

ANNEX A

E.R

Tuesday, 28 March 2006

HOME OFFICE

REVIEW OF VULNERABLE WOMEN IN THE CRIMINAL JUSTICE SYSTEM

Baroness Scotland of Asthal: On 17 November 2005 I made a Statement about developments at Styal prison following the tragic series of deaths of six women there and further work planned relating to women offenders. I outlined in that Statement a great deal of work that is underway in respect of women who come into contact with the Criminal Justice System, in particular, changes made at Styal and other women's prisons and the Women's Offending Reduction Programme (WORP), which is co-ordinating and implementing a comprehensive programme of work to address the complex range of factors that affect women's offending.

I said that it was timely to take stock of the work being done and to look again at the measures in place to ensure that we are doing everything possible for the especially vulnerable group of women who come into contact with the criminal justice system. I undertook to make a further announcement when the scope of this review had been determined and I am now able to make that further announcement.

I am pleased to announce that my noble Friend Baroness Jean Corston has agreed to undertake this review. Jean recently chaired the Joint Committee on Human Rights and instigated its valuable and comprehensive Inquiry into Deaths in Custody in 2003.

The review will be focused on those women in whom a multitude of risk factors coexist and which could lead them to harm themselves in prison. This could, for example, encompass women with serious mental illness or serious drug addictions; women with other mental health problems such as personality disorder, which can be exacerbated by prison and increase their vulnerability; and those women who are persistent low-level offenders, living chaotic lives. It will look at provision for such women at each occasion they come into contact with the criminal justice system, for example, at police stations, at court, on remand, on sentencing, during sentence in the community, in prison and on release.

I stress that the review will complement rather than replicate the work underway and will seek to build on the vast amount of work and knowledge that already exist. For example, WORP aims to provide a more appropriate and joined-up response in the community to the particular factors that impact on women offenders. The Together Women Programme will trial an integrated approach to routing women to appropriate services to meet their needs at various stages of their offending history. Baroness Corston's review will seek to build on this work, focussing on identified gaps in provision.

Part of the review will profile the characteristics and histories of some of the women who have died in custody in recent years (particularly those at Styal) and look at the pathway through the criminal justice system that led them to that point. It is hoped that some of those families sadly bereaved by these deaths might be willing to share their experiences with the review and provide an insight into the events that led to custody. This element of the review could provide a strong contribution to learning lessons and may be of some small comfort to those bereaved families.

The review will be assisted by a small advisory reference group, with some wider groups and themed seminars. Baroness Corston is establishing her advisory group, which is likely to include, for example, Prison Reform Trust, Prisons and Probation Ombudsman, Women in Prison, INQUEST and NIMHE. Senior officials from the Home Office Women's Offending Reduction Programme, the Prison Service Women's Group and the National Offender Management Service Safer Custody Group will also sit on the reference group. A wider group of people and organisations, whose expertise will be vital to the review, will also be invited to contribute both directly and through meetings and seminars. Many other individuals and organisations with specialist knowledge are being identified and will also be invited to contribute to the review.

I have asked Baroness Corston for a progress report by the end of June 2006 and for her final report to reach me by 31 December 2006. The final report will be published.

ANNEX B

REVIEW OF VULNERABLE WOMEN IN THE CRIMINAL JUSTICE SYSTEM COMMISSIONING LETTER AND TERMS OF REFERENCE

You, Jean Corston, are invited to conduct an independent review of "vulnerable" women offenders and other vulnerable women who come into contact with the police or courts, identifying gaps in provision for their needs within the criminal justice system and related health services. You should report to me, Patricia Scotland, with your recommendations for filling the gaps identified.

