engagement: 566

Direct Stakeholder engagement via Horizon scanning in Feb 2022: *75 participants*



Total community and stakeholder direct engagement: 641



The Criminal Justice Anti Racism Plan and Commitments

Criminal Justice Anti-Racism Action Plan for Wales

Working alongside people and communities for a fairer, stronger, and more just society



Cyfiawnder Troseddol yng Nghymru
Criminal Justice in Wales

Whether we work in devolved or non-devolved organisations we serve the same public so we will work towards an anti-racist Criminal Justice System working actively with the Welsh public through the following seven commitments:

We will:

- 1** Challenge Racism
- 2** Build an Ethnically Diverse Workforce
- 3** Involve, Listen and Take Action
- 4** Be Transparent, Accountable and Co-ordinated
- 5** Educate the workforce
- 6** Promote Fairness
- 7** Focus on Prevention, Early Intervention and Rehabilitation



Priority Areas

- 1. Challenge Racism** – Including: Being proactive in tackling racism in society, predominantly by dealing more effectively with race hate crime, challenging stereotypes in CJS communication, and promoting positive role models.
- 2. Build an Ethnically Diverse Workforce** – Increasing representation across all CJS agencies and creating inclusive cultures.
- 3. Involve, Listen & Take Action** – Working to better understand the personal and collective experiences of ethnic minority people involved in the CJS 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 CJS 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 CJS, including promoting anti-racist leadership.



Priority Areas

6. Promote Fairness – Working to tackle racial disproportionality and continually review data to evaluate the progress of all organisations in the CJS. Ensure CJS 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 CJS. Build racial trauma into trauma-informed approaches in the CJS.

7. Focus on Prevention, Early Intervention & Rehabilitation – Working to end the over-representation of ethnic minority people in the CJS, 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

- Panel of 12 members recruited via an independent advertisement process
- Over 90% are from an ethnic minority background
- Representatives from all 4 police force areas of Wales
- The panel includes people with personal lived experience of the CJS
- Meetings being held bi-monthly to oversee Plan delivery, providing advice and challenge.
- Members are remunerated



Chantal Patel

Chair

Chantal is an Associate professor in Ethics and Law in the faculty of Medicine, Life Sciences & Health and Social Care at Swansea University. She lectures extensively on Equality & Diversity. She has been an active community member since she moved to Wales in 1974. She has held several public appointments in the NHS and housing sector. She was one of the founding members of the African Community Centre and is currently a trustee of the Indian Society of Southwest Wales in Swansea.

Bharat Malkani

Vice Chair

Bharat is an academic based in the Law Department at Cardiff University, where he lectures on and researches the topics of racism, human rights, criminal justice, and miscarriages of justice. Bharat also sits on the Independent Monitoring Board for HMP Eastwood Park. His interest in race and criminal justice stems from his time working on death penalty cases in the United States of America 20 years ago, and how similar racial injustices occur in our own criminal justice system.



Meet Wales' Criminal Justice Race Independent Oversight & Advisory Panel

A new panel has launched across Wales to work with the Criminal Justice Board for Wales to help address the systemic discrimination and disadvantages experienced by Black & Minority Ethnic people in the Criminal Justice System.

The panel will actively challenge, champion, and provide advice on Wales' approach to tackling racism.

Working across the police, probation, prisons, Crown Prosecution Service, Youth Justice and the court service, the panel will make a real difference to the lives of Black & Minority Ethnic people across Wales.



Some Progress to Date

- ✓ Structures have been put in place to ensure effective delivery (Resources and governance agreed)
- ✓ Independent Panel recruited and meetings established
- ✓ A new All-Wales Community Engagement Network established
- ✓ Research commissioned and progressing in relation to commitments in the Plan that require new systemic All-Wales approaches
- ✓ A Cultural competency framework is being developed. The framework will be a tool to ensure organisations have the skills and education to be culturally competent. A cultural competency training pilot is also progressing across CJS.
- ✓ A Communication Plan is being developed alongside an anti-racism learning programme for Comms leads in CJS.
- ✓ A data dashboard is being developed for all CJS to use and share. To include racial disparity and workforce representation.
- ✓ An All-Wales Anti-Racism Public Service summit has been jointly delivered with Welsh Government to bring together Wales leaders



Why is this important? What's new?

- Criminal Justice in Wales acknowledges 'that there is a history of racism, unfair treatment and race inequality in the criminal justice system'
- An Anti-Racist Approach has been agreed and this moves beyond a 'race equality' agenda
- With the existence of the Welsh Government's Plan, there is a join up with all public services in Wales to enable a whole system approach to be taken
- We are moving to a deeper understanding of what endemic and structural racism really is, the life long trauma that People of Colour are continually exposed to, the history that has led us to where we are, and the need for white allies to step up to make the changes.



From my own perspective....

'The idea of white privilege forces white people who aren't actively racist to confront their own complicity in its continuing existence'

'<White people have> never had to think about what it means, in power terms, to be white..... Who really wants to be alerted to a structural system that benefits them at the expense of others?'

Reni Eddo Lodge - *Why I'm no Longer Talking to White People about Race*



What can you do?

'You don't have to be the leader of a global movement. It can be as small as chipping away at the power relations in your workplace. It can be passing on knowledge and skills to those who wouldn't access them otherwise. It can be creative. It can be informal. It can be your job. It doesn't matter what it is, as long as you're doing something.'

Reni Eddo Lodge - *Why I'm no Longer Talking to White People about Race*

