1.0 Purpose of the Report

1.1 To provide the committee with an update on the work of the Partnership in relation to disproportionality in the criminal justice system.

1.2 Recommendations:

- It is recommended to note the report
- To consider a members workshop in a similar light to that undertaken by the partnership to support delivery

2.0 Background

2.1 Since 2015 the Safer Lewisham Partnership has placed focus on better understanding the disproportionality in the CJS issues with the aim of putting in place local measures to tackle the issues and improve outcomes for BAME offenders.

2.1 The work to date has included:

- Review and response to Baroness Young’s Review on Improving Outcomes for young Black and/or Muslim men in the Criminal Justice System.
- Lewisham’s response to the Baroness Young Review conference
- Statistical analysis of Disproportionality – December 2016
- Review of the MP David Lammy November 2017

2.1 The figures are of great concern and a focus for those working in all aspects of community work, education, youth provision, crime prevention and reduction and the rehabilitation
of offenders need to recognise the issues and commit to challenging and helping to make a change.

2.4 The Safer Lewisham Partnership are clear that through better understanding of the data, the analysis and what this means in Lewisham will enable direct action to be taken to tackle this longstanding issue.

2.5 **Definition:** In general, disproportionate representation, or **disproportionality**, refers to the over- or under-representation of a given population group, often **defined** by racial and ethnic backgrounds, but also **defined** by socioeconomic status, national origin, English proficiency, gender, and sexual orientation, in a specific sector i.e. Criminal Justice System.

### 3.0 Statistical National analysis

3.1 The disproportionately high numbers of black, Asian and minority ethnic (BAME) offenders and the poor outcomes they face in the Criminal Justice System (CJS) have been drawn to the attention of successive governments, voluntary and public sector agencies for decades.

3.2 The situation has frequently been the subject of independent scrutiny and attempted institutional reform. For example:

- There is greater disproportionality in the number of black people in prisons in the UK than in the United States.
- 13.1% of prisoners self-identify as black, compared with approximately 2.9% of the over 18 population recorded in the 2011 Census.
- Similarly Muslim prisoners account for 13.4% of the prison population compared with 4.2% in the 2011 Census.
- This figure has risen sharply since 2002 when Muslim prisoners were 7.7% of the prison population.
- In London the over-representation of BAME young people in the Criminal Justice system is 56.9% compared to 52.6% Census 2011. There is also an increase in this disproportionality as young people enter custody with 78.1% being from BAME background.
- In Lewisham, BAME people represent 12.5% of the overall Youth Offending Population entering custody compared to 3.75% of White. The BAME group are 2.8 times more likely to be within the YOS population than White and 3.3 times more likely to be within the custodial population.
4.0 The Young Review

4.1 The Young Review began its work in November 2013 in order to consider how existing knowledge regarding the disproportionately negative outcomes experienced by black and Muslim male offenders could be applied in the significantly changed environment introduced under the Transforming Rehabilitation reforms.

4.2 Its key findings:

- The outcomes for this group of offenders cannot be understood in isolation from the wider contexts of disadvantage they experience and unequal outcomes at the earlier stages of the criminal justice system.
- Nearly all offenders we met said they experienced differential treatment due to their race, ethnicity, faith
- In the context of multiple disadvantage support for this group of young men to desist must provide opportunities for them to build positive identities
- Politicians and statutory agencies insufficiently understand the implications for resettlement of disadvantage within the BAME communities and crude stereotyping.
- The voluntary sector has a vital role to play in supporting the development of social capital that can in turn facilitate positive resettlement outcomes
- Representatives and organisations from BAME communities, working in partnership with the criminal justice system, were found to improve prisoners’ perceptions of and relationships with institutions
- Organisations and individuals including offenders and ex-offenders themselves, with an understanding of the lived experience of this group, should play an integral role in the planning and delivery of services

4.3 The Review published its report in December 2014.

5.0 Lewisham’s response to the Young review

5.1 In spring 2015 the Safer Lewisham Partnership approached Clinks to discuss a half day workshop to explore the Young Review’s recommendations and consider learning and implications for services in the borough. This workshop was held in autumn 2015 and attended by 23 professionals from services across the borough.

