

2023/24

the
Parole
Board

working with others
to protect the public

The Parole Board for England and Wales Annual Report & Accounts 2023/24



Working with others
to protect the public

'Choose Life', HM Prison Lowdham
Grange, Themed Category:
A Day in the Life, 2023.
© Image courtesy of Koestler Arts

The Parole Board for England and Wales

Annual report and accounts 2023-2024

For the period 1 April 2023 to 31 March 2024

Presented to the House of Parliament pursuant to paragraph 11 of Schedule 19 of the Criminal Justice Act 2003 Accounts. Presented to Parliament pursuant to paragraph 10 of Schedule 19 of the Criminal Justice Act

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17 July 2024

Dear Lord Chancellor

I have pleasure in presenting to you the Parole Board's Annual Report and Accounts for 2023/24.

The Parole Board is an independent, court-like body that works with other criminal justice agencies to protect the public by risk assessing prisoners to decide whether they can be safely released into the community. Public protection is and always will be our top priority.

During 2023/24, the Parole Board focused on bringing down our growing caseload, increasing transparency, recruiting more law enforcement members and preparing for the changes that will flow from the Victims and Prisoners Act*.

During 2023/24, we received 21,955 referrals and conducted 8,684 oral hearings. We directed the release of 4,370 prisoners, but we also decided that 11,355 prisoners needed to stay in prison for the protection of the public.

My term as Chair of the Parole Board ends shortly and so this will be my last Annual Report and Accounts. It has been an honour to lead the Parole Board through a period of significant and positive change.

I am pleased to say that the Parole Board's Accounts have received an unqualified certificate from the Comptroller and Auditor General.

Yours sincerely

Caroline Corby
Parole Board Chair

*The Victims and Prisoners Bill became an Act on 24 May 2024, outside of this publication reporting period. The 2024/25 Annual Report will cover the Acts implementation and the Parole Board's engagement with this.



'Untitled 3', Vinney Green (secure children's home), Under 18s Commended Award for Painting, 2023.
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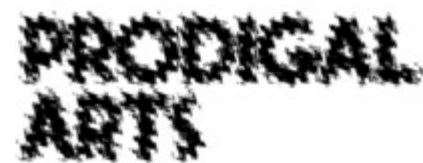
With thanks - artwork featured within the report



Koestler Arts

Koestler Arts is the UK's best-known prison arts charity. They encourage people in the criminal justice system to change their lives by participating in the arts. They share their artworks with the public, so people can witness this diverse range of voices, stories and talent.

<https://koestlerarts.org.uk>



Prodigal Arts

Prodigal Arts is a registered charity that provides opportunities for prisoners and ex-offenders to produce and sell artwork created in art mentoring sessions and their own time as part of their ongoing rehabilitation.

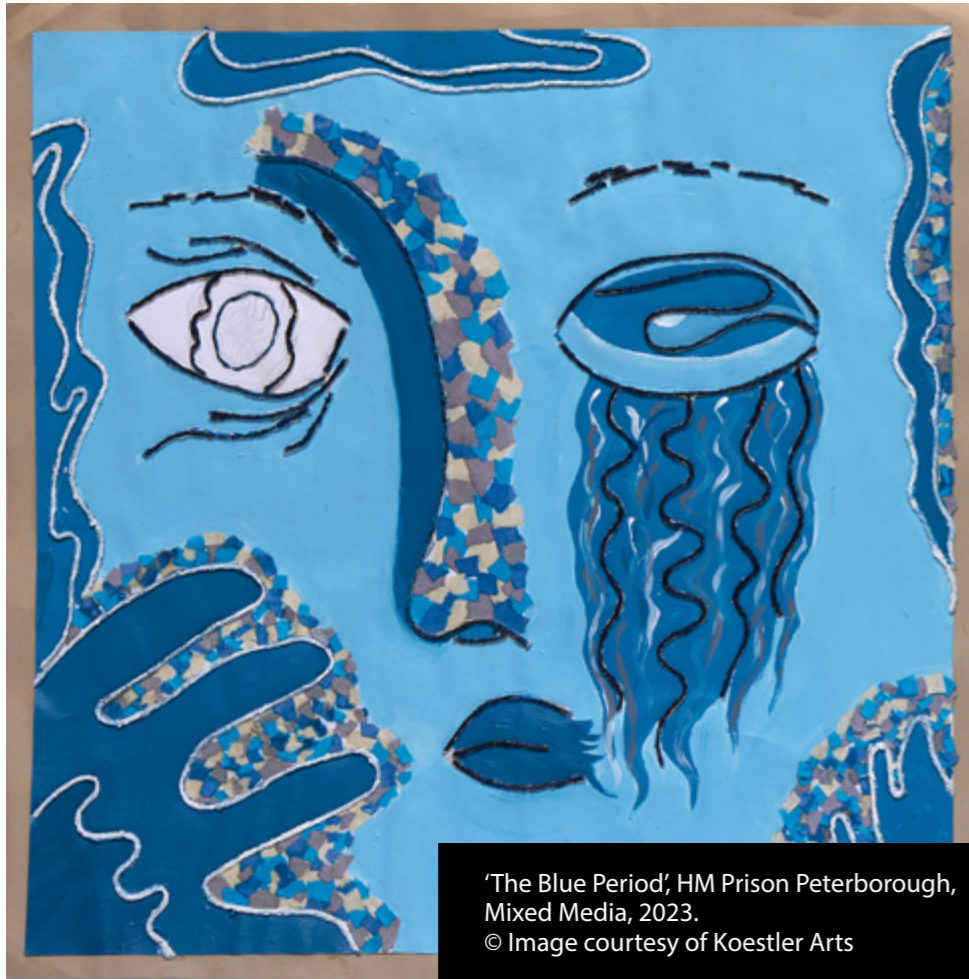
The aim of Prodigal Arts is to help people in prison and post-release 'unlock' their creative potential, 'setting free' a positive sense of individual achievement and self-worth which aims to contribute to reducing the likelihood of re-offending.

<https://www.prodigalarts.org>

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Annual Report and Accounts – Artwork



'The Blue Period', HM Prison Peterborough, Mixed Media, 2023.
© Image courtesy of Koestler Arts



'Flutterby', HM Prison Holme House, Needlecraft, 2023.
© Image courtesy of Koestler Arts

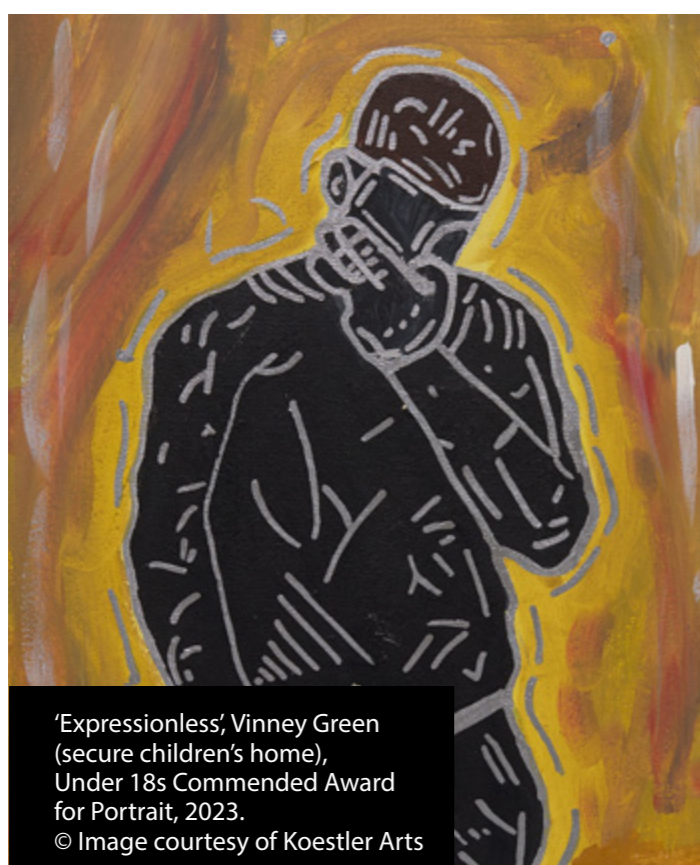


'Owl in Pencil', HM Prison Onley, Drawing 2023.
© Image courtesy of Koestler Arts