The methodology of the review will be at your discretion but should follow the following broad outline:

- 1.** Decide how to define "particularly vulnerable" for the purpose of the review. The review should be focused on the group of women offenders who have multiple needs, particularly those women whose risk factors could lead them to harm themselves in prison, and take fully into account existing and planned work.
- 2.** Plan and review the timetable, drawing on the notes in the Annex below, and consider at least one public stakeholder event.
- 3.** Identify and invite partners and an advisory panel of experts to assist you. Willing to assist are government officials, for example, from the Home Office WORP team or Prison Service Women's Team; Fawcett; Women In Prison; Prison Reform Trust, Howard League, Mrs Pauline Campbell and INQUEST.
- 4.** Submit a progress report to me summarising 1, 2 and 3 above by the end of June 2006 and a final report, which the government will make public, by the end of the year.
- 5.** In conducting the review, you will have full access to all relevant government documents and support from Home Office officials led by Nigel Hancock and Jenny Hall.

ANNEX

OUTLINE AND TIMETABLE OF PROPOSED REVIEW

WHO IS IN SCOPE?

"Vulnerable" women offenders, (so not all women offenders).

It is proposed that the review should be confined to looking at vulnerable women, in which case there needs to be a definition of what "vulnerable" means for this purpose. This could include all those women in whom a multitude of risk factors coexist, and which could lead them to harm themselves in prison. This is difficult to predict, but there are a number of categories of women who should probably fall within this definition of 'vulnerable':

- Women with serious mental illness or serious drug addictions;
- Women with 'lower-level' mental health problems, such as a personality disorder, which can be exacerbated by prison and contribute to increasing their vulnerability;
- Women who are persistent low-level offenders, living chaotic lives, perhaps with a drug problem (not necessarily a serious addiction), who can end up in prison because the courts have run out of options; and
- Women with a history of serious sexual or other violent abuse.

Further work to refine this definition could be informed by initially reviewing the histories and characteristics of those women who have committed suicide and the pathways that led them to that point, as this will help provide a clearer picture of the type of women the review needs to include.

WHAT IS IN SCOPE?

Provision for vulnerable women at each occasion they come into contact with the criminal justice system, for example, at police stations, on arrest, at court, on remand, on sentencing, during sentence in the community, in prison, on release.

Each of these areas raises its own set of issues and questions, many of them complex and inter-related. Some examples are,

- What is being done, and what more could be done, to ensure that assessments of women's vulnerability are carried out as early as possible (at police stations and in courts) and that their needs are properly identified?
- If a woman is identified as potentially vulnerable, what is done to try and divert her from custody – for example in terms of bail information in courts, pre-sentence reports and the work of court mental health liaison and diversion schemes?
- What is being done in particular to avoid remands in custody to obtain psychiatric reports?
- What services and interventions are available in the community that can respond to the needs of vulnerable women and could potentially support more women being released on bail or given community sentences? (for example, community mental health and drug services, abuse counselling, housing advice and childcare etc).
- What is being done to inform sentencers of alternatives to custody and limitations of prison?
- For those women who do need to be held in custody, what measures are in place to reduce their vulnerability, to deal with mental health and drugs issues, to ensure that they are held in a safe and supportive environment and that the risk of self-harm or suicide are minimised?

METHOD

- Paper exercise bringing together all the relevant information (in the main from the Women's Policy Team in NOMS and Prison Service Women's Team and SCG and recent external reports)
- Review of profiles and characteristics of women who have committed suicide in prison and following the pathways that led them there
- Analysis and draft consultation paper
- Identify stakeholders
- Plan and organise stakeholder events (perhaps a small initial group to come up with ideas and make sure we are on the right lines, followed by a higher profile event announcing the conclusion of the exercise and how it is to be taken forward).

TIMETABLE

The review should be completed by 31 December 2006.