5.2 Although many of the Young Review’s recommendations are directed at national policy makers with the Ministry of Justice and National Offender Management Service there are a number which are of key relevance to local commissioners, policy makers and practitioners. These include:

- Working with community partners and the voluntary sector
- Involving ‘experts by experience’
• Ensuring consistent and rigorous data collection
• Working towards solutions

5.3 From these discussions we grouped together key areas of commonality and in small groups discussions continued of what needs to happen locally to progress towards solutions in each of these areas. The following themed areas were considered:

• Prevention – Community / non-criminal justice settings
• Commissioning and Delivery
• Evidence Vs Validity Vs Accountability
• Structures
• What’s the dialogue? Link to Building trust

5.4 In Lewisham, the Safer Lewisham Partnership have committed to agree and oversee the partner agencies response to the Young Review and where possible encourage and assist changes as outlined below:

5.5 Awareness raising (consideration of unconscious bias) training for all staff within the Criminal justice and associated service areas including schools, youth services and health services- helping to change the narrative.

**ACTION** – Lead officer from each identified agency to develop this training and agree multi agency delivery.

5.6 Reviewing all agencies within the Criminal Justice system and their approach to tackling disproportionality – (Youth Offending Service will be using the disproportionality toolkit).

**ACTION** – Members of the Safer Lewisham Partnership to undertake a self-assessment and report back to SLP.

5.7 Embedding and ensuring all Criminal Justice commissioning and procurement fully considers ethnically appropriate services.

**ACTION** – a stocktake of commissioned services from CRC/ NPS and YOS.

5.8 Developing a **peer network for parents and adults** through the Parents Standing Together network. Develop a wide network for peer support, mentors, and advocates helping to develop trust and engendering community support and resilience across the board.

**ACTION** – work with agencies to develop further this model

5.9 Develop a **local reference group** linked to the SLP which will include young people, community groups, ex-offenders, current service users. This group can act as a forum to
discuss issues related to this agenda as well as any service redesign, commissioning or future developments.

**ACTION** – SLP to agree membership and periodically review

### 6.0 Rt Hon David Lammy interim report Key Findings

6.1 The Lammy review began in 2016 with an approach to better understanding the issues of disproportionality from the point of the Crown Prosecution Service (CPS) involvement onwards in the Criminal Justice System. The interim report set the following Research questions:

- Where is disproportionate BAME contact with the CJS more pronounced?
- To what extent is the disproportionate BAME contact with the CJS paralleled in the youth system compared to the adult system?
- To what extent is the disproportionate BAME contact with the CJS paralleled for males and females?

6.2 Areas within the CJS post-arrest where BAME disproportionality was found to be particularly pronounced included:

- Being tried at Crown Court rather than Magistrates court
- Custodial remand and plea at Crown Court
- Custodial sentencing
- Adjudications of prison discipline.
- The system itself did add some degree of disproportionality at subsequent stages, however rarely at the levels seen in arrest differences.

6.3 Some key identified issues:

- Ethnic group classification (this is consistent with the Young Review) (pg8)
- BAME young males and adults were more likely than white to be arrested (pg11)
- BAME males, both youth and adults, and BAME women were more likely to be tried at Crown Court (pg11)
- BAME adults, both male and female, were more likely to receive custodial sentences at Crown Court (pg11)

A fuller breakdown of the data findings are in Appendix A).