'Sssh! Stolen Seagull Scavenger Hunt', HM Prison Channings Wood, Highly Commended Award for Arts Project, 2023.
© Image courtesy of Koestler Arts

'Totterdown, Totter up', A celebration of Bristol in acrylic by Phil.
© Image courtesy of Prodigal Arts



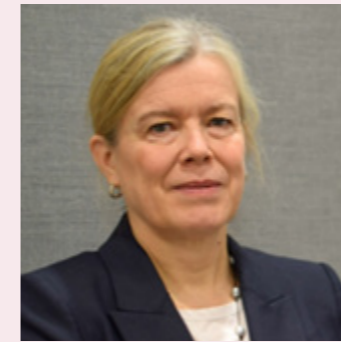
'Expressionless', Vinney Green (secure children's home), Under 18s Commended Award for Portrait, 2023.
© Image courtesy of Koestler Arts



'A Day in the Yard', Prisoners Abroad, Themed Category: A Day in the Life, 2023.
© Image courtesy of Koestler Arts

1. Performance report

a. Chair – Reflections over the last ten years



I will be leaving the Parole Board shortly after 10 years as my second term comes to a close; six of them as Chair, the totality as part of the Management Committee. This puts me in a position to be able to reflect on just how profoundly the organisation has changed over the last decade and also the strong platform that we have built for the decade ahead.

Over the last decade our workload has grown year on year, leading to the Parole Board doubling its size and throughput, as illustrated below:

Key statistics at the end of the reporting year:

- In 2014 we held 5,000 oral hearings. This year we held over 8,500 oral hearings
- In 2014 we had 180 members. Today we stand at 343 members
- In 2014 we had 100 secretariat staff and today we have around 220
- In 2014 we had a budget of £15m. Today this is approaching £30m

However, the more profound changes have been as a result of our modernisation programme. A decade ago this was a paper-heavy organisation. Today we are paperless and, following the Covid pandemic, 96% of our hearings are now virtual, leading to significant savings and great efficiency. I remain confident that although we are working differently and on a much larger scale, our commitment to public protection remains as strong as ever.

We have also modernised in our approach to transparency. A decade ago this was an entirely closed organisation, only revealing whether we had released a prisoner or not and never explaining why. This was not by choice but was instead required by law. However, when the law changed in 2018, we embraced the greater freedom. Today we issue over 1,700 summaries a year, setting out the reasons for our decisions. In 2019, we introduced the reconsideration mechanism and all our reconsideration decisions are published online.

Victims can now apply to observe oral hearings and since 2022 anyone can apply for an oral hearing to be held in public. We have held four public hearings with more to come later this year and I publish all of my decisions on why I have given permission for a public hearing or not.

But perhaps the most impactful decision that we made was to allow the cameras in to observe our work for the BBC series, *Parole*. This series was broadcast in 2023. We estimate that 1.8m viewers watched the programmes, gaining a deeper insight into our work. The series was so successful that the BBC are currently filming a second series, scheduled to be broadcast this Autumn.

Cumulatively all these changes have made a significant difference to public and political understanding of our work. It is quite a transformation in a decade, but I am convinced that we have nothing to hide and lots to gain by being more open about our work.

Another profound change has been to the make-up of our membership. In the last decade we have welcomed over 200 new members. The combination of experienced, long-standing members, mentoring and training newer members is one of our key strengths.

Over the last decade, the backgrounds of our members have also shifted. In recent years as well as recruiting judicial and specialist members, we have recruited members with expertise in terrorism and law enforcement. Our risk assessments have been strengthened as we have brought in these additional skills.

b. Chair – Judicial Vice-Chair & Interim Chief Executive Foreword

Our membership has also become more ethnically diverse, in line with the recommendations made in the Lammy Review. To illustrate the change, in 2018, only 5% of our members were from a Black, Asian and Minority Ethnic (BAME) background. I am very pleased that today 17.6% of our members are from a BAME background – in line with the most recent census of the population in England and Wales. As importantly, we no longer see disparities in outcomes for prisoners by ethnicity.

Over the last decade, our remit has also changed as new sentences have been introduced. The most significant change was in 2020 when the law changed to direct all terrorism prisoners to us, whether they have a determinate or an indeterminate sentence. This led to an increase in referrals and the Parole Board now receives over 200 terrorist or terrorism-connected (TACT) offenders each year. In response, we developed an end-to-end policy, bringing all strands of work on TACT offenders into one place. We also developed a cohort of around 100 trained and appropriately vetted members to deal with these cases plus a dedicated and vetted section of our secretariat. We have also developed policies on how to deal fairly with the most sensitive information and we have developed much stronger links with the counter-terrorism police and the security services. Although we must never be complacent in this area, I now feel much more assured that we have the requisite skills and experience to deal safely and fairly with these challenging cases.

So over the last decade a great deal has been achieved. But what of the next ten years? When I hand over to the new Chair, I will be briefing them that we have a strong commitment to public protection, a skilled and dedicated team of members and staff, and that there is a robust platform to build on for any future changes. And change will come, as it has over the last decade. There is every sign that our workloads will continue to grow, and this will inevitably lead us to thinking about new ways of doing things.

The last decade has been one of transformation which we have embraced whilst staying true to our core values of fairness and impartiality. I am very proud of the work that we do, and I have the utmost respect for the professionalism and integrity of all of our staff and members. It has been an honour to have been the Chair of the Parole Board for the last six years.



Caroline Corby
Chair of the Parole Board
17 July 2024



We present to you this year's annual report for 2023/24, which we hope demonstrates our commitment to ensuring that prisoners are effectively risk assessed with public protection being our number one priority in every decision.

Firstly, we would like to pay tribute to our former Chief Executive, Martin Jones CBE, who led the Parole Board as its Chief Executive Officer for the past eight years, leaving in February 2024. Martin was an inspirational leader bringing more understanding and transparency to the parole system as a whole. We continue to build on Martin's legacy and have secured strong ongoing leadership with the appointment of Faith Geary (former Chief Operating Officer) as our Interim Chief Executive Officer. Faith took up her new role from March 2024.

Our work

The Parole Board's number one priority is, and always will be, keeping the public safe. We play a vital role in the justice system, assessing a prisoner's overall risk and determining whether someone is safe to be released back into the community, should be recommended for a move to an open prison or must remain in prison for the protection of the public. In 2023/24, we decided that 11,355 prisoners needed to remain in custody, 393 were recommended for a move to open conditions and 4,370 were released.

In 2023/24 the Parole Board listed 9,547 remote oral hearings and 429 face to face hearings. Although our working model is now predominantly remote, we recognise the need for in person hearings where it is in the best interests of the prisoner. We have also seen a reduction of 78% in cases waiting over 90 days for an oral hearing.

