

# **Criminal Justice Board for Wales**

## **Independent Oversight & Advisory Panel**

**(To oversee delivery of the Criminal Justice Board for Wales Anti-Racism Action Plan)**

### **TERMS OF REFERENCE**

#### **Panel Information**

**Meeting Frequency:** Quarterly

**Panel Numbers:** Twelve people (including the Chair) appointed via an open recruitment process.

**Chaired by:** Independent Chair (panel member)

#### **Overall Purpose of Panel**

The panel will work with the Criminal Justice Board for Wales to help to address the systemic discrimination and disadvantages experienced by Black & Minority Ethnic people in the criminal justice system. It will provide challenge, advice and independent oversight of anti-racism to Criminal Justice in Wales.

#### **Specific Panel Functions**

1. To provide challenge, advice and independent oversight of anti-racism to the Criminal Justice Board for Wales, primarily by advising the Board's race sub-group.
2. To monitor the delivery of actions and commitments in relation to anti-racism in criminal justice, predominantly via oversight of the Criminal Justice Board for Wales Anti-Racism Action Plan and associated Anti-Racism pledge.
3. To act as an anti-racism critical friend to the Criminal Justice Board for Wales via the race sub-group, making solution-focussed suggestions for improvements where issues are identified.
4. To feed in individual lived experiences and the views of community groups in relation to anti-racism in criminal justice.

5. To monitor and review ethnicity data gathered within criminal justice to provide a view on disparities and progress.
6. To monitor and review selected policies and procedures in Criminal Justice in Wales, making observations on adverse impacts on race equality.
7. To make suggestions and recommendations for improvements and change in relation to anti-racism and racial disparities across criminal justice in Wales.

### **Panel Member Information**

8. Panel members are required to work collaboratively and respectfully with other members of the panel and the Criminal Justice Board for Wales. They must conduct their role in the best interests of the public and with respect for all protected characteristics under the Equality Act 2010.
9. Panel members must attend meetings as often as possible and provide apologies in advance if they are unable to attend. Attendance will ordinarily be virtual/online. Where a panel member has not attended for 3 consecutive meetings, they may be asked to stand down dependent on the circumstances.
10. Panel members will be paid an hourly rate. This will include time taken to attend meetings and an allocated number of hours per meeting for pre-reading and preparation. Panel members will only be paid for the meetings they attend.
11. Panel members will serve a two-year tenure, with an option to request a further tenure at the end of this period.
12. Panel members must submit, upon appointment, a declaration of personal interests, including a declaration that they understand and will abide by the Nolan Principles of Standards in Public Life. They must also sign a confidentiality agreement.
13. At each meeting, panel members must declare any actual or potential conflicts of interest, which will be recorded.

### **Panel Chair Information**

14. The appointed Panel Chair will remain as Chair for a tenure of two years unless they choose to stand down. At the end of the two years, the Chair may wish to put themselves forward for one more term.

15. The Panel Chair will be paid an hourly rate and will be expected to work a higher number of hours per quarter than other panel members. This will be, for example, to attend some meetings of the Criminal Justice Board for Wales race sub-group, to provide updates on behalf of the panel, and to meet with race equality leads for progress discussions.
16. The Panel Chair will liaise with other national leads and forums to ensure that anti-racism in criminal justice remains a priority and that a Wales perspective can be provided in national conversations.