6.4 **In summary:**

Arrests, Charging and Prosecution:
- Black young males just under 3 times more likely than white young males to be arrested (pg12)
- Black and mixed ethnic women greater than 2 times more likely to be arrested. (pg12)
- BAME women more likely to be committed for trial at crown court (pg15)
- Black young males were just less than 60% more likely to be committed to crown court for trial (pg15)
- Of those convicted at magistrates court custodial sentences were somewhat more likely for black and mixed ethnic young males (pg19)
- Black men 12% more likely to receive custodial sentence in crown court. (pg19)
- All BAME groups more likely to be remanded in custody at crown court and plead not guilty (pg19)
- Plea BAME men were greater than 50% more likely to plead not guilty at crown court (pg19)

6.5 There were three offence categories that demonstrated distinctive disproportionality findings: (pg20)

6.5.1 Robbery: Robbery could be traced primarily to disproportionate arrests rates (pg21) Sexual offences: Disproportionality in the prison population for sexual offences could be traced back to a combination of disproportionality in arrests and disproportionate custodial sentencing for black and Asian men at Magistrates court. (pg21).

6.5.2 Drugs Offences: Custodial sentencing for all BAME men committing drugs offences was particularly disproportionate at crown court – the only offence group where custodial sentencing was consistently more likely for BAME men.

6.5.3 Prison experience: Black and Asian men were more likely to be housed in high security – 4 times more likely for black men. 6 times more likely for Asian men.

6.6 The final report made 35 separate recommendations and noted:


6.6.2 My biggest concern is with the youth justice system. This is regarded as one of the success stories of the CJS, with published figures showing that, compared with a decade ago, far fewer young people are offending, reoffending and going into custody. 30 YOTs were established by the 1998 Crime and Disorder Act, with a view to reducing youth offending and reoffending and have been largely successful in fulfilling that remit. Yet despite this fall in the overall numbers, the
BAME proportion on each of those measures has been rising significantly. Over the last ten years:

- The BAME proportion of young people offending for the first time rose from 11% year ending March 2006 to 19% year ending March 2016.
- The BAME proportion of young people reoffending rose from 11% year ending March 2006 to 19% year ending March 2016.
- The BAME proportion of youth prisoners has risen from 25% to 41% in the decade 2006-2016 (see figure 1 next page indicating the makeup of the youth custodial population).

6.7 The system has been far too slow to identify the problem, let alone to react to it. There are isolated examples of good practice, including in some YOTs, but nothing serious or comprehensive enough to make a lasting difference. Unless something changes, this cohort will become the next generation of adult offenders.

6.8 In both the youth and adult systems, there is no single explanation for the disproportionate representation of BAME groups. For example, analysis of 2014/15 data, shows that arrest rates were generally higher across all ethnic groups, in comparison to the white group – twice as high for Black and Mixed ethnic women, and were three times higher for Black men. Arrests are disproportionate but this does not fully explain the make-up of our youth custody population.

6.9 Other decisions have important consequences. For example, analysis of the same 2014/15 data, shows that BAME defendants were consistently more likely than White defendants to plead not guilty in court. Admitting guilt can result in community punishment rather than custody, or see custodial sentences reduced by up to a third. Plea decisions are an important factor in the disproportionate make-up of the prison system.

6.10 There is evidence of differential treatment that is equally problematic. For example, analysis of sentencing data from 2015 shows that at the Crown Court, BAME defendants were more likely than White defendants to receive prison sentences for drug offences, even when factors such as past convictions are taken into account. Despite some areas that require further study, such as the role of aggravating and mitigating factors, there is currently no evidence-based explanation for these disparities.

6.11 In many prisons, relationships between staff and BAME prisoners are poor. Many BAME prisoners believe they are actively discriminated against and this is contributing to a desire to rebel rather than reform. In the youth system, young BAME prisoners are less likely to be recorded as having problems, such as mental health, learning difficulties and troubled family relationships, suggesting many may have unmet needs. All this hinders
efforts to tackle the root causes of offending and reoffending among BAME prisoners, entrenching disproportionality.

6.12 Probation services and YOTs are charged with managing offenders in the community and helping them start new lives. However, our criminal records regime does precisely the opposite of this. Over the last five years 22,000 BAME children have had their names added to the Police National Database. This includes for minor offences, such as a police reprimand. The result in adulthood is that their names could show up on criminal record checks for careers ranging from accountancy and financial services to plumbing, window cleaning and driving a taxi.

