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**Community Engagement Network**

**Clinks Grant Agreement for 2023-24**

In the delivery of the grant award for the Community Engagement Network, Clinks will:

* Host bi-monthly meetings online with organisations and groups that include and represent racially minoritised people with an interest in the criminal justice system. They will ensure as wide a reach as possible regarding membership, regularly looking to refresh and extend invitations where possible.
* Provide the secretariat for the network. This will include: setting up meetings, developing and circulating agendas, producing the meeting minutes, dealing with action updates arising from meetings etc.
* Act as Chair of the network until such a time as the network itself decides upon an independent chair arrangement.
* Ensure that the network will be afforded the flexibility for members to bring forward their own issues of interest where they can lead to discussions on wider systemic change in the criminal justice system.
* Ensure that the network will also operate within a framework for discussion that enables the CJS Anti Racism Plan objectives to be effectively progressed. Suggested ways for this to be conducted include:
* The CEN discussing views on the Anti Racism / Cultural Competency draft training framework from criminal justice
* The CEN feeding in views on recruitment campaign communications (e.g. considering how to best sell opportunities available in the criminal justice system, understanding what communities would most like to know, where would they like to see the info available? What would most encourage people from ethnic minorities in Wales to join the CJS? What CJS partner opportunities do they know least about?) This would specifically work towards Implementation Plan 2a(iii) action 4 to establish an All-Wales stakeholder list for future advertising of vacancies to ethnic minority communities
* The CEN to assist with CJS workplace culture change – This could include working specifically on Imp Plan 2c(i) action 1 to co-produce our definition of a zero tolerance approach in the workplace.
* The CEN to feed in hate crime victim experiences - commenting on the whole system – including attrition problems (reporting, treatment, convictions and sentencing)
* The CEN to feed in views on ways to improve communication with the wider public regarding CJS services (linking with Implementation Plan actions regarding service provision and our Comms Plan activity)
* The CEN to consider how the criminal justice system can effectively measure changes in trust and confidence in the community – how would they like us to approach this? – This would specifically work on 3b(i) action 1.
* Take forward work arising from the network meeting conversations outside of the meetings themselves. For example, this may be through direct follow-up meetings with partners or the development of reports to supplement outcomes and findings of partner engagement. Specific research work may be identified for Clinks to conduct, which would be subject to separate financial award agreements.
* Attend CJS Anti-Racism core meetings that are deemed appropriate for the joining up of CEN activity with the wider progression of the Plan, and for linking in with other action owners.
* Seek to include the voices of ethnic minority people in prison and on probation. These will be fed into the network meetings via the Chair or via professionals identified and invited by the Chair.

**Grant award for the Co-ordination of the Community Engagement Network (CEN**)

Development Officer 1 day per week for 41 days = **£15,411**. This includes salary and management charge, plus on costs including coms and admin/HR support.

**The agreement will be subject to review after 6 months and 12 months to consider any required changes to scope and timeframes.**