Our key statistics for the end of the reporting year:

- In 2023/24 the Parole Board spent £29,483k (£24,231k in 2022/23)
- 8,684 oral hearings were conducted (8,085 in 2022/23)
- 6,973 oral hearings were concluded (5,890 in 2022/23)
- 11,355 prisoners were refused release at paper and oral hearing (11,050 in 2022/23)
- 4,370 prisoners were directed for release at paper and oral hearing (3,637 in 2022/23)
- 393 prisoners were recommended for open conditions at paper and oral hearing (416 in 2022/23)

Decision Summaries

Summaries of parole decisions have also contributed to our transparency by allowing us to outline the reasons for a decision. Over the past year, we have seen an increased demand for summaries, with 1,763 summaries issued in 2023/24 (1,636 in 2022/23). These have been made available mainly to victims, but also members of the public, researchers and journalists.

Victims

We are conscious that victims and survivors of crime already have a difficult journey through the criminal justice system before becoming involved with the parole process. We want every victim and survivor who is involved with the Parole Board to be treated with dignity and respect.

A pilot to allow victims to apply to observe oral hearings has been expanded from the South-West region to Greater Manchester and the national rollout is planned for later in 2024. The Parole Board set up a dedicated Victims' Team this year to work with HM Prison and Probation Service (HMPPS) to arrange those observations.

We have received 168 applications for victims to observe hearings in the test regions. 57% of these have been granted and 31 victims and survivors have now observed a hearing. Victims who have observed hearings have provided invaluable feedback to help us improve the process, and also shared how robust they found the hearing. We welcome the clauses in the Victims and Prisoners Act to strengthen the Victims' Code which will lead to greater information sharing.

Reducing waiting times

We have worked hard to reduce a growing caseload and manage the time it takes from referral to completion of prisoners reviews at both paper and oral hearings. At its height in March 2023 the oral hearing queue reached 3,298 people waiting for a hearing date, and thanks to the hard work of members and staff we halved the number of people waiting for a hearing to 1,695 at the end of March 2024.

We have reduced our active caseload by almost 1,500 people and by 12.7% since April 2023 to 10,263 at the end of March 2024.

We have released 4,370 people this financial year (3,637 in 2022/23).

Member recruitment and training

We welcomed 56 new members across the course of the year, 25 of whom had a background in law enforcement.

To support member's ongoing professional development, we train new and existing members in questioning of vulnerable prisoners, a course developed in partnership with The Inns of Court College of Advocacy (ICCA).

We held our first training conference for new and experienced panel chairs in October 2023.

Getting our relationships right

We embraced the introduction of the Parole System Oversight Group (PSOG) which brings together senior leaders from across the parole system with the aim of increasing the efficiency and effectiveness of the parole process. In its first year, PSOG has helped improve the quality of data reporting and information sharing across the parole system. Our staff visited 14 of the busiest prisons for parole with some of the highest adjournment rates to develop relationships and local action plans with governors and offender management units to help manage cases better.

Imprisonment for Public Protection (IPPs)

The Parole Board is aware of the feelings of frustration and loss of hope felt by some prisoners serving the IPP sentence and we are determined to do all that we can to undertake timely reviews and to safely progress IPP prisoners, while maintaining our overarching commitment to public protection. Our duty members have terminated 205 IPP licences over the year (which is about 25% of the applications that we received). In April 2023, the Parole Board agreed to change its policy and now prioritises all Detention for Public Protection (DPP) sentenced cases (those sentenced to an IPP sentence when under the age of 18) for both paper reviews and oral hearings. We also welcome the clauses in the Victims and Prisoners Act to reduce the time from ten to three years for a released IPP prisoners review to be automatically referred to the Parole Board for a licence termination.

Serious Further Offences

Although each decision by the Parole Board is made with the utmost care and consideration, unfortunately our decisions cannot be fully risk free and each year a number of Serious Further Offences (SFO) occur. In 2023/24, 31 SFOs were referred to the Parole Board at the point of charging compared to 28 in 2022/23. Of these referrals, 16 prisoners were ultimately convicted of an SFO and thus our convicted SFO rate remains at under 0.5%.

If a prisoner is charged with a Serious Further Offence on licence within a three year period following the Parole Board's decision for release, the Board is notified. Subsequently the charges may be dropped, or lessened or may no longer qualify as a Serious Further Offence, or the prisoner may be found not guilty. The Serious Further Offence rate for convicted offences is therefore always lower than the number of cases originally referred to the Parole Board.

Our view is that even one Serious Further Offence is one too many, and is deeply distressing for any victims involved in either the new offence or the original offence. To ensure lessons are learned, the Parole Board reviews the circumstances of each Serious Further Offence and has a committee, with independent members, dedicated to this.

We would like to thank all staff and members who work incredibly hard with colleagues across the criminal justice system to provide a good service to prisoners, victims and the public and ensure people are treated fairly.



Caroline Corby, HH Peter Rook KC and Faith Geary
Chair,
Judicial Vice-Chair,
Interim Chief Executive of the Parole Board
17 July 2024

c. Overview

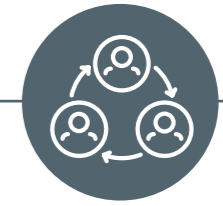
i. About the Parole Board

What is the Parole Board?

The Parole Board is an independent body that sits as a court with other criminal justice agencies to protect the public by risk assessing prisoners to decide whether they can be safely released into the community. The Parole Board is an Arm's Length Body (ALB) of the Ministry of Justice.

What are the strategic aims of the Parole Board?

The below strategic aims work with the Key Performance Indicators (KPIs) which are measured within the 'How we Performed' section of this report.



4. Inclusive

The Parole Board seeks to be inclusive to represent the community that we serve



1. Independence

The Parole Board makes independent, impartial and quality decisions



2. Efficiency

The Parole Board works efficiently and effectively to provide value for money



3. Transparency

The Parole Board seek to be as open and transparent as possible

People



343

Members

220 staff in the Secretariat

As at 31 March 2024

(292 members and 197 staff in the secretariat in as at 31 March 2023)

