

Understanding Race and Disproportionality within Criminal Justice, Probation and OPD services.

How to improve awareness and ensure racism and racial trauma is attended to with Probation and OPD Practice to the benefit of black and brown services users.

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Dr Patrick Williams - MMU

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the aims for
today

- What do you do when you know your service is discriminating against black, Asian and other ethnically minoritised groups ?



We Needed Help !

- A White team, with a white lens.
 - Acknowledged we needed help to do this; subject matter experts, skilled facilitators, time...
 - Resources - Commissioners supported and encouraged us to bid for resources to 'make things better'.
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Who is involved

- Patrick Williams - Senior Lecturer in Criminology, Department of Sociology, Manchester Metropolitan University.
- Derek Rhoden – Regional Equalities Manager – Greater Manchester Probation Service
- The whole OPD Team
- x 4 Clinical and Operational Managers
- X 6 Probation Practitioners
- X 4 Health Practitioners
- X 2 Admin Support
- 16 Staff in total



What we did?

- Delivery
 - SLT preparatory meetings to co-design and collaboratively agree the approach
 - Bi monthly 2 hours, for 2 years
 - Consultation exercise with black and brown staff
 - Facilitated Sessions via teams and face to face (2 hour Sessions).
 - Multi-modal (Guest speakers, events, articles, etc.)
 - Generating a manifesto – Our Promise
- Method and principles (...its not linear!).
 - Acknowledging institutional racism and differential treatment.
 - Relevance of risk and riskiness (HMIP 2021,2023)
 - Centralising our histories, biographies and narratives.
 - Dialogical approach
 - Use of (management, institutional) data.



How was it
for you?

The Journey so far.....

- Language
- White privilege
- Racism - racialised racism
- Power dynamics
- Inclusivity

- Anxiety
- Defensiveness
- Confidence
- Fearful
- Empowered
- Hopeful



What are we doing now?

- Developed a manifesto stating our culture values, and our promises as two OPD services
- Adapted the recruitment process
- Numbers to Names – all cases triaged, reviewed, considered
- Reflective Practice – Structured time to consider race and disproportionality
- Racially informed formulation, co-work, training
- Attendance and representation – commitment to attend and influence organisational spaces
- Continuing the conversation to inform our actions





Thank you for listening
Questions?