



Reducing Reoffending  
Third Sector Advisory Group

## RR3 Special Interest Group on Employment

### Terms of Reference

#### Background

The Reducing Reoffending Third Sector Advisory Group (RR3) has established a special interest group (SIG) on Employment, which will focus on the following areas:

- High quality workshops preparing people for release
- A better wage structure in prisons
- Increasing the range of employers engaging with prisons and hiring people leaving prison
- Supporting people in prison furthest away from the labour market
- Linking the first four points with a third party role/provider ensuring wraparound employment support from prison into the community

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 & Communications), and the sponsor of the SIG is Alasdair Jackson (Recycling Lives), in his role as the RR3 seat-holder for employment. 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:

To provide voluntary sector expertise to the Ministry of Justice, His Majesty's Prison and Probation Services (HMPPS) and the New Future's Network, covering the barriers to employment facing people leaving prison and subsequent recommendations as to how best to mitigate these barriers.

The SIG will seek to:

- Strengthen the evidence base on the barriers to employment faced by people in/leaving prison, specifically highlighting the challenges faced by people with protected characteristics
- To feed into and advise the Ministry of Justice on initiatives designed to ensure meaningful education, employment and training opportunities, both while in prison and on release
- To highlight existing initiatives – at both a local and national level – that illustrate best practice and that can either be scaled up or utilised more extensively
- To provide the Ministry of Justice with a range of realistic and pragmatic recommendations in order to boost the employment outcomes of people leaving prison

The final output will bring together all of the evidence and information gathered throughout the duration of the SIG, into a paper to 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 list will be shared with the SIG's members once it has been finalised and will be subject to change based on the future direction of the SIG, with additional officials to be invited depending on the topics being discussed.

- Duncan O'Leary - Chief Executive, New Futures Network (nominated lead, HMPPS)
- Rosanna Carbutt – Operational Policy Lead, New Futures Network
- Shazia Fletcher – Head of Resettlement & Reducing Reoffending Policy, Ministry of Justice (nominated lead, MoJ)

### 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.