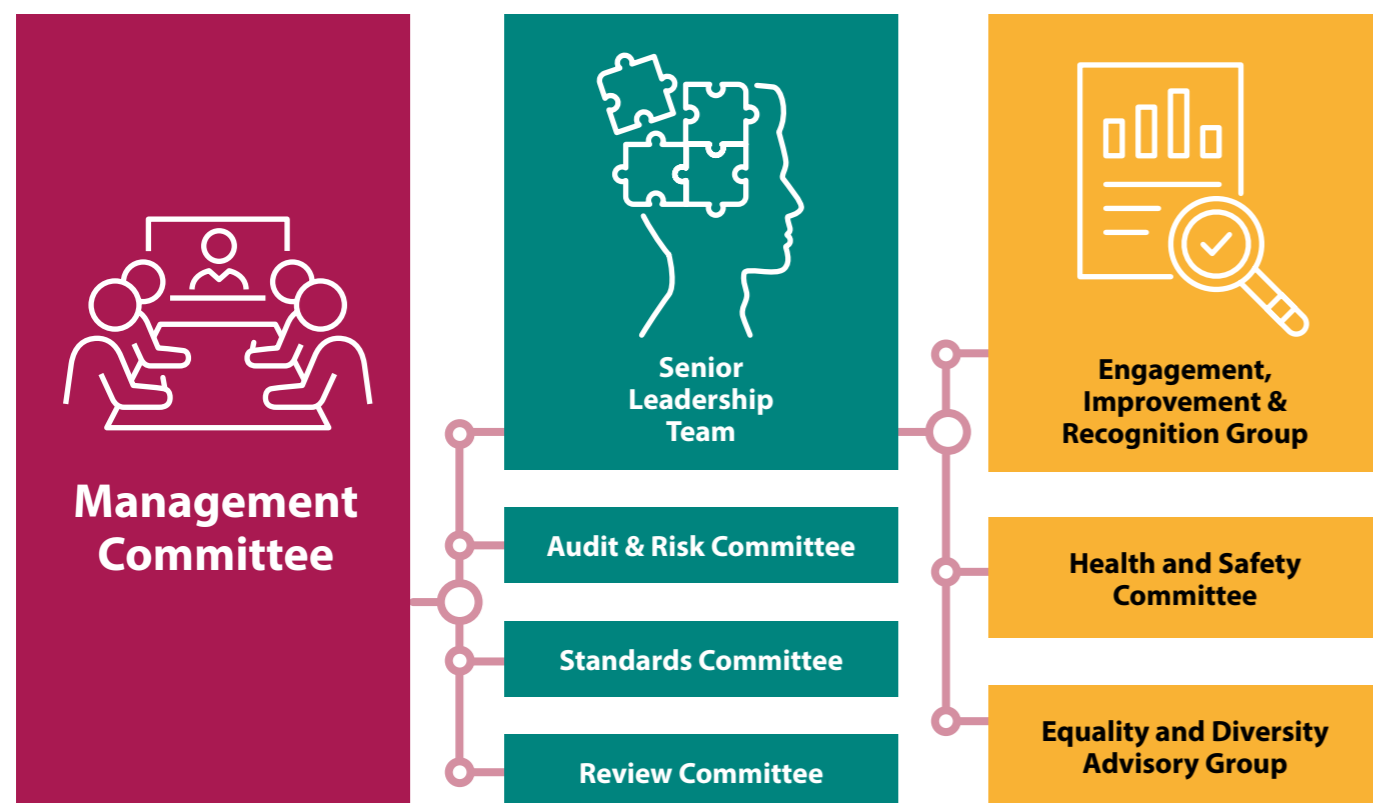
'Expressionless', Vinney Green (secure children's home), Under 18s Commended Award for Portrait, 2023. © Image courtesy of Koestler Arts

Governance Framework

Parole Board governance is overseen by the 'Management Committee', via the governance framework outlined here:

- Management Committee
- Senior Leadership Team
- Audit & Risk Committee
- Standards Committee
- Review Committee
- Engagement, Improvement & Recognition Group
- Health and Safety Committee
- Equality & Diversity Advisory Group

Further information in relation to the governance structure of the Parole Board can be found on page 40 of this report.



ii. Strategic Risk Management

The Parole Board's processes for managing risk and its key contractual and stakeholder relationships are reported in the governance statement, as well as data related incidents. The Parole Board maintained a key risk register to monitor the risks to delivering the Parole Board Strategy 2022 to 2024 and 2023 to 2025. The register was reviewed throughout the year by the Audit & Risk Committee to reflect the main risks that the Parole Board was facing at that moment (p48).

i. Going Concern

The Parole Board's future costs are expected to be met by future grant-in-aid from the Parole Board's sponsoring department, the Ministry of Justice, which has included the Parole Board's grant-in-aid for 2024/25 in its estimates. The Parole Board is an independent body and was established in 1968 under the Criminal Justice Act 1967. The Parole Board became an independent executive non-departmental public body on 1 July 1996 under the Criminal Justice and Public Order Act 1994. There are no plans to change this legislation and therefore the Parole Board's accounts are prepared on a going concern basis.

ii. Financial Review

Total comprehensive net expenditure has increased by 22% from 2022/23. This is due to the costs of managing an increasing number of referrals. Staff and member costs have increased as a result of increasing staff and member activity to manage the higher level of case administration activity. Other operating costs have increased due to higher shared service, IT and legal costs.

The Statement of Financial Position shows total net liabilities of £1,917k as at 31 March 2024 (£971k as at 31 March 2023) which will be deducted from future receipts of grant-in-aid from the Ministry of Justice as the obligations fall due. Grant-in-aid funding is not received in advance of funding need but is received from the Ministry of Justice when required to settle any liability.

The total comprehensive net expenditure by the Parole Board in 2023/24 was **£29,483k** (2022/23 £24,231k).



	2023/24 £000	2022/23 £000
Staff and member costs:	23,886	19,973
Other costs:	5,597	4,258
Total comprehensive net expenditure:	29,483	24,231

Unit Costs

Conducted hearings	2023/24	2022/23
Paper hearing	£485	£385
Oral hearing	£2,177	£1,876

Completed hearings	2023/24	2022/23
Paper hearing	£636	£491
Oral hearing	£2,711	£2,575

The conducted hearings unit costs include adjournment and deferral activity whereas completed hearings unit cost calculation would not.

The paper hearings unit cost increases from 2022/23 (conducted-26%, completed-30%) are driven by:

- Increases in members' fees introduced in July 2023 - a 10% increase in members' fee costs and additional fees for decision writing.
- Extra fees paid following process change to triage cases prior to oral hearings leading to oral hearing cost savings and lower deferral and adjournment rates.
- An increase in overhead and indirect costs due to increased IT contract costs and staff costs to support higher case complexity.

The oral hearings unit cost increases from 2022/23 (conducted-16%, completed- 5%) are driven by:

- Introduction of the members' fees package as for paper hearings.
- An increase in overhead and indirect costs including legal and compensation costs (£534k), IT costs (£292k). The much lower increase in completed unit costs is due to an improved conclusion rate of 79% compared to 72% in 2022/23 resulting in a higher proportion of cases being concluded with a lower proportion of deferrals and adjournments.

The fees package was introduced with approval from Ministers and Treasury to ensure that the Parole Board would have sufficient member availability and to ensure that members were adequately remunerated for their work.

iii. How we Performed

This section covers the key challenges to the delivery of the Parole Board's objectives and how it has performed against these and their underpinning KPIs during 2023/24.

Key

- Achieved
- Requires improvement
- Requires significant improvement
- This was not a reportable KPI in the previous year

The fourth column within the KPI tables demonstrates the progress against the previous year. The arrow is up when the Parole Board has improved on the KPI result since the last year. The arrow is down when there has been a decline in the results compared to last year. There is a – where the data has remained the same.

The Parole Board makes independent, impartial and quality decisions	2022/23	2023/24	Progress against previous year
Fewer than 20% of reconsideration applications are considered grantable	22%	26%	^
Volume of applications granted	51/190	59/225	^
More than 18% of Parole Board members are from a BAME background (of those who declared their ethnicity). (The 0.8% decrease in the proportion of members from a BAME background is due to the targeted recruitment of members with a law enforcement background.)	18.4%	17.6%	v
95% of reconsideration applications have a decision made within 21 days from the application being sent to the assessment panel	94%	81%	v
Formal complaints – all formal complaints received are responded to within 30 working days (90%)	95%	98%	^

Reconsideration

The Parole Board received 225 reconsideration applications in 2023/24 (232 in 2022/23). This remains relatively low and makes up a small proportion of the Parole Board's overall active caseload.

58 applications were accepted for reconsideration, 166 were not (26% of the applications received were considered grantable).

The legal team investigate individual applications to identify learnings that can be drawn from grantable applications. Applications for reconsideration may

not guarantee a different outcome. Of the 58 reconsideration applications that were granted, 12 led to a different outcome, 8 decisions remained the same and 38 were not concluded by the end of the financial year.