ANNEX C

MEMBERS OF THE REFERENCE GROUP

- Jean Corston, Chair
- Jenny Hall, Secretary to the Review
- Ruth Allan, Rebalancing Sentencing Team, NOMS
- Moira Bartlett, Women and Young People's Group, HMPS
- Deborah Coles, INQUEST
- Nigel Hancock, Head of Safer Custody Group, NOMS
- Liz Hogarth, Head of Women's Policy Team, NOMS
- Clare Hyde, Calderdale Women's Centre
- Juliet Lyon, Prison Reform Trust
- Karen Newbigging, Gender and Women's Mental Health, NIMHE
- Stephen Shaw, Prisons and Probation Ombudsman
- Cathy Stancer, Women in Prison
- Marilyn Tew, Antidote
- Uujin Paek, Secretary to Reference Group, Safer Custody Group, NOMS

The reference group met eight times during the review.

THEMED CONSULTATIONS AND ATTENDANCE

WOMEN IN CUSTODY, INCLUDING WOMEN AS VICTIMS. 17 MAY 2006 AT HMP BROCKHILL

- | | | |
|------------------|-----------------|-------------------|
| ■ Jean Corston | ■ Cathy Stancer | ■ Chris Cawthorne |
| ■ Jenny Hall | ■ Alison Gomme | ■ Jennifer Paul |
| ■ Uujin Paek | ■ Jan Palmer | ■ Julia Rose |
| ■ Stephen Shaw | ■ Hazel Banks | ■ Ros Hopkins |
| ■ Nigel Hancock | ■ Steve Tyman | ■ Paul Allen |
| ■ Moira Bartlett | ■ Anne Owers | ■ Phil Morgan |
| ■ Ruth Allan | ■ Kathy Biggar | |

PRIMARY HEALTH CARE, INCLUDING MENTAL HEALTH AND SUBSTANCE ABUSE. 5 JULY 2006

- | | | |
|-----------------------|-------------------|-------------------|
| ■ Jean Corston | ■ Frieda DeLey | ■ Helen Musgrove |
| ■ Jenny Hall | ■ Ray Travers | ■ Richard Bates |
| ■ Oujin Paek | ■ Catherine Itzin | ■ Susan Meyers |
| ■ Karen Newbigging | ■ Helen Ogilvy | ■ John Croft |
| ■ Steve Tyman | ■ Shereen Sadiq | ■ Alison Longwill |
| ■ Penny Butler | ■ Susan Russell | ■ Deidre Rice |
| ■ Dorothy Kousoulou | ■ Laura Bell | ■ Kathryn Abel |
| ■ Chris Holley | ■ Rachael Hunter | ■ Cathy Freese |
| ■ Annette Dale-Perera | ■ Liz Hogarth | ■ Nick O'Shea |
| ■ Juliet Lyon | ■ Steve Bailey | ■ Sue Waterhouse |
| ■ Cathy Stancer | ■ Alex Budd | ■ Sue Jago |
| ■ Moira Bartlett | ■ Zoe Markham | ■ Victoria Lee |
| ■ Marilyn Tew | ■ Holly Dustin | ■ Lois Dugmore |
| ■ Dr Annie Bartlett | ■ Jenny Roberts | ■ Jennifer Paul |
| ■ Steve Tutty | ■ Clare Hyde | |
| ■ Jenny Cann | ■ James Lowe | |
| ■ Denise Milani | ■ Julie Otter | |

SENTENCERS AND CORONERS. 12 JULY 2006 AT WARRINGTON CORONER'S COURT

- | | | |
|-----------------------|--------------------|------------------|
| ■ Jean Corston | ■ Valerie Snelson | ■ John Thornhill |
| ■ Nicholas Rheinberg | ■ Athene Walker | ■ Roger Thomas |
| ■ Jenny Hall | ■ Ros Seton | ■ Nicola Stell |
| ■ Oujin Paek | ■ Gill Arnold | ■ Tony Hammond |
| ■ Nigel Hancock | ■ Marie McLaughlin | ■ Mike Abelson |
| ■ Peter Laycock | ■ Elizabeth Steel | ■ Stephen Shaw |
| ■ Janet Napier | ■ Helen Menzies | ■ Deborah Coles |
| ■ Clare King | ■ Geoff Hawley | ■ Moira Bartlett |
| ■ Andrew Tweddle | ■ David Scott | ■ Clare Hyde |
| ■ Janine Miklaszewicz | ■ Clive Waring | |