7.0 The Government’s response to the Rt Hon David Lammy Review into the treatment of, and outcomes for, BAME individuals in the Criminal Justice System: Written statement

Made by: Mr David Lidington (The Lord Chancellor and Secretary of State for Justice) – 19th December 2017

7.1 In 2016 the Prime Minister asked the Right Honourable Member for Tottenham to chair ‘An Independent Review into the Treatment of, and Outcomes for, BAME Individuals in the CJS’. The Review made 35 recommendations for the Government to implement, and today the Government publishes its response.

The Government welcomes the impetus that the Lammy Review brings to the debate about ethnicity and race, and would like to thank the Honourable Member for Tottenham for his thorough and incisive research on the topic. We welcome the core principles detailed in the Review - transparency, fairness, and responsibility - as a framework on which policy and practice should stand.

In the response, we have clearly outlined the actions we have taken or will take in relation to each recommendation. We have also examined the review to find ideas that, while not being explicit recommendations, nevertheless warrant greater attention and action.

There are already a number of steps the Government has taken in line with the Review recommendations, announced at the publication of the Race Disparity Audit. We are already moving to publish more and better data, and will adopt a co-ordinated approach to improving data quality to determine where disparities occur and why. In addition, the Government has adopted the principle of “explain or change” to identify and objectively assess disparities, and then decide whether and how changes need to be applied. We feel this principle is particularly valuable in relation to smaller groups in the criminal justice system, such as Gypsies, Roma and Travellers, and BAME women.
On a small number of the recommendations we have indicated that we need to proceed with caution, if significant barriers exist that prevent us from implementing a recommendation as it stands. Where this is the case, we aim to be transparent about the reasons and open to change, as circumstances alter.

Beyond the Review’s recommendations, we will set up governance procedures to monitor our progress driven by a Race and Ethnicity Board of senior officials, chaired at the level of Director General within the MoJ. It will update the Criminal Justice Board, of which I am chair. The Race and Ethnicity Board will consider and agree the scope and timelines for the work needed to reduce race disparities. This will include timings for the actions set out in the Government’s response.

These governance structures will cover the agenda articulated by David Lammy, contribute to the wider work around tackling race disparities Government, and direct sustained effort to give this agenda the longevity it deserves.

8.0 Dame Louise Casey review into opportunity and integration

8.1 This review has highlighted worrying levels of segregation and socio-economic exclusion in different communities across the country and a number of inequalities between groups.

8.2 The key findings included:

8.2.1 Build local communities’ resilience in the towns and cities where the greatest challenges exist, by:

(1) Providing additional funding for area-based plans and projects that will address the key priorities identified in this review, including the promotion of English language skills, empowering marginalised women, promoting more social mixing, particularly among young people, and tackling barriers to employment for the most socially isolated groups.
(2) Developing a set of local indicators of integration and requiring regular collection of the data supporting these indicators.
(3) Identifying and promoting successful approaches to integration.

8.2.2 Improve the integration of communities in Britain and establish a set of values around which people from all different backgrounds can unite, by:

(4) Attaching more weight to British values, laws and history in our schools.
(5) Considering what additional support or advice should be provided to immigrants to help them get off to the best start in understanding their rights and obligations and our expectations for integration.
(6) Reviewing the route to British citizenship and considering the introduction of an integration oath on arrival for immigrants intending to settle in Britain.

8.2.3 **Reduce economic exclusion, inequality and segregation in our most isolated and deprived communities and schools, by:**

(7) Working with schools providers and local communities to promote more integrated schools and opportunities for pupils to mix with others from different backgrounds.
(8) Developing approaches to help overcome cultural barriers to employment.
(9) Improving English language provision through funding for community-based classes and appropriate prioritisation of adult skills budgets.
(10) Improving our understanding of how housing and regeneration policies could improve integration or reduce segregation.
(11) Introducing stronger safeguards for children who are not in mainstream education, including those being home schooled.

8.2.4 **Increase standards of leadership and integrity in public office, by:**

(12) Ensuring that British values such as respect for the rule of law, equality and tolerance are enshrined in the principles of public life and developing a new oath for holders of public office.

