

CLINKS

Supporting the voluntary sector
working in the criminal justice system

What next?

Building strength and unity in a changing criminal justice system

Annual conference

22 November 2022 Drapers' Hall, London



2022 Programme

In partnership with



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What next? Building strength and unity in a changing criminal justice system

Recovery from the pandemic and major changes to the criminal justice operating environment, including probation unification and proposed prison reforms, present significant challenges, as well as some opportunities, to voluntary organisations and the people they support. Through these changes the voluntary sector's strength, determination and flexibility enables organisations to prioritise people in contact with the criminal justice system and their families.

Our State of the Sector research has shown that these changes have come on top of, not instead of, wider challenges that have long faced the sector. At this year's conference, we aim to strengthen the voluntary sector's ability to succeed together amidst an ever-changing environment.

We very much hope you enjoy the conference.

Very best wishes,

Anne Fox - Chief Executive Officer



Agenda

Time	Item	Location
9:30	Arrival and registration	Entrance Hall
10:00	Opening performance <i>Lady Unchained, Independent Artist and National Criminal Justice Arts Alliance Co-Chair</i>	Livery Hall
10:15	Welcome address <i>Anne Fox, Chief Executive Officer, Clinks</i> <i>Roma Hooper OBE, Chair of Trustees, Clinks</i>	Livery Hall
10:30	Morning keynote <i>Justin Russell, His Majesty's Chief Inspector of Probation</i> <i>Kilvinder Vigurs, Regional Director for London Probation</i>	Livery Hall
11:30	Comfort break – refreshments provided	Court Dining Room and Court Room
11:45	Morning workshops	
A	Bridges from prison: working together to build the case for jobs and relationships - <i>Facilitated by Frameworks</i>	Drawing Room
B	Progress and prejudice: shifts in UK employer attitudes to hiring people with convictions - <i>Facilitated by Working Chance</i>	Livery Hall
13:00	Lunch and networking opportunities	Court Dining Room and Court Room
14:00	Afternoon panel discussions	
D	Funding for the future <i>Ewan Hilton, Chief Executive Officer, Platform</i> <i>Angela Cairns, Chief Executive Officer, Unlock</i> <i>Marie-Clare O'Brien, Chief Executive Officer, New Leaf Initiative</i> <i>Duncan Shrubsole, Director of Policy, Communications and Research, Lloyds Bank Foundation</i>	Drawing Room

C	<p>Prioritising the wellbeing of our workforce – how can we ensure staff and volunteers feel valued? <i>Debra Allcock Tyler, Chief Executive Officer, Directory of Social Change</i> <i>Julia Alexander, Chief Executive Officer, Trailblazers Mentoring</i> <i>Chloé Geoghegan, Head of Programme for Women and the Criminal Justice System, The JABBS Foundation</i> <i>Michele Burman CBE. FRSE. FAcSS., Professor of Criminology at the University of Glasgow and a Founding Co -Director of the Scottish Centre for Crime and Justice Research (SCCJR).</i></p>	Livery Hall
15:00	Comfort break – refreshments provided	Court Dining Room and Court Room
15:15	<p style="text-align: center;">Arts performance <i>Ashleigh Nugent, Creative Director, Rise Up CIC</i></p>	Livery Hall
15:30	<p style="text-align: center;">Afternoon keynote <i>Jim Barton, Executive Director His Majesty’s Prison and Probation Service Change</i></p>	Livery Hall
16:15	AGM	Livery Hall
17:00	Networking drinks	Court Dining Room
18:00	Event end	

Morning Workshops

Workshop A - Bridges from prison: working together to build the case for jobs and relationships, facilitated by Frameworks

The vast majority of people who serve time in prison will leave at some point. And, when they do, most will need support to enable them to continue with their lives and contribute to society. Evidence shows job opportunities and supportive relationships, such as family, are two of the most significant things that will help.

But how can we help more people to see that? How can we build support for action and investment in these areas?

These are the questions at the heart of FrameWorks’ latest communications research into the criminal justice system. In this session, they’ll share some of the practical ways we can all frame our messaging, and signpost to further resources, support and ways to work together to tell an effective story. They’ll also reflect on how, by mobilising around a story together, we can strengthen each other’s work and have a greater impact.