SENTENCING, COURT DIVERSION, ALTERNATIVE SANCTIONS, REMAND, BAIL. 11 SEPTEMBER 2006

- Jean Corston
- Jenny Hall
- Oujin Paek
- Nigel Hancock
- Karen Newbigging
- Moira Bartlett
- Marilyn Tew
- Cathy Stancer
- Ruth Allan
- Juliet Lyon
- Clare Hyde
- Steve Bailey
- Alex Budd
- Zoe Markham
- Gill Arnold
- Karen Bailey
- Hazel Banks
- Richard Bates
- Jane Bevan
- Jenny Cann
- Holly Dustin
- Bridgid Everitt
- Agnes Grunwald-Spier
- Tony Hammond
- Gilles Hanton
- Marjorie Harris
- John Thornhill
- Clive Waring
- Linda Williams
- Mary Wyman
- Selena Lynch
- Liz Bavidge
- Sharon Heyes
- Taff Thomas
- Clarissa Penfold
- Douglas Shad
- Kate Steward
- Angela Camber
- Kevin McCormac
- Neil McIntosh
- Kieron Murphy
- Funmi Okubajo
- Jenny Roberts
- Ushma Sharma
- Joe Tumelty
- Chris Armstrong
- Richard Henderson
- Jane King
- Peter Laycock
- Bridget Page
- Alice Peycke
- Mary Piper
- Nicholas Rheinberg
- John Samuels
- Ros Seton
- Lucy Smith
- Susanne Swan
- Judge Tapping
- Victoria Dawson-Wheeler

PUBLIC EVENT. 31 OCTOBER 2006

- Jean Corston
- Patricia Scotland
- Gerry Sutcliffe
- Jenny Hall
- Oujin Paek
- Nicholas Rheinberg
- Lucie Russell
- Cathy Stancer
- Deborah Coles
- Nigel Hancock
- Moira Bartlett
- Juliet Lyon
- Marilyn Tew
- Liz Hogarth
- Kimmett Edgar
- Joy Doal
- Amber Raz
- Gilly Mundy
- Scarlett Granville
- Angela Johnson
- Nontokozi Nkomo
- Pat Baskerville
- Rachel Fell
- Jackie Westlake
- Mark Bond
- Abdul Rob
- Mark Agnew
- Barbara Treen
- Elaine Reed
- Louisa Snow
- Caroline Stewart
- Jenny Adams-Young
- Nicola Douglas
- Pauline Ngan
- Ellis Lawlor
- Barbara Stow
- Harish Bhayani
- Emma Plugge
- Tim Malone
- Ben Bending
- Steve Bailey
- Zoe Markham
- Brian Ritchie
- Karen Dillon
- Jan Palmer
- Jenny Roberts
- Mary Piper
- Helen Ogilvy
- Gill Henson
- Ruth Hall
- Nick O'Shea
- Chelsea McKinney
- Silvia Murray
- Olga Heaven
- Emma Squire
- Louise Tuhill
- Victoria Mitton
- Jane Bevan
- Sue Carrie
- Frieda DeLey
- Julia Fossi
- Lesley Dix
- Kath Delaney-Wetherill
- Jo Hadden
- Jo Trickey
- Mary Bailey
- Penny Butler
- Dorothy Kousoulou
- Vicky Short
- Francesca Crook
- Charles Bushell
- Susan Meyers
- Vivien Brandon
- Louise Robinson
- Paul Froggatt
- Pauline Campbell
- Kirsty Blanksby
- Anne Aiyegbus
- Jo Opie
- Kim Wilson

PROGRAMME OF VISITS AND MEETINGS

I was accompanied by Jenny Hall throughout the entire programme of visits and meetings. Various members of my reference group accompanied us on some visits.

