



Reducing Reoffending
Third Sector Advisory Group

RR3 Special Interest Group on Staffing Terms of Reference

Background

The Reducing Reoffending Third Sector Advisory Group (RR3) has established a special interest group (SIG) on Staffing, which will focus on understanding the current staffing issues across the voluntary sector working in the criminal justice system. The Group will seek to develop practical solutions, based on input from across the sector, to be incorporated into a final report.

The SIG will provide advice, and produce a final recommendations paper that will be shared with officials from the Ministry of Justice (MoJ) and His Majesty's Prison and Probation Service (HMPPS).

This group terms of reference sits alongside [the terms of reference for the main RR3](#).

Membership

The chair of the SIG is Sam Julius (Clinks Head of Influence & Communication), and the sponsor of the SIG is Adam Moll (Social Interest Group), in his roles as the RR3 seat-holder for large providers. The secretariat is provided by Clinks.

Meetings will be attended by relevant permanent members of the RR3, which will be confirmed through direct expressions of interest from RR3 seat holders. These will be confirmed in due course.

The chair and secretariat will also co-opt additional members from the wider voluntary sector for their specific expertise, as per the RR3 term of reference. These will be recruited through Clinks' communications channels, supported by the SIG's sponsor.

Purpose

The Group will explore the following areas:

- Recruitment and retention of staff across the voluntary sector
- Understanding the drivers of burnout and the factors that can lead to poor mental and physical wellbeing for staff
- Career development, building pathways across the sector, and the incorporation of lived experience

Recommendations will be produced in order to advise MoJ and HMPPS officials on how mitigating staffing issues within the voluntary sector can contribute to reducing current pressures faced by statutory agencies.

The final output will incorporate the practical solutions developed throughout the duration of the SIG, designed to mitigate the issues covered during the work.

This paper will then be shared with the relevant stakeholders.

Officials

The Group will include input from a range of officials from the MoJ/HMPPS that will liaise with the group on an ad-hoc basis. This will include (but is not limited to):

- TBC
- Ruth Boyd – Head of Stakeholder Engagement (HMPPS)

Additional officials will be invited depending on the topics being discussed.

Frequency

Meetings to be convened when required, with the expected frequency of approximately one every three months. RR3 chair, sponsors and secretariat to agree with a programme of meetings as early as possible.

Communication

Officials will be open with information when they can, with the caveat that some information shared with the group may not be in the public domain yet and must not be shared publicly. Products discussed will be subject to further development and senior official approval through the relevant HMPPS governance structures.

A summary note will be published after each meeting on the Clinks website. Comments will not be attributed in the notes, and both SIG members and officials will have the chance to review notes prior to them being published.