

SCRUTINY BOARD MEMBERS 2024

CHAIR PERSON



DESMOND BROWN
Independent Chair of the Avon and Somerset Lammy Sub-Group, Director - Growing Futures UK CiC. Lives in Bristol.

Desmond Brown stands as a dynamic force, committed to addressing the complexities of serious youth violence, child criminal and sexual exploitation, and championing the rights of Black, Asian, and Minority

Ethnic individuals within the criminal justice system. With a rich blend of strategic thinking, operational experience, and a passion for activism, he has left an indelible mark on local, regional, and national landscapes.

Desmond has held roles as a development consultant, shaping the trauma-informed development, design, recruitment, and set-up of the Safer Options team Bristol's Violence Reduction Partnership (VRP). Desmond was also the first chair of Bristol's Commission for Race Equality, spearheading a strategy for change and a vision for an inclusive, cohesive, and thriving city.

As Independent Chair of the Avon and Somerset Lammy review group, Desmond was the driving force in the production of the Identifying Disproportionality Report published in 2022, and continues as Chair of the Independent Scrutiny Board, set up to oversee the 83 recommendations detailed in his report.

MEMBERS



XAVIER BAKER
Mentor and Cohort Manager (Green Skills). Lives in Bristol.

"My commitment to equity and anti-racism drives my efforts to support marginalised young people, especially those impacted by the criminal justice system. Working as the Mentor and Cohort Manager for the Green Skills for Jobs and Entrepreneurship

programme has deepened my understanding of challenges Black and minoritised individuals face locally. This has motivated me to get involved with the Scrutiny Board. I look forward to critiquing unjust policies and practices and advocating for change. I believe in restorative approaches to criminal justice and feel determined to disrupt the cycle of systemic racial inequity by challenging the root causes of disproportionality.

"My academic knowledge of criminal justice was nurtured during my Law degree and the time I spent working as a trainee lecturer in the Bristol Law School. I have also been a Trustee for a Multi-Academy Trust with five primary schools for just over three years. I therefore bring critical analysis, advocacy, and attention to detail skills to the role. The opportunity to collaborate with Board members possessing a wealth of relevant experiences, expertise, and a shared commitment to transforming the relationship between global majority communities and criminal justice agencies excites me. I am itching to get started."



DR FREDERICK CRAM
Director, Centre for Crime Law and Justice, Cardiff University. Lives in South Gloucestershire.

"Personal experience of the structural inequalities and racism, permeating the UK criminal justice system (CJS), help me understand deeply the concerns of, and issues disproportionately affecting, minority

communities. I am therefore passionate about creating opportunities to improve the Criminal Law and Justice (CLJ) experiences, outcomes and life chances for people that look like me, but also other disadvantaged groups who may not. We should as a society continuously strive for fairness and parity for all who may encounter our CJS.

"Successive governments have made commitments to tackle well-recognised racial disparity in the CJS, but have made little, meaningful progress in doing so. Through close scrutiny/oversight of the strategic delivery of the 83 recommendations from the report, the new Board will support openness and transparency in local criminal justice agencies and to help improve public trust in the CLJ, particularly amongst racially minority communities."



ALPA BHUDIYA
Pause Practice Lead North Somerset and South Gloucestershire. Lives in South Gloucestershire.

"It's only in the more recent years that I've truly understood how racism plays out in the systems we deal with daily - many of us have no idea of the role we play within these systems that perpetuate a

discriminatory narrative. As I've begun to realise the role I play within my own systems it has made me realise how much work is needed. I have spent my career working with vulnerable adults and seen how they are frequently stereotyped and discriminated against - this has made me an activist. I seek to influence and change the systems we live within for an equitable future for all.

"There is such stark evidence of racial disproportionality in the criminal justice system. It is simply not good enough to acknowledge there is a problem - the challenge remains in the implementation of changes that lead to an equitable system. Recommendations should not simply remain recommendations - but become part of the culture of Avon and Somerset CJS. It is my hope that the Board's varied expertise and skill set will aid in keeping accountability and commitment to racial proportionality, in order to achieve the much-needed change."