Visits

- Calderdale Women's Centre 24 May
- HMP Eastwood Park 19 June
- Fromside Medium Secure Unit 19 June
- Asha Centre 21 June
- HMP Send 28 June
- HMP Styal 6 September
- 218 Centre 18 September
- Cornton Vale 19 September
- HMP Holloway 7 November

Meetings

- Sexual Crime Reduction Unit 3 April
- Richard Bates 20 April
- Hazel Banks 25 April
- Kate Steward 26 April
- Marilyn Tew 2 May
- HMCIP and team 8 May
- Michael Keane 9 May
- Gerry Sutcliffe 16 May
- Denise Milani 5 June
- Safer Custody Group Outreachers 6 June
- INQUEST 7 June
- Pauline Campbell 7 June
- Families (INQUEST event) 10 June
- Frances Matthews 12 June
- Frances Crook 14 June
- Phil Wheatley 27 June
- Women in Prison 3 July
- Neil Macintosh and Richard Bradshaw 17 July
- Catherine Itzin 18 July
- Susan Kennedy 19 July
- Griffins Society 14 August
- London Resettlement Reference Group 23 August
- Pat Baskerville 23 October
- Lucie Russell and Juliet Lyon 24 October
- Clare Checksfield 25 October
- Beverley Thompson 30 October
- Kim Davis and Carol Kershaw 8 November
- Julian Corner 14 November
- Harry Fletcher 14 November
- Rosie Winterton 20 November
- Helen Edwards 21 November
- Michael Spurr 22 November
- Safer Custody Group 22 November
- Louis Appleby 22 November
- Anne Owers and Michael Loughlin 29 November
- Meg Munn 5 December

CONTRIBUTORS

- Kathryn Abel (Centre for Women's Mental Health Research)
- Mike Abelson (Merseyside Probation)
- Jenny Adams-Young (Women & Young People's Group, HMPS)
- Tunde Adeniji (Safer Custody Group)
- Anne Aiyegbusi (Broadmoor Hospital)
- Louis Appleby (National Director for Mental Health, DH)
- Chris Armstrong (Justice's Clerk, Cumbria)
- Gill Arnold (Magistrate)
- Sally Averill (Crown Prosecution Service)
- Karen Bailey (Greater London Domestic Violence Project)
- Mary Bailey (Camden Women's Centre)
- Steve Bailey (Women's Policy Group, NOMS)
- Sue Bailey (University of Central Lancashire & Prestwich Hospital)
- Hazel Banks (Women & Young People's Group, HMPS)
- Annie Bartlett (Consultant Psychiatrist)
- Pat Baskerville (Head of Offender Policy & Rights Unit, NOMS)
- Richard Bates (**Thames Valley Police**)
- Liz Bavidge (Magistrate)
- Tim Beeston (Governor, Eastwood Park)
- Laura Bell (Primrose Project)
- Ben Bending (Training & Development Group, HMPS)
- Jill Beriland (IMB, HMP Bronzefield)
- Jane Bevan (Norfolk Probation)
- Harish Bhayani (NOMS Diversity Strategy)
- Nita Bhupal (Sentencing Guidelines Secretariat)
- Kathy Biggar (High Security Directorate, HMPS)
- Chris Binns (Offender Policy & Rights Unit, NOMS)
- Mark Bond (Together Women Programme)
- Gail Bradley (Offender Rights & Policy Unit, NOMS)
- Richard Bradshaw (Head of Prison Health, DH)
- Vivien Brandon (Community Integration Unit, NOMS)
- Gill Brigden (Safer Custody Group, NOMS)
- Susan Brookes (Governor, Cornton Vale)
- Deryck Browne (NACRO)
- Alex Budd (Women's Policy Group, NOMS)
- Charles Bushell (Prison Governors Association)
- Penny Butler (Health and Social Care Consultant)
- Angela Camber (Chair, Griffins Society)
- Jenny Cann (Research, Development & Statistics, HO)
- Sue Carrie (National Probation Directorate, HO)
- Chris Cawthorne (Asha Centre)
- Clare Checksfield (Estate Planning & Development Unit, NOMS)
- Brian Chesworth (Chair of Bench, Macclesfield)
- Julian Corner (Revolving Doors)