8.3 We await the government’s response to this review but locally have been delivering on the countering extremism community cohesion agenda (report brought to select committee in October 2017)

9.0 **Disproportionality workshop Lewisham:**

9.1 In January 2017, partners agreed to review the findings of both the Baroness Young report, the interim report by MP David Lammy, and the Dame Louise Casey Review and conduct a workshop to look at the findings as a whole and what practical local actions would the partnership take.

9.2 The workshop themes for discussion included:

- Prevention
- Targeted engagement and interventions
- Enforcement and Criminal Justice

9.3 (The details of the discussions are captured in appendix B)
Discussion areas:

9.4.1 **Was there a clear understanding of the statics and what this really means?** It was felt that whilst discussions often happen about disproportionality it is often not completely understood and the prevalence of the issues are not fully recognised. It was felt that a better understanding of the wider statistics would enable a fuller understanding of some of the issues, which would assist in solutions for example homelessness, exclusions, mental health etc. There was discussion about the perceptions of young people, offenders; labelling which led to negative perceptions based on ethnicity. There were concerns about how these perceptions fed into stereotypes and lack of trust between communities, police, statutory agencies etc.

9.4.2 **The role of the media** It was felt strongly that the role of the media / social media was critical in the messaging, and how young people/ BAME were perceived. There was concern raised about the stigmatizing of young people. There were concerns raised about the lack of reporting of black victims of serious crimes compared to white victims.

9.4.3 **Community involvement:** there was discussion about how improving dialogue, the language used by all about each other such as restorative language would be a positive approach to dealing with stereotypes, negative perception and distrust. Greater involvement of parents, adults and senior members in the community was seen as critical in setting the tone, providing safe dialogue as well as supportive challenge. There was discussion about accountability and responsibility of all; how do we all work to build trust/ non blame culture to enable change and joint resolution. There was consideration of how community leaders are fully engaged and how a conversation about race was had with the community. As well as whether there was sufficient diversity and spread of community leaders involved and engaged in this agenda, and not the same groups representing the same views.

9.4.4 **Training:** there was discussion about the watering down of what used to be called anti-discrimination training. Because it is seen very much as integral to everything we do, there does not seem to be a specific focus on the issues of discrimination, prejudice, and stereotyping, unconscious bias. There was discussion that whilst a lot of work has gone into developing approaches within policing that there needed to be challenge within all agencies about this, and about how professionals recognise this within their own approaches and work.

9.4.5 **Trust and confidence:** it is well rehearsed that there is a lack of trust and confidence from some communities with the police/ statutory agencies. It is clear that understanding and a recognition of “history” and how this can
influence correct concerns is important, but that equally there needed to be recognition that things have moved forward and that the dialogue needed to reflect current practice and experience. There was discussion about the following terms “Establishment of a fair contract”, “Unresolvable grievance” and “Lack of credibility”, which would benefit from further understanding and discussion. There was discussion about perceptions of “victimhood” and how these issues, whilst opposing need fuller recognition and understanding to assist with next steps.

9.4.6 Make up of staff: there was discussion about the Met Polices programme of increasing the representation in the Force about the look and feel of London in its workforce. There was similar dialogue about other agencies including magistrates, lay custody visitors, youth services, schools, housing etc. It was felt important to understand this better, and also the senior leadership perspectives about discrimination and how this was practically being considered in organisations. It was accepted that the make up in itself was not a solution, but would support a wider cultural change.

9.4.7 The lived experience: there was concern that young black children perceived themselves as different. The messaging for some in the home was not to trust police or statutory agencies, and that it was language such as State Vs Us. There was clear recognition of the positive impact ex-offenders can have in working with current offenders and that this needed further consideration as an agreed approach. Understanding the journey of a child through their lived experience across a range of issues and services recognising and identifying the aspects of discrimination, real and perceived, would help to shape further understanding of the problem.

