

Criminal Justice in Wales (CJIW) Development of CJIW Race Equality delivery Plan

Context

Criminal Justice in Wales (CJIW) agreed that one of their four priorities for Wales was to adopt;

‘one public service’ approach in Wales to advance race equality in Wales’ ¹

To achieve this priority, the first objective is to develop and publish a whole system, evidence based and co-produced **‘CJIW Race Equality Delivery Plan’** in line with the publication of Welsh Governments Anti-Racist Action plan.

CJIW have adopted the approach taken by Welsh Government to develop the delivery plan.

This includes a few key stages,

1. Evidential peer review
2. Commissioning an author to developing draft public facing CJIW Race Equality Plan
3. Co-production, Consultation and engagement – communities and peers
4. Editing draft plan
5. Publication/launch

CJIW require a diverse range of expertise and views of those with lived experience to lead on and contribute to the afore mentioned stages of development. Without the expertise there is a risk that the actions in the plan will not result in real change and better sustained outcomes for racially and ethnically minoritised people who encounter the criminal justice system in Wales.

Stage 3: Commissioning Co-production, Consultation and engagement overview

The Criminal Justice in Wales (CJIW) Race Equality Strategic Delivery Group has stood up a Communication and Engagement Task group, co-chaired by DPCC Eleri Thomas and Giles Mason, Governor of HMP Usk. The initial focus of the task groups is to oversee the co-production of the CJIW Race Equality Delivery plan.

The co-chairs and DPCC Emma Wools, who has overall CJIW strategic lead for Race Equality, have agreed to commission Clinks¹ (who support, promote and represent voluntary sector in Wales and England working with people in the CJS and their families) £5000 to manage the coordination of the CJIW race equality grant allocation process. CJIW will invite third sector organisations across Wales to apply for a grant up to £5000, with flexibility to consider application for up to £10,000 for consortium bids.

The grants will be provided to organisations to enable engagement with Racially minoritized including Gypsy, Roma and Travellers people from across Wales and gather their views and opinions on whether;

- CJIW have listened to their voices, drawing on recent community consultation, research and evidence;
- correctly interpreted the challenges ahead and;

¹ [Homepage | Clinks](#)

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- outlined the solutions and required to affect systemic and sustainable change and ensure better outcomes.

DPCC Emma Wools has worked with CJIW members to allocate a budget of £50,000 which will fund all successful grant application and Clinks coordination costs.

The 'Ask' of Clinks

Phase 1a) Design the advert: 17th- 25th August -

CJIW coordinator to work with Clinks to support the design of the application process. This will include

- Background information sheet: Covering CJIW, the aims of the Race equality Strategic delivery group, and how this work will shape the plan and when we expect the engagement to taken place and feedback.
- Host website
- Application form, email for submission and timeline to application

Submit to Race Equality Communication & Engagement sub-group leads on 27th August for Approval.

Phase b) Advertising – From 1st September 2021 – 30th September

Clinks to engage and pro-actively advertise and promote CJIW grant funding opportunity with:

CJIW coordinator and Clinks lead officer to work together to collate a distribution spreadsheet that outlines all the partners we aim to reach and promote the grant process. This will include:

- o Clinks Wales Network,
- o the specialist third sector organisations across Wales who engage with, provide support, advice or interventions for racially minoritised people including children and young people
- o CJIW partners and Local Criminal Justice Board members to ensure broadest reach in Wales.
- o Prison cohort: Utilising Governor of Usk (Co-chairs of CJIW Comms and Engagement group) to engage with Prisons in Wales to gather the view of people who have offended
- o YOT: Engage with Youth Offending team via YJB to gather the views of young people who have offended.
- o Children looked after: Engage with Children Service Directors to support gathering the views of young people in care system (*Draw on Gwent did an engagement process for child centre policing if required*)
- o Serious violence / organised crime: through St Giles trust, Action for Children and Fear less
- o View Children within 'Universal' service use the police liaison officers to engage with people in schools.

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Grant process closes 30th September

Phase 1c): Shaping the Question set: Begin to design from Aug 23rd - agree by September 16th

Clinks will offer CJIW advice and support to develop the overall co-production process and a question set which will ensure that people across Wales feel able to access, engage and provide authentic feedback that will be heard and effect change.