81% of reconsideration applications had a decision made within 21 days from the application being sent to the assessor. The KPI remains in the red and is an area that the Parole Board is closely monitoring to improve performance in this area, there have been various recruitment campaigns to strengthen the legal team.

Adjournments

The human impact of delay and adjournment of cases is never to be underestimated and the Parole Board does all it can to ensure that it avoids delays and adjournments as necessary. The impact on victims and prisoners can be detrimental and the Parole Board is working extremely hard with the Public Protection Casework Section and HM Prison and Probation Service to improve practice. This year the Parole Board has seen more stability in its caseload and a reduction in the queues for those prisoners awaiting a parole review, however, adjournments rates remain an area of improvement for the Parole Board.

The Parole Board works efficiently and effectively and provides value for money	2022/23	2023/24	Progress against previous year
90% of decisions issued within 14 days	91%	93%	^
Maintain Generic Parole Process (GPP)* cases outstanding at less than 20% of active caseload	20%	28%	v
95% cases have a hearing date within 3 months of being made ready to list	73%	68%	v
70% of cases reach a conclusion at scheduled sitting	72%	79%	^
In year budget variance is under 1% with no overspend	4.4%	1.4%	^
Aged cases: 5% of active caseload that is greater than 18 months since being given to the Parole Board	4%	4%	-

*GPP – Generic Parole Process: It was introduced in 2008/9 and established a single parole process and parole timetable for both determinate and indeterminate sentence prisoners, all underpinned by the Public Protection Unit Database (PPUD). The GPP is supported by key performance indicators for the timely completion of reports and supply of information to the Parole Board. The instruction sets out clear responsibilities for staff in the Public Protection Casework Section, establishments, and the Probation Service.

<https://www.gov.uk/government/publications/generic-parole-process-policy-framework>

Improving performance

The Parole Board's future plan is to refocus secretariat support to manage cases end to end, allowing for case continuity with aims to reduce adjournments and the time it takes for cases to conclude. This will support caseload management and promote efficiencies within the process.

New powers granted under the Victims and Prisoners Act will allow secretariat staff to undertake more case management work under delegated authority, providing additional capacity for members for judicial decision making. This is anticipated to meet the Parole Board's aims for increasing its throughput of cases and increased rates of concluding cases.

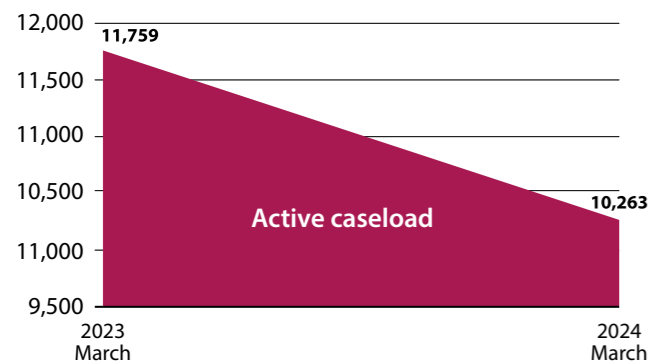
The following initiatives were introduced in 2023/24 to help resolve operational issues and respond to challenges that the Parole Board faced:

- **Members**

The Parole Board successfully recruited 56 new members, 26 independent members, 24 members from a law enforcement background and 6 members returned as chairs.

The Parole Board focused on maximising member availability by increasing the number of single member panel chairs within the membership and prioritising the listing of recall cases by single member panels every quarter. Chairs have been provided with additional secretariat support through the introduction of a Panel Chair Support Team who work closely with an allocated Chair to provide additional administrative support to help them manage their workloads.

Active caseload

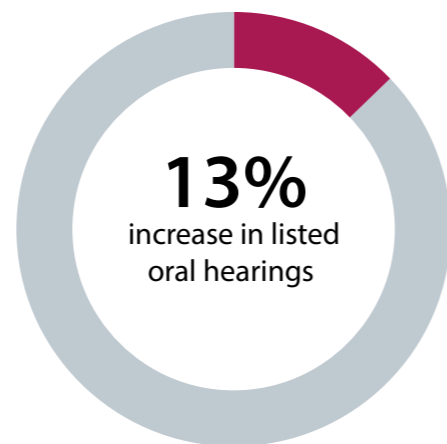
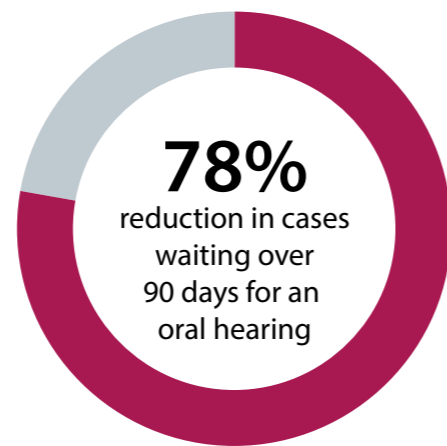


During 2023/24, the Parole Board is pleased that it has seen a reduction in its active caseloads.

The number of prisoners waiting for an oral hearing halved from 3,298 in 2022/23 to 1,695 in 2023/24.

The number of people waiting more than 3 months for an oral hearing date, fell by 78%. The Parole Board conducted and completed more parole reviews in the past year, while, convicted SFO rates remained less than 0.5%.

79% of cases were concluded at the scheduled sitting (72% in 2022/23). The Parole Board aims to ensure that no more than 5% of cases are older than 18 months. The number of cases greater than 18 months within the Parole Board's active caseload remained at the same level as last year. In 2023/24, 4% of the active caseload were active for 18 months or more (4% in 2022/23). The Parole Board is working with its partner agencies to ensure that those prisoners can be progressed as efficiently as possible.



Mental Health Streamlining Project

This joint project with the Public Protection Group within HM Prison and Probation Service was established to improve on the timeliness of parole reviews for prisoners detained in secure hospitals. A pilot to test new ways of working was launched in November 2021 and ran for eighteen months, after which a detailed evaluation was undertaken. The evaluation evidenced that 43% of pilot cases received a decision within 27 weeks, 31% received a decision within 41 weeks, with 26% taking longer. This was a significant improvement on the pre-pilot process where cases took on average between 57 and 74 weeks to conclude. Thirteen recommendations were proposed, and the pilot will be implemented into business as usual in the new reporting year. As part of the implementation plan a dedicated cohort of Parole Board members and staff will manage these cases. Best practice and learning from the pilot will be incorporated into updated guidance and operational processes to reflect the more efficient approach.