- Paul Cowell (Research, Development & Statistics, NOMS)
- Wendy Cramer (HMP Holloway Resettlement)
- John Croft (Consultant Psychiatrist)
- Frances Crook (Howard League for Penal Reform)
- Francesca Crook (Magistrate)
- Dinah Cox (Chair, London Resettlement Women's Reference Group)
- Annette Dale-Perera (National Treatment Agency)
- Bob Davies (HMP Askham Grange)
- Louise Davies (Selby & York PCT)
- Kim Davis (Supporting Others through Voluntary Action)
- Victoria Dawson-Wheeler (National Probation Directorate)
- Kath Delaney-Wetherill (Community Mental Health Worker)
- Joy Dalkin (Community Integration Unit, NOMS)
- Frieda DeLey (Diversity & Citizen Focus Directorate, MPS)
- Rachel Denham (NOMS Yorkshire & Humberside)
- Liz Dewsbury (Women In Special Hospitals)
- Karen Dillon (HMP Styal)
- Lesley Dix (Sentencing Guidelines Secretariat)
- Joy Doal (Anawim)
- Anita Dockley (Howard League for Penal Reform)
- Chris Dolphin (Supporting Others through Voluntary Action)
- Nicola Doulgas (Prison Health, DH)
- Joanne Drean (Victims & Confidence Unit, HO)
- Lois Dugmore (Dual Diagnosis Consultant Nurse)
- Holly Dustin (Fawcett Society)
- Kimmatt Edgar (Prison Reform Trust)
- Damian Evans (Governor, Morton Hall)
- Bridgid Everitt (Norfolk Probation)
- Rachel Fell (Press Office, Home Office)
- Frances Flaxington (Community Integration Unit, NOMS)
- Harry Fletcher (NAPO)
- Julia Fossi (HM Inspectorate of Prisons)
- Cathy Freese (East Midlands CSIP)
- Paul Froggatt (Social Inclusion & Offenders Unit, DfES)
- Lorraine Gelsthorpe (Cambridge University)
- Alison Gomme (Governor, HMP Brockhill)
- Scarlett Granville (INQUEST)
- Agnes Grunwald-Spier (Magistrate, Sheffield)
- Holly Guest (London Resettlement Team, Government Office London)
- Jo Hadden (Women & Young People's Group, HMPS)
- Judge Hale (Judge)
- Peter Hall (Metropolitan Police Service)
- Ruth Hall (Women Against Rape)
- Steve Hall (Governor, HMP Styal)
- Tony Hammond (Judge)
- Sinead Hanks (Smart Justice)