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BEAULA MCCALLA
Director Growing Futures UK CiC. Justice of the Peace - Avon and Somerset Judiciary – Adult and youth Panels. Lives in Bristol.

“Working within the education system in a variety of settings – mainstream, private, alternative, and supplementary I am confronted with the alarming rate at which Black and minoritized young people continue to be excluded from their education. Even more concerning is the number of these marginalised young people entering the Criminal Justice System. Evidence claims that school exclusions have a direct impact on mainly ‘BAME’ boys entering the CJS. These disenfranchised children and young people have little hope for a successful quality of life, going through the court system rather than out-of-court disposals than white peers.”

“When I look at data and reports over the last 40 years, little has changed for the better for children and young people from Black and minoritized communities. The picture is bleak unless we make systemic changes now, without excuses or apologies that are void of action.

“My day-to-day contact with young people impacted by systemic failings, inequalities, and challenges, together with my role in the court gives me an insight into systems, practices and resources that negatively affect Black and minoritised children and young people.

I hope that the Board will prioritise and scrutinise existing interventions and practices to measure, document and share effectiveness across those agencies which impact young people before, during and after the CJS.”



ZAHEER SHABIR
Community Activist and Immigration Lawyer. Lives in Bristol.

“Education and Awareness will help resolve much of the disproportionality and discrimination. The other part will be sincerity in our approach and the willingness to help bring the change so the criminal justice system (CJS) so it becomes reflective

of our communities and to create the trust that it deserves. I believe in reaching out far and wide, within CJS and those effected, to tackle these core issues to reduce marginalisation and foster belonging, especially for our youth.

“This Board has the ability to direct the change being considered and like a jigsaw piece, I can bring value from my personal experiences in delivering the identified outcomes in a meaningful and constructive manner. Going forward, I shall conduct my role with a positive manner and be proactive where required.”



KIMBERLEY FULLER
Psychotherapist. Lives in Bristol.

“Tackling racial disproportionality and discrimination within the CJS is important to me due to my first-hand experience of discrimination and the impact this has had on me, my family, and my community. Throughout my working career within both voluntary and statutory services, I have seen the

negative impact on the children and families of disproportionality and discrimination. I am passionate about creating a more equitable way of working with citizens that interrupts the process of disproportionality, thus disrupting and reverting the adverse outcomes and statistics we see repeatedly in reports.”

“When we see a problem, we must collaborate to bring about change. Tackling systemic issues requires scrutiny to ensure we do not repeat old patterns and ways of being, which historically have led us to make the same mistakes repeatedly. I hope that by being part of the Board I can bring my knowledge and expertise to influence change with the help of my fellow Board members.”



PENINAH A-KINDBERG
Finance Consultant – Archie and Kingsley Associates. Lives in Bristol.

“Despite all the reports and reviews that have been undertaken to address issues of inequality and disproportionality there is no consistent long-term solutions, this continues to impact negatively on marginalised communities.

“I think we as a Board can help to increase transparency as the Board is independent and will shape its own work. Community relations and building trust is key to this process, so being part of this Board gives us the opportunity to do this. Our aim is to take a multiagency approach and establish a long-term vision to tackling racism and its impact.”



TRACIE JOLLIFF
Head of Inclusive System Development NHS England. Lives in Somerset.

“The criminal justice system serves us all, yet fair and equitable outcomes are not yet the norm for racialised people and communities. I’m heartened to hear that Avon and Somerset Police have acknowledged that institutional racism is real and must

be uprooted. However, this work will take time, courage, and commitment. I believe that we all have a role to play in this work and am honoured to work with others to ensure that we make significant and sustainable improvements going forward, so that lives are no longer devastated by discrimination. We owe this to the generations coming after us.”

“Initiatives to tackle discrimination must be effective and impactful. These are measured by the degree to which people and communities experience real improvements in their encounters with Avon and Somerset Police and their outcomes. Justice and truth are integral to one another. In order to tackle disproportionality in the CJS there is first the need to speak truth to power. This Board aims to be this powerful voice in partnership with those who have most to gain from fair and equitable policing.”