In developing the question set and approach CJIW will initially;

- draw on the Welsh Governments recent consultation with communities and their co-production approach to develop their Anti-Racist plan to inform the approach taken by CJIW.
- Determine how best to use the initial draft public facing CJIW delivery plan
- CJIW to share EDI data with grant funded organisation, i.e. stop and search, difference crime types, conviction rates and representations within the workforce and YOT EDI data such as out of court disposals, cautions) to support discussions with service users and community Member.
- Grant funded organisations to use the qualitative data to triangulate the feedback and test if experiences are backed by the data (albeit with caveat of the limitations), or whether perceptions are driven by a societal narrative which we may want to further understand and unpick in order to ensure communication approach are effective

Approach and question set signed off by Race Equality Communication & Engagement sub-group leads on Thursday 16th September

Phase 2: Create and agree the Panel and agree the assessment day process: August 23rd - September 6th

- CJIW Coordinator and Clinks lead will work with Race Equality Communication and Engagement sub-group leads to agree the make-up of the panel – Aug 17th 2021
- Clinks lead will email suggested panel members, week 23rd August, to ask for their agreement to be on panel for the 'assessment day' on 1st October. The whole day will need to be secured. This may change depending on the number of applicants.
- Clinks lead will send out Teams diary invite
- Clinks will a scoring matrix to pre-assess each application on submissions and contact any applicants where information may be omitted or needs clarification. Clinks pre assessment will make recommendations to the panel on the viability of each applications for discuss and decision.
- Clinks lead will support the creation and implementing of an 'assessment day' prior to the day sending out pre assessed scoring matrix to panel members and copied of the applications submitted.
- **Panel sits Monday 4th October 2021**
- If the panel required additional information or clarity on any application, Clinks contact the applicant and feedback to the panel.

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Phase 3 : Successful Applicants Resource pack : Commence work Sept 13th

CJIW coordinator to develop a resource pack with Clinks that is provided to all successful applicant which aims to support them engage with their services users and communities to answer the questions we set as effectively as possible and have a space to feed back any additional comments, challenges, ideas and solutions

The pack will include:

- Background sheet: information on Criminal Justice in Wales, the work programme the Race Equality Delivery group and supporting structures
- Question set
- Draft public facing plan
- Source document – outlined what has been used to inform and shape the plan so far
- General principle of the engagement exercise – what we aim to achieve through applying a whole system approach
- Data sheet: To help informed constructive conversations and determine between perceptions and fact and the underlying driver's that may create negative social narratives.

Pack Sign off by Race Equality Communication & Engagement sub-group leads on Thursday 23rd September

Phase 4: Informing Successful Applicants 5th – 8th October 2021

- A week is provided in between the panel agreeing successful applications before commencing the work to make space for any additional asks or appeals
- Organisations will have until 15th October to appeal, but we are asking successful applicant to commence work from 11th October. If an appeal is successful additional time will be allocated at the end of the engagement process

Phase 5: Distributing the funding

- Clinks, on behalf of CJIW will hold the communication and engagement budget and after the assessment day will distribute agreed grant amounts to all successful organisations their grant amount.
- Clinks will receive the full £50,000 Budget from, Gwent Police and Crime Commissioner who is acting as lead commissioner for this piece of work.
- £5,000 of the overall budget is provided to Clinks to facilitating this process as outlined in this proposal

Phase 6: Engagement process: From 11 October Deadline 3rd December 2021

- Clinks will be the SPOC for organisations who have received grant funding and will answer any queries.
- Clinks will ensure that all grant funded organisation have provided their feedback returns by 3rd December 2021.
- Clinks to collate and submit all returns to CJIW coordinator who will share with lead author of Race equality Delivery plan.

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Application process closes: Deadline 3rd December

Phase 7: Design 'Test and challenge' phase November 2021

- Clinks and CJIW coordinator to design and agree the test and challenge process
- Work with Welsh Government who have agreed to host a *test and challenge* roundtable for CJS event to share the 2nd draft of Race equality Delivery plan.
- Clinks and all grant funded organisations will be invited alongside peers and colleague leads, to check that the views collated have been heard and interpreted correctly in the plan.

Summary of Next steps

Phase 8 – Analysis of the feedback: December 6th – 17th

- The intern within South Wales Police will analyse the feedback and provide to the author of the CJIW plan.

Phase 9 – Author will update the plan: Jan 3rd- 6th

- Author updates the plan with the feedback from the consultation as well cross referencing with the final Welsh Government Anti-Racist plan (if timescales are aligned)

Phase 10- Test and Challenge process – week Jan 10th

- Host a roundtable with Welsh government – Week 10th Jan which would inclusive of the commissioned service and specialist sector peers.
- Share with Race equality Strategic delivery group and critical friends

Phase 11 – finalise and design the plan – week 17th Jan

- Author finalised the plan with and comments from phase 10 and plan is signed off by CJIW and design process for publication commences

Phase 12 – Launch Plan: Utilising CJIW March 3rd

- Publicly Launch the plan and sign the pledge.
- Invite UK Minister Chalk and Deputy First Minister Jane Hutt

Proposal clearance by

CJIW representative: Gwent Deputy PCC Eleri Thomas & Giles Mason HMPPS – Co-Chairs of the CJIW Race Equality Communication and engagement task group.

Clinks: Bryn Hall

Date: August 18th, 2021

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