Workshop B - Progress and prejudice: shifts in UK employer attitudes to hiring people with convictions, facilitated by Working Chance

How hard is it to find a job if you've got a conviction? And is that changing?

Working Chance shares its fresh findings from speaking to 1,000 employers and hiring managers about what they really think when they receive an application from someone with a criminal record.

Back in 2016, the Department for Work and Pensions published survey results showing that half of employers wouldn't even consider an application from someone with a conviction. That's a lot of CVs going straight in the bin. But a lot has happened in the last six years: the employment landscape has transformed in the wake of Brexit and the pandemic.

This interactive session will take you through our research into employers, and then turn the lens onto Clinks members. As a sector, do we do a good enough job of ensuring that our staff represent the groups we serve? We'll discuss how the criminal justice sector can be the best employers for people with convictions – looking at some of the barriers and how to remove them. Find out what Working Chance clients tell us about what they're looking for, as they rebuild their lives and look for meaningful work.

Afternoon panel discussions

Panel discussion C - Funding for the future

Sustainable funding for organisations in the voluntary criminal justice sector remains an ongoing challenge for many. Our panellists Ewan Hilton, CEO at Platform, Angela Cairns, CEO at Unlock, will take part in a discussion which aims to shed some light on how to diversify your organisation's funding streams. You can expect to hear about new and different ways of sourcing income as well as a broader discussion centred on the current funding landscape, including government contract delivery. We hope this will be an enlightening discussion for everyone involved in fundraising and income generation, and there will also be an opportunity to ask questions of our panellists.

Panel discussion D - Prioritising the wellbeing of our workforce – how can we ensure staff and volunteers feel valued?

It is no secret that the workforce within the criminal justice voluntary sector has continued to work harder than ever over the last year. Taking the current operating environment within the sector into account alongside wider issues such as the cost of living crisis, offering staff salary increases may not be an option, and therefore alternative ways in which we can ensure staff feel valued must be considered a priority.

We have heard from many of our members that there are ongoing concerns about skilled and experienced staff exiting the voluntary sector in pursuit of higher pay, as well as increasing concerns about the reduction in volunteer numbers across the sector. We therefore want to take this opportunity to share ideas and best practice around tackling these continued challenges associated with the retention and wellbeing of an amazing workforce.

Join us for a panel discussion with Chloé Geoghegan, Head of Programme for Women and the Criminal Justice System at the JABBS Foundation, Debra Allcock Tyler, CEO at the Directory of Social Change and Julia Alexander, CEO at Trailblazers Mentoring, to explore these challenges further and hear about what initiatives and innovative ideas could be considered in order to ensure that staff and volunteers feel valued and supported in their challenging line of work.

Contributor's biographies

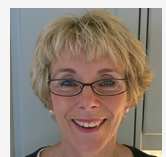
Anne Fox - Chief Executive Officer, Clinks

Anne has worked in charities since 1998 in the Republic of Ireland and the UK. She's worked in policy, campaigns and communications roles on behalf of people who live in poverty, families in challenging circumstances including with a disabled family member or headed by someone parenting alone, and for disabled children and adults. Anne has a strong belief in collective action and collaboration and in supporting people with lived experience to effect change.



Roma Hooper OBE - Chair of Trustees, Clinks

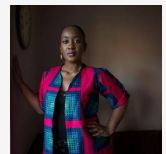
Roma became Clinks chair of the Board of trustees in late 2018. She is a criminal justice advisor and was the founder of the Make Justice Work campaign. She has worked extensively in the criminal justice sector for over 25 years in a wide variety of different roles. She is president and founder of the Prison Radio Association and is on the board of the Comedy School. Roma was awarded her OBE for services to prisons.



Lady Unchained, Independent artist and National Criminal Justice Arts Alliance Co-Chair

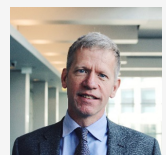
Lady Unchained is a celebrated poet, a mentor, an award winning radio presenter, a curator, a TedX speaker, a workshop facilitator, an author and a radio host for National Prison Radio.