9.5 Agreed actions:

<table>
<thead>
<tr>
<th>Was there a clear understanding of the statistics and what this really means?</th>
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<tbody>
<tr>
<td>- Providing a breakdown across specific elements / aspects to start to understand the profile. This would include homelessness applications, exclusions, YOS, stop and search, etc</td>
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<tr>
<td>- Focus on the findings from the YOS disproportionality toolkit for insight of an aspect of the CJS</td>
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<tr>
<td>- Take a specific area to focus on and consider solutions</td>
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<td>- Discuss the findings with those developing national and regional strategies</td>
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<td>- Ensure there are sufficient links made between a number of agendas such as community cohesion, exclusion, Exclusion, PREVENT etc</td>
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| The role of the media | - Utilise the community networks as mechanisms for sharing information, discussing issues and forming messages  
- Using opportunities for positive stories about young people  
- Neighbourhood focused work to develop intergenerational/multi community conversations  
- The Partnership to agree the communications strategy for community cohesion |
| Community involvement | - Mapping who the advocates are within communities and ensuring support is given through information sharing to help dialogue and conversation  
- Facilitate opportunities for wider community dialogue about disproportionality  
- Run this workshop style discussion with Safer Neighbourhood Board, Cllrs and other key community networks.  
- Annual faith conference to support the ongoing dialogue |
| Training: | - Agree the language and cultures we would like to develop across all agencies in the Borough in respect of unconscious bias, disproportionality, inequality  
- Commit to peer support / observation about agencies approaches to this issue  
- Agree what the training might be across partnership |
| Trust and confidence: | - Greater understanding of the history and impact this has in relation to trust and confidence in the police  
- More opportunities for dialogue and conversation about the issue of disproportionality to consider solutions  
- All agencies, community leaders, others agreeing to change the language in which police, statutory services etc. are talked about. The language being restorative in approach, solution focused and not negative and blaming. Police are here to provide safety which needs positive attestation.  
- Understanding this can take time and there is no quick fix |
| Make up of staff: | - Ongoing support locally for residents of Lewisham to access the Met police, apprenticeships, cadets etc.  
- Organisations to understand the issues of staff make up, representation at all level in the organisation, and providing pro social modelling opportunities for staff across all ethnicities. |
The lived experience:

- Develop a programme with the Young mayor/ schools/ youth councils etc to share stories about young people
- Proactive use of ex-offenders in provision
- Profile and mapping the journey of a child/ children through their lived experience across a range of issues and services

9.6 Summary

9.7 It is clear that many professionals and community leaders have been rightly concerned about the disproportionality issues within the criminal justice system for some time. The work both nationally and locally done to date has enabled a greater understanding of the issues and has enabled dialogue about the possible reasons.

9.8 It is important that Lewisham reflects on the findings and that whilst there are a number of things that will need to be resolved at a National and London wide level, there are local actions which the Partnership should focus on and look to make changes to improve the situation and to improve outcomes for those who are disadvantaged as reflected in this paper.

9.9 The actions, once signed off in March 17 will be reviewed annually at the Safer Lewisham partnership.

10.0 Financial Implications

10.1 Currently this has not been identified but consideration about collective resources will need to take place to deliver on this agenda.

11.0 Legal and Human Rights Implications

11.1 The Council is under a number of statutory obligations to reduce crime and anti-social behaviour. The Crime and Disorder Act 1998 requires the Council to formulate and implement a strategy for the reduction of crime and disorder; the Anti-Social Behaviour 2003 requires the Council as a local housing authority to have policies and procedures for dealing with anti-social behaviour and the Race Relations (Amendment) Act 2000 places the Council under a duty to have, when carrying out its functions, due regard to the need to eliminate unlawful discrimination and promote good relations between persons of different racial groups.

11.2 The Local Government Act 1999 places a duty on the local authorities to secure continuous improvement in the way its functions are exercised having regard to the combination of economy, efficiency and effectiveness.
11.3 Section 2 of the Local Government Act 2000 empowers the local authority to do anything which it considers likely to achieve the promotion or improvement of the economic, social or environmental well-being of all or any persons within the local authority's area.