Practice informed by research

The Research Governance Group (RGG) oversaw the research agenda which progressed a number of important workstreams. RGG reviewed and considered findings from a number of concluded studies, including two on remote hearings, one on intermediaries, and a review of Multi Agency Public Protection Arrangements. As a result of these studies members and staff were engaged in several focus groups and planned presentations. In addition, new guidance and best practice information has been developed in response to recommendations from these studies. Several new studies received RGG approval, and a pilot commenced with university students developing literature reviews on the Board's priority research areas, which were also reviewed and updated. RGG issued two research updates over the year to colleagues in the research community. Further information about research and the Parole Board, including the research priority areas, can be read here: <https://www.gov.uk/government/organisations/parole-board/about/research>



iv. Legislation and Reviews

● Root & Branch Review

The Parole Board continued to work with the Secretary of State and HM Prison and Probation Service to deliver on the recommendations that were published in March 2022 as part of the Root & Branch review of the parole system. The following table sets out the recommendations and a key progress update:

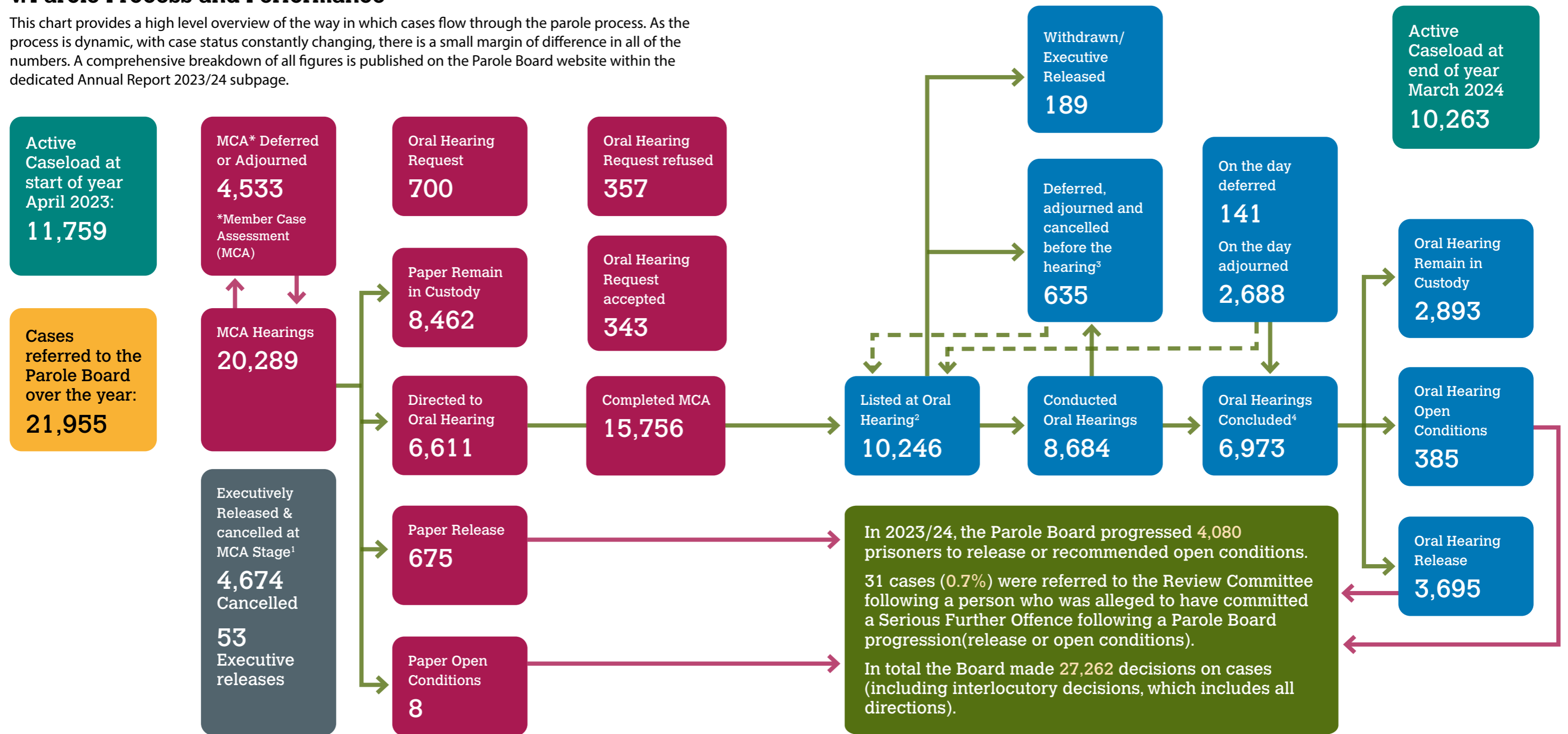
Proposal	Progress made in 2022/23	Progress made in 2023/24
A new precautionary approach to the release of a “top-tier” of the most serious offenders. “Top-tier” will be defined as those convicted of murder, rape, terrorism and causing or allowing the death of a child;	The Parole Board is waiting to see the progress of the Victims and Prisoners Bill and will work with the relevant officials to refine an approach to ‘top-tier’ cases.	The Parole Board gave evidence to the Justice Select Committee in April 2023 on the impact of the Bill. The Bill has now been enacted, with further changes, as the Victims and Prisoners Act 2024.
A Secretary of State power to block a decision by the Parole Board to release a “top-tier” offender;	The Parole Board is waiting to see the progress of the Victims and Prisoners Bill, and will work with the relevant officials to refine an approach to the Secretary of State’s power to veto Parole Board decisions in ‘top-tier’ cases.	
Refine the statutory release test to make it more prescriptive;	The Parole Board is waiting to see the progress of the Victims and Prisoners Bill, and will work with the relevant officials to refine the statutory release test.	
Increase the number of Parole Board members from a law enforcement background and ensure they sit on panels in “top-tier” cases;	In March 2023, the Public Appointments Team, in partnership with the Parole Board, launched a campaign to appoint 25 Independent Parole Board Members, with law enforcement experience.	In February 2024, the Parole Board welcomed 25 independent Parole Board members with a background in law enforcement.
Improve the transparency and victim participation in the parole process including the right to apply to observe a hearing and hold certain cases in public;	In 2022/23, the Parole Board held two hearings in public, where the ‘interests of justice’ test was met. The Parole Board publishes, on its website, all of its decisions in relation to whether a public hearing has been granted or not. A test in the South-West of England is being conducted by the Ministry of Justice and Parole Board on victims automatically having the right to attend private hearings. The expectation is that this will be rolled out across England and Wales during 2023.	In 2023/24 the Parole Board held four public hearings where the ‘interests of justice’ test was met. The Parole Board publishes, on its website, all of its decisions in relation to whether a public hearing has been granted or not. A test in the South-West of England and Greater Manchester is being conducted by the Ministry of Justice and Parole Board on victims having the right to apply to attend private hearings. The expectation is that this will be rolled out across England and Wales later in the year.
Introduce a Parole System Oversight Group. This would monitor the whole end-to-end parole system and the establishment of independent third-party scrutiny of the parole process to provide additional checks and assurance that the system is operating effectively and efficiently.	The Parole Board is working with HM Prison and Probation Service to progress this recommendation. The Parole Board looks forward to the opportunities for assurance of the whole system.	The Parole Board alongside HM Prison and Probation Service have successfully established the Parole System Oversight Group. The group meet quarterly and has focused on improving data across the system to target areas for improvement.



‘Inflation above Brandon Hill’,
in pencil by Andrew.
© Image courtesy of Prodigal Arts

v. Parole Process and Performance

This chart provides a high level overview of the way in which cases flow through the parole process. As the process is dynamic, with case status constantly changing, there is a small margin of difference in all of the numbers. A comprehensive breakdown of all figures is published on the Parole Board website within the dedicated Annual Report 2023/24 subpage.



¹ The decision to withdraw or executively release is made by the Secretary of State. This is not as a result of a Parole Board direction. Executive release is a process whereby the Secretary of State can grant release on the papers without a parole hearing taking place.

² Some cases can have more than one oral hearing due to deferrals and adjournments.

³ 511 deferred, 584 adjourned and 213 cancelled before the hearing.

⁴ Of the 8,684 concluded outcomes, 6,973 were concluded at an oral hearing, and a further 2,688 were concluded on the papers as a result of adjournments.

Of the 2,688 adjourned hearings on the day, 1,553 were subsequently concluded on the papers (817 Remain in custody, 87 open conditions & 649 releases). These numbers are included in the oral hearing concluded outcome figures reported in the chart.