Her mission is to prove that there is life after prison. She is the founder and Creative Director of Unchained Poetry, an artistic platform for artists with lived experience of the criminal justice system. Amongst other things she runs poetry workshops in prisons and in the community in women's centres such as Pecan, part of Southwark Women's Hub, to help women find their creative voice. Lady Unchained published her debut book Behind Bars in July 2022 in which she traces how her identity was irrevocably changed during her sentencing, time in prison and release.



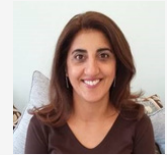
Justin Russell - His Majesty's Chief Inspector of Probation

Justin joined Her Majesty's Inspectorate of Probation as Chief Inspector in June 2019 and will serve in this role until May 2024. Justin's previous role, from 2016 to the beginning of 2019, was as Director General, Justice Analysis and Offender Policy at the Ministry of Justice. Justin started his career as a social researcher in the Home Office and has worked on a wide range of criminal justice issues including as a Senior Policy Adviser on home affairs in the No10 Policy Unit and as Head of the Violent Crime Unit in the Home Office where he led the Ending Gang and Youth Violence Programme and the government's strategy on ending violence against women and girls.



Kilvinder Vigurs - Regional Director for London Probation

With a career spanning over 33 years, Kilvinder has experienced significant changes to the criminal justice system. She has a strong operational background, having qualified as a social worker and started work as a probation officer in 1997. She progressed into management and in 2006 became a Director in Thames-Valley. In 2017, Kilvinder was promoted to Divisional Director of London National Probation Service and in April 2020, in preparation for Probation's Unification, Kilvinder's role was revised to Regional Director when she has since led on unifying the service and working with key partners on the commissioning of rehabilitative services for London. In addition, Kilvinder holds national portfolios on Ex-Armed Service Personnel/Veterans and Foreign National Offenders. Kilvinder's career demonstrates a commitment to partnerships, often bringing together statutory and third sector organisations, to develop services that make communities safer and support vulnerable people.



Jim Barton - Executive Director His Majesty's Prison and Probation Service Change

Jim is an Executive Director in HMPPS with oversight of the agency's major change programmes.

This includes the Probation Reform Programme, Electronic Monitoring, Prison Supply and Reducing Reoffending.

Jim has worked in the Probation Service for the last 10 years and prior to that on projects focused on better join-up across the criminal justice system.



The Probation Reform Programme was set up to design and implement a better probation service that could build on the Transforming Rehabilitation (TR) reforms while addressing the challenges of TR. The Programme delivered on its first major milestone, the unification of the Probation Service at midnight on 25 June 2021 when 7,288 new staff joined MoJ at the end of Community Rehabilitation Company contracts. The programme's focus is now on supporting the Probation Service to move towards the Target Operating Model published in February last year.

Sophie Gordon - Senior Communications Strategist at Frameworks UK

Sophie is a Senior Communications Strategist at FrameWorks UK – collaborating with charities and other mission-driven organisations to communicate about social issues in ways that will create change. Sophie's recent work includes helping organisations to reframe housing, health and child development.

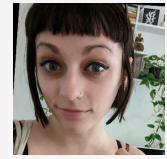
FrameWorks UK is the sister organisation of the FrameWorks Institute in the US. Their research shows how people understand social issues. And they use this knowledge to develop and test strategic communications to help organisations create change.



Before joining FrameWorks in early 2022, Sophie was the Creative Director and lead writer for the UK's largest child protection charity, the NSPCC.

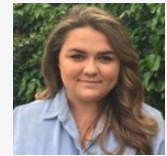
Lizzy Jewell - Head of Communications and Engagement, Working Chance

Lizzy has led on communications and marketing for a range of not-for-profits and social justice causes. She was formerly Head of Strategic Communications at STOP THE TRAFFIK, a charity disrupting global human trafficking.



Alex Clarke - Employment Advisor, Working Chance

Before joining Working Chance, Alex worked as an employability and careers adviser for young adults, many of whom had additional needs.



