



# HM Prison & Probation Service

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Anne Fox,  
RR3 Chair,  
Tavistock House,  
Tavistock Square,  
London WC1H 9NA.

24 August 2020

Dear Anne and RR3 members,

## **Race and Ethnicity: A critical moment**

Thank you for your letter of 11 June. I wanted to do more than simply registering receipt of your report and acknowledge the value we attach to this and other pieces of work. We are striving to become a fairer organisation, and welcome external insights and challenges to help us move forward.

Following receipt of your letter, I welcomed our subsequent meeting and challenge to HMPPS to do more in terms of addressing race inequality.

Over recent weeks we have seen a shift in the debate about race and equality and the urgent need for a response. We need to capitalise on the energy and focus it has created to accelerate the changes we wish to see. HMPPS cannot do this alone, and that is why we value the external, informed input that the Reducing Reoffending Third Sector Advisory Group (RR3) and its subsidiary groups are able to offer.

The RR3 briefing raised five top areas of concern. I am keen for us to provide an informed response to each point raised; I have asked Kate Morris (Deputy Director responsible for Diversity & Inclusion) along with Tanya Robinson to arrange one to one conversations with the signatories of the letter, to get a greater understanding of

the challenges and issues raised in the report. I am clear that these relationships will be crucial to us as we move forward with action to drive sustainable change in relation to race equality and cultural intelligence across the organisation.

Thank you for letting me know that members feel there should be a greater level of communication between HMPPS and Third Sector organisations. It is extremely important to me that we build relationships with external partners and would welcome the opportunity to work with you to invite a wider group of Black, Asian and ethnic minority specialist organisations to a round table discussion, to gain insights which can help shape our thinking in both short and longer-term action to address the areas of inequality you have raised.

Please thank those who contributed to the report. My office will be in touch to arrange suitable time for the proposed round-table.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jo Farrar', followed by a period.

Dr Jo Farrar