

Reimagine, redesign, rebuild

Driving systemic change together

Criminal Justice Alliance Annual Work Plan 2023-2024

**Criminal
Justice
Alliance**



1. Articulating a shared vision for change

We will articulate and promote the sector's vision of a fair and effective criminal justice system to policy makers, commissioners, and the public.



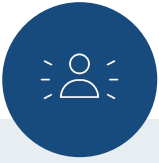
Ensure everyone is **safe**, whether they are impacted by the system directly, indirectly through friends and family or more widely in our communities. In order to be safe the system must treat people humanely, and protect and promote their physical and mental wellbeing.

- Work with members to co-design a project on **reform of drug policy** to protect and promote the mental and physical wellbeing of people in the CJS.
- Plan a symposium bringing together research, policy, practice and lived experience to explore how we improve community safety and build a '**safe**' **criminal justice system**



Take a **smart** approach by focusing on proven methods to reduce crime like prevention, diversion and rehabilitation. This includes supporting cross-sector solutions to significantly reduce the use of imprisonment.

- Publish a briefing to promote the use of **reparation and restorative justice** in diversion and in community sentences as an alternative to short sentences and prison expansion.
- Seek funding for a project to ensure the roll out of 'culturally sensitive' court based **bail information services** that reduce the overuse of remand and meet the needs of women, racially minoritised people and young adults through using a co-design approach.



Be **person-centred** recognising that everyone is different and therefore must meet individual needs in order to function well. It is essential to offer hope and opportunities for positive change and utilise the valuable insights and expertise gained through lived experience.

- Improve **family ties and employment support** for people leaving prison through changes to policy, practice and public opinion.
- Champion the role of people with **lived experience** influencing policy and practice, as well as campaigning to remove barriers to lived experience leadership.



Be **restorative** by preventing and repairing harm and supporting people who have been impacted by crime. This encompasses reparative practices which promote community connection.

- Increase access to **restorative justice** through influencing the Victims Bill and raising awareness of the value of RJ.
- Improve access to **victims' services** for people with protected characteristics through pushing for improved data collection and analysis.
- Develop a resource for victim services drawing on good practice in commissioning **specialist services**.



Ensure that the system is **trusted** and people have confidence in it. It must be transparent, open, accountable and actively promote the principles of equity, diversity and inclusion.

- Respond to the investigation of our **super-complaint** and continue to campaign for better community scrutiny of stop and search and the repeal of section 60 'suspicion-less searches.'
- Plan a project to develop a model of **community scrutiny for probation**.
- Publish a **compendium of discussions** and papers from the inaugural research symposium on the theme of a Trusted CJS.

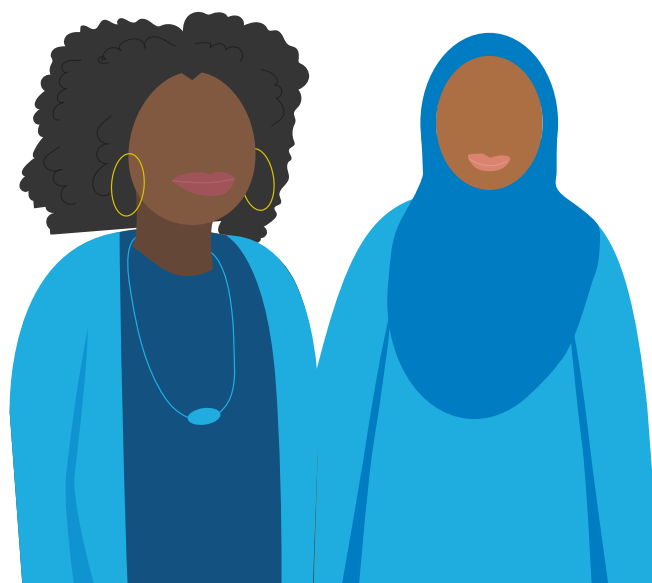
2. Co-ordinating collaborative working



We will enable greater collaboration, connection and learning. We will build a greater shared understanding of how to achieve systemic change together.

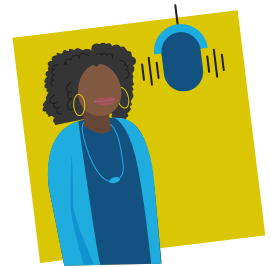
Over the next year we will:

- Launch the **CJA Connections Club**. Members and CJA award winners will share learnings and good practice through new methods such as site visits, book clubs, and creative media.
- Establish a **communications network** for members to share learning.
- Continue to build our **international connections and good practice sharing**, e.g., with Just Leadership USA alumni and the Incarcerated Nations Network initiative, the Global Freedom Fellowship.
- Plan the second CJA **research symposium** to explore how we improve community safety and build a 'safe' criminal justice system.
- Continue to build our **international connections and good practice sharing**, e.g., with Just Leadership USA, the Incarcerated Nations Network, and the Global Freedom Fellowship.



3. Changing narratives

We will promote and amplify constructive criminal justice journalism to shift narratives and build a more conducive environment for positive change.



Over the next year we will:

- Publish resources and tools for journalism students with the **National Union of Journalists and journalism universities** to promote sensitive and constructive criminal justice reporting.
- Pilot **CJA Media Awards Alumni** events to share good practice.
- Support the sector on the use of language using **new communication research and framing tools**.
- Work with communication experts to **deliver re-framing and media training** to ELEVATE CJS participants and promote pathways to careers in the media.

4. Promoting power sharing

We will promote informed decision making by supporting lived experience leaders into positions of power and influence and by supporting sector employers to develop inclusive workplace policies, practices and senior leadership teams.



Over the next year we will:

- Support the **first cohort of ELEVATE CJS** leaders for change to complete their 12-month journey.
- Commission an **external evaluation** of the pilot programme and embed real-time learnings.
- Co-produce an 'Employers' Toolkit' with ELEVATE CJS leaders, our lived experience advisory group and **social justice sector employers** to promote inclusive senior leadership teams and Boards.
- Develop and deliver an **influencing strategy** to tackle systemic barriers to progression such as criminal record policies and opaque, onerous vetting processes.
- Recruit the **second cohort of ELEVATE CJS** leaders for change and support them on the start of their journey.

5. Tackling racial inequality

We will identify and challenge institutional and structural racism across the CJS and promote adherence to the Public Sector Equality Duty by criminal justice agencies.



Over the next year we will:

- Publish a **report on workforce diversity**.
- Disseminate resources and embed the learnings from our '**Tackling Racial Inequality**' project to secure better adherence with the Public Sector Equality Duty across the government and other public bodies.
- Campaign for changes to how **cumulative discrimination** is monitored, analysed and mitigated across the Ministry of Justice and Home Office.
- Promote **CJA membership** to organisations working on race equality and engaging with members to inform and involve them in our work and events.

Evolving the Criminal Justice Alliance

Over the next year we will:

- Improve sustainability through diversifying our **funding streams**.
- Recruit and develop new onboarding processes to support **new Chair, Treasurer and trustees**.
- Develop a **new CRM** to better track engagement with members and other stakeholders.
- Train and implement learnings and reflective practice across the staff and Board in **anti-racism** and **restorative approaches**.
- Refresh our **website** to enhance accessibility of our work and resources.

Criminal Justice Alliance

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Registered Charity
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Company Registration

