



# Criminal Justice in Wales

## Independent Oversight & Advisory Panel

### Terms of Reference

**Chaired by:** Independent Panel Member

**Frequency:** Bi-monthly

**Panel Membership:** Twelve panel members (including the Chair and vice Chair) appointed via an open recruitment process. Other attendees at panel meetings, including subject matter advisers and policy leads, to be invited upon agreement with the Chair.

#### 1. Overall Purpose

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

#### 2. 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 Anti-Racism Taskforce.
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 Implementation Plan.
3. To act as an anti-racism critical friend to the Criminal Justice Board for Wales via the Anti-Racism Taskforce, 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 Members**

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 but a minimum of one meeting per year will take place in person. 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 a pre-allocated number of hours per meeting for pre-reading and preparation. Panel members will only be paid for the meetings they attend and for the time of their attendance.
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 and Vice Chair**

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

15. The Panel Chair and Vice Chair will be paid an hourly rate and will be expected to work a higher number of hours than other panel members. This will be, for example, to attend meetings of the Criminal Justice Board for Wales Anti-Racism Taskforce, and to meet with race equality leads for progress discussions.

16. The Panel Chair and Vice 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.