- Gilles Hanton (MPS)
- David Harris (Judge)
- Marjorie Harris (Equality & Diversity, National Probation Directorate)
- Jenny Harrison (Chair of Bench, Chester Ellesmere Port & Nelson)
- Tony Hassall (Governor, HMP Holloway)
- Felicity Hawksley (National Probation Directorate, HO)
- Geoff Hawley (Chairman, Family Panel, Warrington Magistrates' Court)
- Olga Heaven (Hibiscus)
- Carol Hedderman (University of Leicester)
- Richard Henderson (Chair of Bench, Kent)
- Gill Henson (Supporting Others through Voluntary Action)
- Sharon Heyes (Custody Directorate, MPS)
- Chris Holley (South Staffordshire Mental Health Trust)
- Rachel Hunter (Prison Health, DH)
- Susan Iles (West London Mental Health Trust)
- Samantha Ingram (Violent Crime Unit, HO)
- Catherine Itzin (Department of Health)
- Sue Jago (Prostitution Strategy Team, HO)
- Carly Jeffrey (Public Protection & Licensed Release Unit, NOMS)
- Angela Johnson (Women Against Rape)
- Peter Jones (HM Court Service)
- Joyce Kallevik (Director, WISH)
- Michael Keane (Safer Custody Group, NOMS)
- Susan Kennedy (Women & Young People's Group, HMPS)
- Carol Kershaw (Stonham)
- Jane King (IMB, Kent Surrey & Sussex)
- Christine Knott (National Offender Manager)
- Dorothy Kousoulou (Health and Social Care Consultant)
- Norah Kugblenu (Anti-Social Behaviour Unit, HO)
- Ellis Lawlor (New Economics Foundation)
- Peter Laycock (Chair of Bench, Warrington)
- Martin Lee (Drug Strategy Unit, NOMS)
- Victoria Lee (Office of Criminal Justice Review)
- Matthew Lees (Prison Health, DH)
- Alison Liebling (Cambridge University)
- Alison Longwill (West Midlands Women's Mental Health, CSIP)
- Susan Lord (National Probation Directorate, HO)
- Michael Loughlin (HMCIP)
- James Lowe (Howard League for Penal Reform)
- Diana Luchford (Juvenile Offenders Unit, NOMS)
- Selena Lynch (Coroner)
- Janet Males (Sentencing Policy & Practice Committee, Magistrates' Association)
- Saima Malik (Women Offender's Strategy, London Probation)
- Tim Malone (Training & Development Group, HMPS)
- Sarah Mann (Interventions Unit, National Probation Directorate)
- Zoe Markham (Women's Policy Group, NOMS)

- Kevin McCormac (Sentencing Guidelines Secretariat)
- Alec McCrystal (Governor, Askham Grange)
- Neil McIntosh (Health & Offender Partnerships)
- Chelsea McKinney (Greater London Domestic Violence Project)
- Marie McLaughlin (NOMS)
- Helen Menzies (Magistrate)
- Susan Meyers (Head of Health, Bronzefield & Peterborough)
- Denise Milani (ACPO Women & Policing Group, MPS)
- Victoria Mitton (Youth Justice Board)
- Kirsty Morton (Strategy & Performance Unit, NOMS)
- Gilly Mundy (INQUEST)
- Meg Munn (Parliamentary under Secretary of State, DCLG)
- Kieron Murphy (Health & Offender Partnerships, NOMS)
- Silvia Murray (Outward Housing)
- Helen Musgrove (Sexual Crime Reduction Team, HO)
- Pauline Ngan (New Economics Foundation)
- Nontokozi Nkomo (Women Against Rape)
- Kay Nooney (Safer Custody Group, NOMS)
- Francesca Nowne (Magistrate)
- Helen Ogilvy (Drug Interventions Programme, HO)
- Funmi Okubajo (Crown Prosecution Service)
- Angela O'Rourke (CSIP)
- Nick O'Shea (Revolving Doors)
- Julie Otter (Supporting Others through Voluntary Action)
- Anne Owers (HM Chief Inspector of Prisons)
- Brian Paddock (Metropolitan Police)
- Bridget Page (Magistrate, Brent)
- Jan Palmer (Health & Offender Partnerships, DH)
- Jo Paton (Safer Custody Group, NOMS)
- Jennifer Paul (Gender & Women's Mental Health, NIMHE)
- Clarissa Penfold (Kings College London)
- Lucy Perman (Clean Break)
- Les Petrie (Women's Services, Fromeside)
- Alice Peycke (Chair, Safer Exit Tower Hamlets)
- Mary Piper (Prison Health, DH)
- Emma Plugge (Oxford University)
- Brian Pollett (IND)
- Clare Pope (Community Integration Unit, NOMS)
- Amber Raz (Fawcett Society)
- Elaine Reed (Women & Young People's Group, HMPS)
- Nicholas Rheinberg (Coroner, Cheshire)
- Deidre Rice (Prison Health In reach Manager)
- David Richards (GP & Medical Officer, HMP Brockhill)
- Brian Ritchie (Governor, HMP Send)
- Abdul Rob (NOMS Diversity Strategy)
- Jenny Roberts (Asha Centre)