The tables below show a breakdown of oral hearing outcomes for each ethnicity and gender, where this was identified.

(This is only for oral hearings and does not contain data for paper member case assessments).

Outcomes by Ethnicity 2023/24*

Release		
	2022/23	2023/24
Asian	50%	51%
Black	53%	53%
Chinese & Other***	44%	61%
Mixed	55%	57%
White	55%	54%
Average	51%	54%

Knockback		
	2022/23	2023/24
Asian	42%	45%
Black	37%	41%
Chinese & Other***	44%	39%
Mixed	39%	39%
White	41%	40%
Average	42%	41%

Open conditions**		
	2022/23	2023/24
Asian	8%	4%
Black	9%	6%
Mixed	6%	4%
White	7%	6%
Average	7%	5%
Chinese & Other***	11%	0%

Outcomes by Gender 2023/24

Release		
	2022/23	2023/24
Female	64%	69%
Male	52%	53%

Knockback		
	2022/23	2023/24
Female	30%	28%
Male	41%	41%

Open conditions**		
	2022/23	2023/24
Female	6%	3%
Male	7%	6%

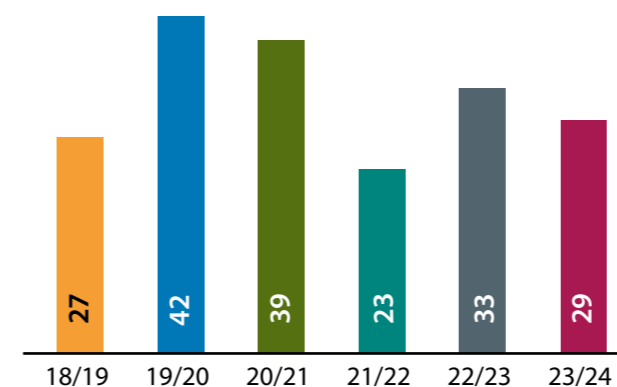
*Percentages may not always total 100 due to rounding.

**Recommendations for open conditions have decreased due to a change in policy in 2023 whereby the Secretary of State will assess the suitability of an indeterminate sentence prisoner (ISP) for a transfer to open conditions. The Parole Board's role is to make a recommendation to the Secretary of State.

***the numbers for 'Chinese and Other' are low.

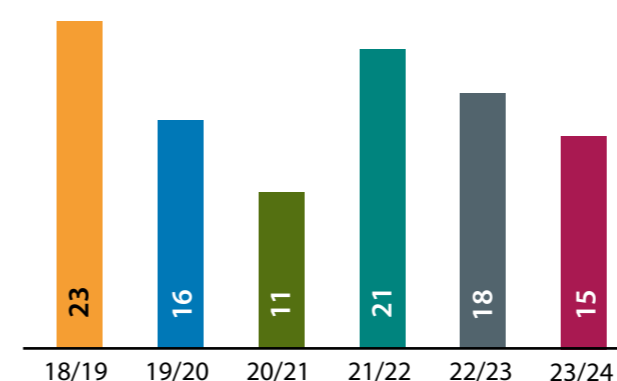
Challenges, Claims and Requests 2018/19 – 2023/24

Judicial reviews



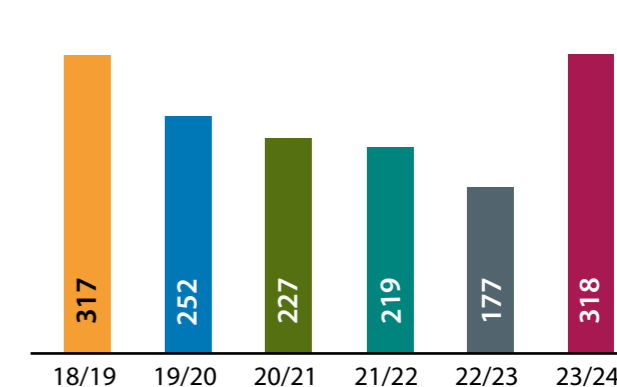
Judicial review is the procedure by which an individual, company or organisation can challenge the lawfulness of a decision or other conduct of a person or body whose powers are governed by public law (i.e. a public body). This is governed by the Civil Procedure Rules (CPR) 1998 Part 5, Section 1. The process for judicial review is set out in Practice Direction 54A (Judicial Review). A judicial review application can be made on the grounds that: the decision is unlawful, the decision is irrational and/or the decision is procedurally unfair. A prisoner who wishes to challenge a final parole decision can only do so by making an application for judicial review in the High Court. The Secretary of State can also challenge a decision of the Parole Board by way of judicial review.

Private law claims



Private law claims are for compensation in the civil courts. The vast majority of private law claims brought against the Parole Board are made in respect of unlawful delay during parole proceedings.

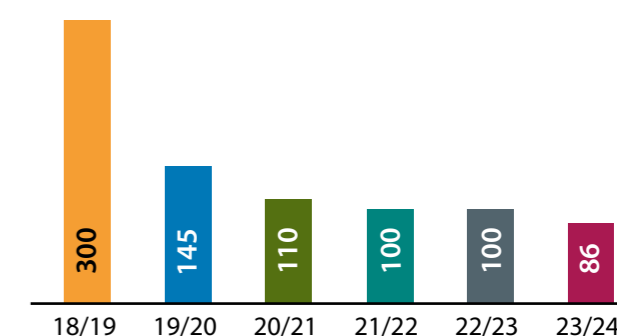
Pre-action claims for damages



Indeterminate sentenced prisoners whose parole hearings have been delayed may be eligible to make a claim for compensation against the Parole Board.

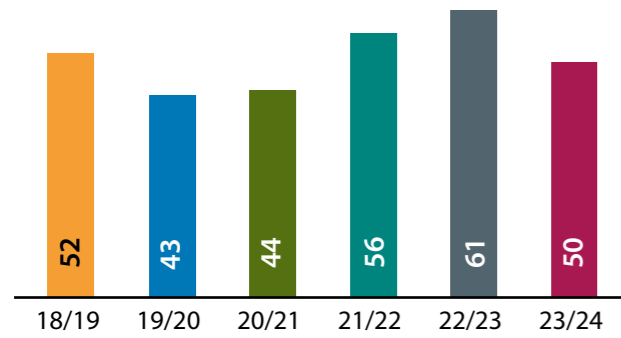
The number of compensation claims is higher than in relation to previous years. This may be a result of additional pressures and increased throughput of cases the Parole Board has seen. To improve our performance to lessen the likelihood of claims, there has been successful work this year to reduce the queues and ease the pressures, which in turn should result in fewer cases.

Pre-action claims for judicial reviews



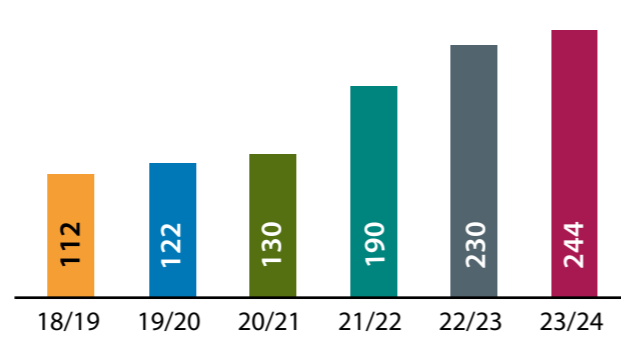
A prisoner who wishes to challenge a final parole decision can only do so by making an application for judicial review in the High Court. The Secretary of State can also challenge a decision of the Parole Board by way of judicial review.

