
The Lord Timpson OBE DL
Minister of State (Ministry of Justice)
House of Lords
London
SW1A 0PW

[Date]

Dear Lord Timpson,

**RE: COLLECTIVE RECOMMENDATIONS ON RACE EQUITY AND THE
SENTENCING ACT: REQUEST FOR FORMAL RESPONSE AT THE RR3
MEETING, 30 JUNE 2026**

We are writing on behalf of the collective of by-and-for¹ and infrastructure organisations that co-signed our letter to you of 6 February 2026. We are grateful for your response of 2 April and for your continued openness to working with our sector as the Sentencing Act moves into implementation.

We understand that you will be attending the Reducing Reoffending Third Sector Advisory Group (RR3) meeting on 30 June 2026. We are delighted to confirm that, as a collective, we will also be attending, and we would welcome the opportunity to present our recommendations to you at that meeting and to hear your formal response.

OUR RECOMMENDATIONS

Since our initial letter, we have worked with our collective of signatories to develop a detailed briefing paper setting out the case for a cross-HMPPS Race Equity Strategy, co-produced with by-and-for organisations and underpinned by an independent Race Equity Board. The briefing is attached to this letter.

The briefing is grounded in a shared recognition that, while the actions referenced in your April response provide an important foundation, they do not yet amount to a coherent, cross-HMPPS race equity strategy with clear accountability, measurable outcomes, or independent co-produced oversight. Freedom of Information responses have confirmed that HMPPS currently has no dedicated cross-HMPPS race equity strategy, no single accountability framework coordinating existing race equality initiatives, and no overarching implementation plan focused on reducing racial disparities.

Our core recommendations are as follows:

- **Establish a Race Equity Board:** a co-produced, independently scrutinised Board, underpinned by a public ministerial commitment from ministers with responsibility for both the adult and youth systems, with a dedicated sub-group for the youth justice system. The Board should be recruited via an open process modelled on the RR3, drawing on voluntary sector leaders of specialist by-and-for organisations.
- **Develop a Cross-HMPPS Race Equity Strategy:** a central, system-wide strategy spanning both adult and youth justice, with a specific section dedicated to children's distinct needs and rights. The strategy must include measurable targets, a funded implementation plan, commissioning reform, and transparent reporting mechanisms.
- **Embed an intersectional and anti-racist approach:** in line with the Women's Justice Board recommendations, all work should adopt an anti-racist, intersectional approach addressing disparities faced by Black, Asian, minoritised and migrant women and those with other protected characteristics.
- **Address the risks of Artificial Intelligence:** we call for work with the Justice AI Unit and MoJ digital to audit existing datasets, embed anti-racist practices, and ensure procedural justice is established prior to further digitalisation of the justice system.
- **Implement commissioning reform:** structural barriers preventing smaller, by-and-for community-led organisations from accessing contracts must be addressed through targeted investment, proportionate contracting models, and greater transparency in subcontracting arrangements.
- **Establish robust, independent monitoring:** disproportionality monitoring must be expanded across the full sentencing pathway, including diversion from the system, sentencing decisions, access to community alternatives, breach and recall, and resettlement outcomes, with data that is transparent, disaggregated and accessible.

OUR PROPOSED APPROACH ON 30 JUNE

We propose the following structure for our time together at the RR3 meeting on 30 June:

- **10 minutes:** a short presentation of our recommendations by the collective;
- **Formal response:** we invite you to respond formally to the recommendations;
- **30 minutes:** open discussion between the collective and your officials to explore next steps and agree a way forward.

We recognise that 30 June is an important moment and we are committed to making the best use of the time available. We are not seeking to relitigate the past; we are focused on building a constructive, practical partnership that delivers measurable change for the communities we serve.

NEXT STEPS

We would be grateful if you and your officials could review the attached briefing ahead of the meeting. Should you wish to discuss the format or content of the session in advance, please do not hesitate to contact Jake Ferguson at jake@jakeferguson.co.uk.

We look forward to meeting with you on 30 June and to continuing to work together in the spirit of genuine partnership.

Yours sincerely,

Jake Ferguson, Founder, and Viv Ahmun, Co-founder

Black Men 4 Change CIC

On behalf of the following co-signatories (in alphabetical order):

Name	Position / Organisation
Abdirahim Hassan	Founder & CEO, Coffee Afrique
Ademola Adeyeba	Founder, 1000 Black Boys
Courtney Brown	Founder & CEO, Father2Father
Deji Adeoshun	Founder, Change In Youth
Dez Brown	CEO, Spark2Life
Gayle Edwards	CoFounder, CIO, Empathy Souls CIC
Hameed Adigun	CoFounder, Black AI Futures
Jeremy Crook	CEO, Action for Race Equality
Jess Mullen	CEO, Alliance for Youth Justice
Josh Stunell	Founder & CEO, bthechange CIC
Katrina Ffrench	Founder & CEO, Unjust CIC
Khatuna Tsintsadze	CEO, Zahid Mubarek Trust
Liz Mack	CEO, Advance
Naana Otoo-Oyortey	CEO, FORWARD
Naomi Salawu	Advisor, Learning and Development Hub
Peter Merryfield	CEO, SWIM
Pratik Doshi & Sobanan Narenthiran	CoFounders, Breakthrough Social Enterprise
Rokaiya Khan	CEO, Together Women
Salma Ullah	Co-founder & CFO, Shewise
Sammy Odoi	CoFounder & Lead Facilitator, Learning and Development Hub & CEO, Wipers CIC
Sarah Mann	CEO, Friends, Families and Travellers
Summer Alston-Smith	CEO, Clinks

¹ “By and for” refers to services that are designed, led, delivered and governed by the communities they serve. Community members play meaningful roles at every stage, including frontline delivery, decision-making and accountability. This creates culturally concordant services that reflect the lived experiences, values, languages and strengths of the people they support, rather than approaches designed outside the community and adapted later.