

Dr Jo Farrar  
CEO  
Her Majesty's Prison & Probation service  
Via email [ceohmpps@justice.gov.uk](mailto:ceohmpps@justice.gov.uk)

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## **Race and ethnicity: a critical moment**

Dear Dr Farrar,

We have very much welcomed the public stance you have taken in championing issues of diversity in your leadership of HMPPS. We are therefore pleased to bring to your attention the excellent paper (attached) prepared by a small group of BAME led organisations in response to a request for assistance channelled through the RR3 special interest group on Covid 19. We hope you will agree that it makes a series of practical suggestions for how the recovery process in prisons and probation can meet its obligations to the people from minority communities who are so disproportionately disadvantaged in our current criminal justice system.

We wanted to write to you as a group representing a much wider spectrum of the sector, however, to underline a key message from those specialist organisations. It's a message that has been very prominent in the coverage of events both in the United States and here in recent weeks.

It is that the task of eradicating discrimination based on race and ethnicity belongs to all of us. It requires leadership from those who hold power and influence now, not just those from minority communities who have for so long struggled to fill those positions or command that influence.

You made your personal passion for equality very clear when you took up post. As tends to happen, events have intervened and we understand how the attention of HMPPS has been pulled in many directions over the last 6 months in particular. But events in the wider world convince us that we are at a critical moment on equality, charged with both opportunity and risk.

So we ask you to act promptly and decisively on the advice that this particular report contains. The people whose views it represents have been disappointed on many occasions, and feel let down by their experience of communication with HMPPS in recent months. There is an opportunity to put that right by deeds rather than words, and inspire trust for the future.

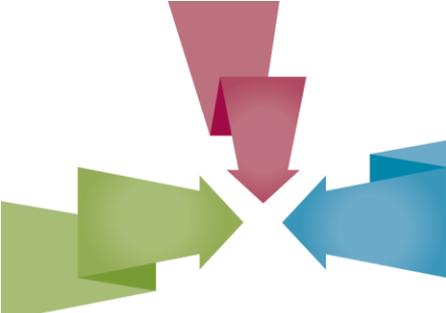
But we also hope that you will feel able to take practical and very visible action that demonstrates that HMPPS corporately is changing gear on equality in response to the outpouring of public anger and shame that we have witnessed. Your strategic plan made commitments to change the make up of the organisation you lead, and that is welcome. We are focussed on the people for whom you care, however, and the plan says much less about the discrimination that many of them are experiencing and have experienced for many years. They, and the organisations that know them best, are looking for evidence that they have been heard. We look forward to your response.

Yours

Anne Fox,  
Clinks CEO  
Chair RR3Dez Brown  
Spark2Life  
RR3 member – BAME sectorKhatuna Tsintsadze  
Zahid Mubarek Trust  
RR3 member- BAME sectorNicky Park  
St Giles  
Co-sponsor RR3 SIG on Covid  
19Peter Dawson  
Prison Reform Trust  
Co-sponsor RR3 SIG on Covid-19

On behalf of the Reducing Reoffending Third Sector Advisory Group (RR3) Special Interest Group on Covid-19:

Peter Atherton  
Community Led  
InitiativesEmma Wells  
Community Chaplaincy  
AssociationVicki Cardwell  
Spark InsideDee Anand  
Together for Mental  
WellbeingTina Parker  
Prison Advice & Care Trust (Pact)Alice Dawnay  
SwitchbackChristopher Stacey  
UnlockRichy Cunningham  
Recovery ConnectionsAndy Keen-Downs  
National Prisoners' Families  
Helpline/PactRod Clarke  
Prisoner Education  
TrustMartin Blakebrough  
KaleidoscopeSimon Ruding  
TiPP

A decorative graphic at the top left of the page consisting of several overlapping arrows in shades of green, red, and blue pointing towards the center.

Helen Dyson  
Nacro

Mike Pattinson  
Change, Grow, Live

Nina Champion  
Criminal Justice Alliance

Lisa Dando  
Brighton Women's  
Centre

Paul Grainge  
RECOOP

Kate Paradine  
Women in Prison

Phil Maguire  
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Standing Committee for Youth  
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Revolving Doors Agency

Cc:  
Phil Copple  
Amy Rees