Katherine Lear - Employment Advisor, Working Chance

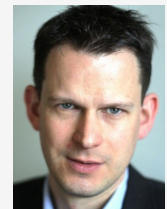
Before joining Working Chance, Katherine was a teacher of English and has a Master's degree in education. She has worked across the criminal justice sector in research, education and employability.



Duncan Shrubsole - Director of Policy, Communications and Research for the Lloyds Bank Foundation for England and Wales

The Lloyds Bank Foundation work in partnership with small and local charities, people and communities, changing lives and working towards a more just and compassionate society. The Foundation is an independent charitable trust funded by the profits of Lloyds Banking Group. Through unrestricted funding, support to develop and influencing policy and practice we help small and local charities thrive, communities grow stronger, and people overcome complex issues and barriers so they can transform their lives.

Duncan Co-Chairs the Association of Charitable Funders network of funders working in Criminal Justice and through that sits on the MoJ/HMPPs Third Sector Partnership Board He is also Chair of Trustees of Switchback, a charity working in London to help young men make long-lasting change after their release from prison through an intensive rehabilitation programme, including support into meaningful employment as well as seeking to influence and improve the wider environment.



Ewan Hilton - Chief Executive Officer at Platform

Ewan is CEO of Platform, the mental health and social change charity. Ewan is a strong advocate for the need to overhaul our current mental health and wider systems to support better mental health. Ewan and Platform advocate for a whole system understanding of mental / emotional health rooted in the social determinants of mental health, trauma awareness and the importance of relational health. Platform seek to achieve change by doing, learning, and campaigning.

Ewan has worked in the third sector in Wales for over 30 years in housing, homelessness, support and mental health organisations.



Angela Cairns - Chief Executive Officer at Unlock

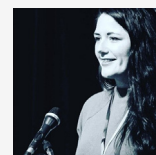
Angela is Chief executive at Unlock. She has worked in the voluntary sector since 2002, supporting people to bring about positive change in their lives. Specialised in leading small organisations that punch above their weight, Angela has a strong track record in organisational transformation and development, front-line delivery and advocating for change. She is passionate about bringing the voices of people experiencing discrimination and disadvantage to the forefront of debate.



Working in roles where fundraising and income generation is central, Angela has successfully supported organisations to diversify their income streams and challenge the narrative that people don't like to fund criminal justice charities. She has also been a grant assessor for The Fore supporting small charities on their journey to securing funding.

Marie-Claire - Founder and Chief Executive Officer at The New Leaf Initiative Community Interest Company

Marie-Claire has developed New Leaf and its various social enterprise businesses and in doing so, has constructed a substantial reputation within the criminal justice system (CJS) as one of the most successful Female Entrepreneurs with lived experience of the system; She sits on the Steering committee for the Prisoner Learning Alliance and the expert panel of lived experience for the Criminal Justice Alliance, is a Prisoners Education Trust (PET) Alumni and PET Legend.



Marie-Claire is a First-Class honours student from the University of Warwick and is a well-respected keynote speaker for corporate, public and third sector organisations. Marie-Claire and her dedicated team, mostly made up of people who mirror the community we serve, deliver accredited vocational training at our training academy and workspace in the West Midlands, with 97-100% of learners in custody and the community giving ex exceptional feedback. She has recently set up the New Leaf Network; a network of people with lived expertise of the CJS, supporting those still trapped within it to provide support to each other, formally and informally, and the New Leaf Co-operative CIC to directly employ people with convictions that other employers will not.

Debra Allcock Tyler - Chief Executive Officer at the Directory of Social Change

Debra has worked in the charitable and voluntary sector for over 30 years. Amongst numerous other roles, she is Co-Chair of the Soldiering on Awards alongside General the Lord Dannatt. She is a Trustee of In Kind Direct, one of the Prince's Foundation Charities, and a trustee of the Berkshire Community Foundation. She is also an Africa Advocacy Foundation Ambassador for women and girls at risk of or affected by Female Genital Mutilation (FGM). She has served as a trustee of several charities including being the co-founder of the Small Charities Coalition and was its first Chair. She served on the Charity Commission's SORP committee for over seven years and was the Vice-Chair of Governors of Whiteknights primary school for six years.



