

Criminal Justice Board for Wales

Independent Oversight & Advisory Panel

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

ROLE DESCRIPTION & CRITERIA FOR INDEPENDENT PANEL MEMBERS

Panel Members: Role Criteria / Desired Qualities

- Must reside or work within Wales.
- Must be 18 years old or above.
- Must be committed to making a difference to the way that criminal justice services in Wales are delivered.
- Must evidence a strong understanding of racial inequalities and a personal commitment to championing race equality.
- Must demonstrate the ability to listen to and consider the views of others and treat all people fairly and with respect.
- Must be able to deal with confidential information appropriately.
- Must demonstrate the ability to question, challenge, weigh up issues and make balanced, reasonable and proportionate judgements.
- Must have an understanding of one or more aspects of the criminal justice system in Wales, preferably via personal lived experience e.g. as an offender, victim or witness (or a relative of either of these) or as a former professional in the criminal justice sector.
- Must be able and willing to attend regular meetings online/virtually.

Panel Chair: Role Criteria / Desired Qualities

The Chair is responsible for leading the panel. As such, the Chair plays a pivotal role in creating the right conditions for the panel's effectiveness. In addition to the above criteria for all panel members, the panel Chair will:

- Exhibit high levels of objectivity, impartiality and fairness.
- Provide exceptional leadership and discipline amongst panel members.
- Demonstrate a clear outlook, consistently sound judgment, and a proven track record of handling difficult issues with authority and confidence.
- Have excellent communication skills.
- Encourage participation from all panel members.
- Work with the principle of positive improvement in mind, avoiding conflict, and using professional judgement to appropriately challenge current ways of working.

The Chair will be responsible for:

- Chairing quarterly and additional ad hoc meetings of the panel.
- Agreeing meeting agendas and ensuring the accuracy of meeting minutes.
- Upon request, attending meetings of the Criminal Justice in Wales Race Equality Delivery Group to provide updates on the work and findings of the panel, and liaising with relevant national leads and forums for race equality.
- Working with the Criminal Justice Board for Wales race sub group to establish mechanisms for capturing the views of children and young people.
- Upholding the principles of good governance.
- Acting as panel spokesperson as the need may arise.