11.4 These statutory duties amongst others feed into the Council's Safer Lewisham Strategy.

12.0 Equalities Implications

12.1 Developing safe and secure communities is central to the work of the Council as a whole and in particular to the Community Services directorate. Reducing and preventing crime, reducing fear of crime and supporting vulnerable communities is critical to the well-being of all our citizens. This agenda directly impacts on this area and any actions must review impact in relation to equalities.

13.0 Crime and Disorder Implications

13.1 Section 17 places a duty on partners to do all they can to reasonably prevent crime and disorder in their area. The level of crime and its impact is influenced by the decisions and activities taken in the day-to-day of local bodies and organisations. The responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core activities, can significantly contribute to reducing crime and improving the quality of life in their area.

14.0 Environmental Implications

14.1 Key decisions made which may have environmental implications. Environmental services are consulted about all agreed activity before proceeding.
15.0 Conclusion

15.1 The SLP will continue to review this agenda specifically in relation to criminal justice, and a wider approach is sought to ensure that all aspects outside of the criminal justice sphere are reviewed and actions taken to reduce this disproportionality.

For further information on this report please contact Geeta Subramaniam-Mooney Head of Public Protection and Safety, Directorate for Community Services on 020 8 314 9569.
Appendix A

Arrests, Charging and prosecution:

- Lack young males just under 3 times more likely than white young males to be arrested (pg12)
- Black men greater than 3 times more likely to be arrested (pg12)
- Mixed ethnicity men greater than 2 times more likely to be arrested (pg12)
- Black and mixed ethnic women greater than 2 times more likely to be arrested. (pg12)
- BAME women more likely to be committed for trial at crown court (pg15)
- Black young males were just less than 60% more likely to be committed to crown court for trial (pg15)
- Asian women greater than 2 times more likely to be committed to crown court for trial (pg15)
- Asian and other ethnic women just over 40% more likely to be convicted at magistrates court (pg16)
- Of those convicted at magistrates court custodial sentences were somewhat more likely for black and mixed ethnic young males (pg19)
- BAME men 10% less likely to be convicted at crown court. Asian women 20% less likely (pg19)
- Apart from Asian men, disproportionality in custodial sentencing at Crown Court for BAME men. (pg19)
- Black men 12% more likely to receive custodial sentence in crown court. (pg19)
- Black women about 25% more likely to receive custodial sentence at crown court. (pg19)
- All BAME groups more likely to be remanded in custody at crown court and plead not guilty (pg19)
- Plea BAME men were greater than 50% more likely to plead not guilty at crown court (pg19)

Specific offences:

Three offence categories demonstrated distinctive disproportionality findings: (pg20)

1. Robbery
2. Sexual Offences
3. Drugs Offences

Robbery:

- Black young males 10.5 times more likely to be arrested
- Only marginally more likely to be proceeded against at magistrates
- Significantly less likely to be committed to crown court for trial
- No more likely to be convicted or receive a custodial sentence (pg20)
- Mixed ethnicity young males 4.2 more likely to be arrested
- Marginally more likely to be proceeded against at magistrates
- No more likely to be convicted or sentenced to custody (pg20)
- Adult Black men were 8.4% more likely to be arrested for Robbery (pg20)
- Mixed Men 5.5 times more likely to be arrested (pg20)
- Black young females were 5.1 times more likely to be arrested
• Somewhat more likely to be proceeded against at magistrates court (pg21)
• Robbery could be traced primarily to disproportionate arrests rates (pg21)

Sexual offences:
• Black men were 3.7 times more likely to be arrested
• Asian 1.8 times more likely (pg21)
• Asian men were significantly less likely to receive a custodial sentence (pg21)
• Disproportionality in the prison population for sexual offences could be traced back to a combination of disproportionality in arrests and disproportionate custodial sentencing for black and Asian men at Magistrates court. (pg21)