- Louise Robinson (Social Inclusion & Offenders Unit, DfES)
- Julia Rose (Consultant psychologist)
- Clare Russ (Women & Young People's Group, HMPS)
- Lucie Russell (Smart Justice)
- Susan Russell (HMPS Clinical Healthcare)
- Shereen Sadiq (Drug Interventions Programme/Aftercare, HO)
- John Samuels (Judge, Council of Circuit Judges)
- Patricia Scotland (Minister of State, Home Office)
- David Scott (Chair of Bench, South Cheshire)
- Ros Seton (Magistrate, Bradford)
- Douglas Shad (Norwich Criminal Justice Mental Health scheme)
- Ushma Sharma (West Midlands Probation)
- Vicky Short (Centre for Women's Mental Health Research)
- Trevor Shortt (Deputy Director, HMP Bronzefield)
- Lucy Smith (NACRO)
- Val Snelson (Chair of Bench, Halton & Widnes)
- Emma Squire (Prostitution Strategy, Home Office)
- Liz Steel (Judge)
- Nicola Stell (Sentencing Policy & Practice Committee, Magistrates' Association)
- Kate Steward (Director, Griffins Society)
- Caroline Stewart (Women & Young People's Group, HMPS)
- Barbara Stow (Prisons & Probation Ombudsman Office)
- Gerry Sutcliffe (Parliamentary under Secretary of State, Home Office)
- Susanne Swan (Magistrates' Association Sentencing Committee)
- David Swift (Chair, Criminal Sub-Committee of Council of Circuit Judges)
- Judge Tapping (Judge)
- Theresa Tattan (Consultant psychiatrist)
- Anne Taylor (Drug Interventions Programme, HO)
- Pamela Taylor (Wales College of Medicine, Cardiff University)
- Richard Taylor (Community Integration Unit, NOMS)
- Pat Thomas (Hostel Manager, Adelaide House)
- Roger Thomas (Judge)
- Taff Thomas (Custody Directorate, MPS)
- John Thornhill (National Deputy Chair, Magistrates' Association)
- Louise Tuhill (Women Offenders Strategy, London Probation)
- Ray Travers (Primrose Programme, HMO & YO1 Low Newton)
- Barbara Treen (Women and Young People's Group, HMPS)
- Jo Trickey (London Resettlement Team, Government Office London)
- Steve Tutty (HMP Holloway)
- Andrew Tweddle (Coroner)
- Steve Tyman (Women & Young People's Group, HMPS)
- Joe Tumelty (North West Regional Offender Manager office)
- Athene Walker (Magistrate)
- Maggie Walker (ASDAN)
- Clive Waring (Chair of Bench, Vale Royal)
- Sue Waterhouse (South East CSIP)

- Jenny Watson (Equal Opportunities Commission)
- Dick Weber (Community Integration Unit, HO)
- Mike Wells (Community Payback Scheme, London Probation)
- Jackie Westlake (Together Women Programme)
- Peter Wheelhouse (Drug Interventions Programme, HO)
- Linda Williams (Magistrate & Devon Mental Health Trust)
- Trish Wincote (Attitudes, Thinking & Behaviour Pathway, HMPS)
- Rosie Winterton (Minister of State, DH)
- Mary Wyman (Head of Service Development, Youth Justice Board)

FAMILIES

- Kirsty Blanksby
- Peter Blanksby
- David Booth
- Janet and Steve Brough
- Pauline Campbell
- Frances Matthews
- Jo Opie
- Anne Robertson
- John Willis
- Robert Willis
- Kim Wilson

ANNEX D

BIBLIOGRAPHY

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