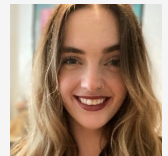
Julia Alexander - Chief Executive Officer at Trailblazers Mentoring

Julia is a qualified social worker with over 20 year's experience of working in the charity sector. She has extensive experience of working with young people in the criminal justice system and in the areas of volunteering, mentoring and family support. She has over a decade of senior and staff management experience and held posts across the UK, Northern Ireland and Republic of Ireland. A strong leader with extensive change management experience, she has been fundamental in strengthening and developing services at Trailblazers Mentoring since she joined in 2020 as Service Delivery Director. Since taking up post as CEO in late 2021, Julia has led on the development of corporate and local partnerships; introduced innovative pilots, including peer-peer prison based mentoring and a digital skills partnership focused on reducing digital barriers for those leaving prison.



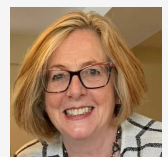
Chloé Geoghegan - Head of Programme for Women and the Criminal Justice System at The JABBS Foundation

JABBS partners with organisations that address women's multiple, unmet needs and whose work interrupts cycles of harm which result in women's contact with the criminal justice system. Chloé is the incoming Chair of the Corston Independent Funders Coalition and sits on the Policy Advisory Group for the Women's Budget Group. During the height of the COVID-19 pandemic, Chloé was Director of Operations at Hibiscus Initiatives, an organisation working with racially minoritised and migrant women at the intersection of the criminal justice and immigration systems. Prior to working within the women's justice arena in the UK, Chloé held a number of strategic and operational roles across a range of national and international rights-based and justice-focused non-governmental organisations. This includes work setting up the international Secretariat for the ground-breaking Joining Forces for All Children, an alliance of the six largest, international child-focused agencies united to end violence against all children and secure the rights of every child. As well as work with international human rights organisation Reprieve and UK trauma-informed specialist organisation Body & Soul.



Michele Burnam CBE. FRSE. FAcSS - Professor of Criminology at the University of Glasgow and a Founding Co-Director of the Scottish Centre for Crime and Justice Research (SSCJR)

Michele has long-standing research interests in women and crime, and responses to gender-based violence, and has published widely on criminal justice responses to rape and domestic abuse, on the punishment of women and on young women and violence. With Dr Annie Crowley at the University of Glasgow and Professor Loraine Gelsthorpe and Dr Joana Ferreira at the Institute of Criminology at the University of Cambridge, Michele is currently undertaking Nuffield Foundation funded research on the challenges faced by women workers delivering services to marginalised and/or socially excluded women and girls in the UK, with the aim of developing recommendations on processes of supervision and models of working designed to alleviate negative effects, and in mitigation of the traumagenic effects of this work.



Ashleigh Nugent - Creative Director, RiseUp CiC

Ashleigh won Artist of the Year in the Liverpool City Region Culture and Creativity Awards 2021. Ashleigh's debut novel, LOCKS, will be published by Picador/Pan Macmillan in June 2023. Ashleigh's other publishing credits include poetry anthologies, academic journals and magazines. He has also written, performed and curated for theatres including the Shakespeare North Playhouse where he is now a special advisor on the Learning and Engagement Committee. Through his company, RiseUp, Ashleigh uses his own lived experience to empower prisoners with the mindset and life skills to turn their own lives around. The RiseUp programme has produced life changing impact in prisons throughout the UK since 2015.



Our vision

Our vision is of a vibrant, independent and resilient voluntary sector that enables people to transform their lives.

Our mission

To support, represent and advocate for the voluntary sector in criminal justice, enabling it to provide the best possible opportunities for individuals and their families.

Join Clinks: be heard, informed, and supported

Are you a voluntary organisation supporting people in the criminal justice system?

Join our network of over 600 members. Clinks membership offers you:

- A voice to influence change
- Practical assistance to be effective and resilient
- Support from a community of like-minded professionals.

Membership starts at just £80 per year and is free for organisations with little income.

www.clinks.org/membership

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CLINKS

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working in the criminal justice system

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