Drugs Offences:
• Custodial sentencing for all BAME men committing drugs offences was particularly disproportionate at crown court – the only offence group where custodial sentencing was consistently more likely for BAME men.
• Black men about 1.4 times more likely to receive custodial sentence (pg22)
• Asian men were 1.4 times more likely to receive custodial sentence (pg22)
• Mixed ethnicity men 1.1 times more likely to receive custodial sentence (pg22)
• Other ethnic 1.6 times more likely to receive custodial sentence (pg22)
• Black women 2.3 times more likely to receive a custodial sentence (pg22)
• Black men 5.4 times more likely to be arrested for drugs offences (pg22)
• Asian men 1.4 times more likely to be arrested for drugs offences (pg22)
• All BAME somewhat more likely to be committed to crown court (pg22)
• Conviction rates marginally lower for BAME (pg22)
• Disproportionality in prison for BAME men and black women convicted of drugs offences can be traced back to a combination of disproportionate arrest and disproportionate custodial sentencing at crown court. (pg22)

Prison experience:
• Black and Asian men were more likely to be housed in high security – 4 times more likely for black men. 6 times more likely for Asian men.

Appendix B – Workshops comments

Prevention
Issues:
- Considering the safeguarding continuum
- Protecting from harm
- Promoting welfare
- Education
- Do young people know the stats on disproportionality – what are their thoughts
- Exclusion issues – step into the CJS – what are the stats for those getting excluded And what is being done for their challenging behaviour
- Roles in the community e.g. statutory services - public perception
- Information sharing
- Disrupted housing- housing homelessness/ overcrowding
- Media is not helpful – the language they use State Vs people
- Homelessness – lack of housing – temporary accommodation – is it disproportionate
- Education
- Mental health
- Community engagement
- Young people committing crime 3 hours after school
- Perception that BME are offenders
- Rights and responsibilities of individuals and communities
- Trust breakdown
- Peoples agenda is difficult to manage
- Social media / community of interest – fuels people’s views

Actions:

- Schools council / Young mayors team
- Restorative justice approach in schools with teachers and students
- Training for teachers on cultures
- Look into cultural understanding training
- Outreach work re employment
- Training starting with management to ensure it is consistent
- Representative workforce and equal opportunities in the workplace
- Identify where you can to be proactive with supporting staff
- Feedback keep them regular
- Encourage what is available – parents together/
- Housing audit
- Action planning to prevent young black men getting evicted and excluded
- Look at how schools can be open longer
- Change the perception to success
- Engaging communities to talk about race issues
- Empowering communities
- Powerful advocates – ex offenders – act as role models for children
- Empathy – evidence – what we know about the impact of trauma – link I the engagement

Enforcement and Criminal Justice

Issues:
- Better opportunities to use Restorative justice
- Education – parents, teachers, young people
- Look at the approach in custody
- Police training

Actions:

- Arresting fewer young people ?!?!
- Options available to young people who have been arrested
- Look at mentors and mediators in custody to advise of rights
- Working much closer with schools
- Independent custody visitors – role – representative
- Contact defense solicitors
- What is the magistrates make up for London

**Targeted engagement:**

**Issues**

- Historically embedded attitudes towards police
- Community responsibility
- Establishment of a fair contract
- Unresolvable grievance
- Lack of credibility
- State vs people view
- One size does not fit all
- As people get older become harder to engage
- Stigmatizing children
- Lack of teacher time for individuals
- Use of technology
- Self-fulfilling prophecy
- Young black boys feeling they are perceived differently

**Actions**

- Build up confidence and trust – be honest about the issues and the stats
- Training in cultural issues
- Unconscious bias
- Engage ex-offenders
- Use of peer leaders – church, community, musicians
- Are we picking the right leaders – find other people who may be better placed
- Bespoke engagement i.e shops / barbers
- Create alternative options for making money
- Use of ex-offenders in engagement – compelling stories
- Engage with people who understand what’s going on but not actively involved
- Involve peers
- Get in early re housing solutions
- Work with teachers including primary
- Soft interventions
- Use of social media
- Attitudes amongst professionals