Freedom of Information requests



The Parole Board has in place a process to manage Freedom of Information requests. The Freedom of Information Act gives people the right to see information that is not personal. In 2023/24, the Parole Board received 50 requests.

Complaints about the service provided by the Parole Board 2018/19 – 2023/24



The complaints that the Parole Board received in 2023/24 helped it to better understand how it performed, what lessons it learned and where it can improve practice. The Parole Board strives to respond to all complaints within its remit, in a timely manner.

In 2023/24, 98.8% of complaints were responded to within 30 working days. The Parole Board faced a number of pressures in 2023/24 which impacted on its operational performance. Member capacity was impacted by an increase in the complexity of caseloads.

Type	Total	Comments
All Complaints	244	Total complaints received in 23/24
Complaints Category		
Operational Complaints	38	Admin error – e.g. processing errors by Operations Team (including incorrect sharing of information)
Delays	60	Member Case Assessment (MCA) or listings delays
Communication Complaints	9	Communication – e.g. any instance that involves parties not being kept informed of changes/developments within the review
Member practice	34	Member practice – e.g. unhappy with the way a panel has conducted itself
Late decisions	29	Late issue of decision letters by panel
Other	74	Complaints relating to external organisations

Year	Total received	Fully or partially upheld	Not upheld	Outstanding at 31 March	Out of remit	Response to victims	Withdrawn
2023/24	244	37	122	1	73	5	6
2022/23	230	42	56	0	57	-	0

'Flutterby', HM Prison Holme House, Needlecraft, 2023.
© Image courtesy of Koestler Arts



e. Chief Executive's Report

1. Background and Statutory Framework

The Parole Board was established under the Criminal Justice Act 1967, and continued under the Criminal Justice Act 1991, which was amended by the Criminal Justice and Public Order Act 1994 to establish the Parole Board as an Executive Non-Departmental Public Body from 1 July 1996. The Parole Board exercises judicial functions and acts as a Court for the purposes of Article 5 (4) of the European Convention on Human Rights (ECHR). Our primary function is to determine whether prisoners referred to the Parole Board by the Secretary of State for Justice continue to present a risk to the public. The Parole Board also offers advice to the Secretary of State on whether prisoners can be safely managed in open prison conditions. The Parole Board is guided in its work by the Parole Board Rules 2019 (amended in 2022).

2. Mission Statement

The Parole Board is an independent body that works with other criminal justice agencies to protect the public by risk assessing prisoners to decide whether they can be safely released into the community

3. Principal activities

Applications to the Parole Board from different categories of prisoner, and referrals to the Parole Board by the Secretary of State are considered as set out below.

The Parole Board has five functions in England and Wales:

- 1) Deciding whether to release indeterminate sentence prisoners, including life sentence prisoners, prisoners detained at His Majesty's pleasure, and prisoners given an imprisonment or detention for public protection sentence (IPP and DPP prisoners) after their minimum term of imprisonment has expired;
- 2) Deciding whether to release some categories of determinate sentence prisoners;
- 3) Deciding whether some prisoners who have been recalled to prison can be re-released;
- 4) Advising the Secretary of State whether some indeterminate prisoners can be progressed from closed to open conditions;
- 5) Advising the Secretary of State on any release or recall matters referred to it.

Under the provisions of the Legal Aid, Sentencing and Punishment of Offenders Act 2012, when considering the release of prisoners who come before it, the Parole Board is required to determine whether it is 'satisfied that it is no longer necessary for the protection of the public' that the prisoner should remain detained. All cases are subject to the same statutory test for release and require the same assessment of risk. Therefore, the fundamental principles in reviewing each case are the same. All cases are initially considered on paper by a single Parole Board member, who is Member Case Assessment (MCA) accredited. In all cases the parole review is based on a dossier of papers presented to the Parole Board by the Public Protection Casework Section within the Safer Custody and Public Protection Group of HM Prison and Probation Service, on behalf of the Secretary of State for Justice. There will usually be representations from the prisoner, or legal representative (if one has been instructed), and sometimes a victim personal statement.

4. Funding

The Parole Board's sponsor is the Director General Policy for Prisons, Offenders and International Justice within the Ministry of Justice (MoJ). The Parole Board's only source of funding is grant-in-aid which is provided by MoJ. This comprised cash funding of £27,668,232 (2022/23 £22,392,750).

In addition, the MoJ met recharge costs for Finance, Estates, Shared Services, Communications and HR of £868,915 for the Parole Board (2022/23 – £939,025) and these amounts have been treated as grant-in-aid. All grant-in-aid is credited directly to reserves in accordance with HM Treasury's Financial Reporting Manual.

This provided total funding of £28,537,147 which was an increase of £5,205,372 from 2022/23 (2022/23 – £23,331,775).

The Parole Board's cash at bank as at 31 March 2024 was £1,289,722.01 (31 March 2023 £1,178,335.96).



'A Day in the Yard', Prisoners Abroad, Themed Category: A Day in the Life, 2023. © Image courtesy of Koestler Arts

f. Sustainability Report

The Parole Board is committed to operating sustainably, effectively and efficiently providing value for money for the taxpayer, reducing its environmental impact and enabling transformation of the way the Parole Board works as one of the Ministry of Justice's Arm's Length Bodies. Sustainability is a key enabler for the Ministry of Justice to contribute to greening of government.



Environmental awareness – waste minimisation and recycling are well-practised within the Parole Board's day-to-day operations. It promotes responsible procurement and waste management practices as part of working within the Ministry of Justice Procurement framework. The Department for Environment, Food & Rural Affairs provides details of Government Buying Standards for a range of products. As part of all tendering activity where they apply, the requirements of the Government Buying Standards are mandated by the Parole Board.

Climate change awareness – the Ministry of Justice's Climate Change and Sustainability Unit (CCSU) manages and reviews buildings and sites including the buildings that the Parole Board occupies. This would highlight premises susceptible to the effects of climate change, such as temperature, flooding, and other adverse climatic conditions.



Digitisation – The Parole Board continues to rely heavily on digital ways of working with 95% 2023/24 (97% 2022/23, compared with only 5% pre-2021) of oral hearings now operating virtually. This approach for information management allows the Parole Board to process cases efficiently and virtually where possible. The Parole Board also continued to offer improved collaboration tools for staff to allow efficient and flexible working. Paper usage is 0.311 tonnes 2023/24 (0.082 tonnes in 2022/23) (£10.9k spend in 2023/24 compared with £12.8k in spend for 2022/23). The decreased spend is due to lower printer rental costs compared with the previous year despite higher usage. The higher paper usage in 2023/24 compared with 2022/23 is in part due to increased in person training and paper material produced for these days - however the systems make tracking usage difficult.



In addition, efficiency has been sought through the use of shared functions, including Shared Services Connected Limited, the Central Legal Team, and the Finance Business Partners and Human Resource Business Partners where needed, which provide support to the Parole Board. This reduces the Parole Board requirement in terms of staff, resources, office spaces, and emissions.

Environmental sustainability measure reporting the Parole Board's progress against the 2020 Greening Government Commitments is outlined below. Complete financial data has not been provided due to challenges and dependencies on external teams to obtain this, this applies across the tables where financial data is not provided. The Parole Board continues to develop processes to improve future reporting of financial data.

Greenhouse Gas (GHG) emissions from buildings and travel	2023/24	2022/23 [Restated]
Non-financial indicators (tonnes CO2e)		
Total Gross Scope 1 (Direct) GHG emissions	5.99	5.46
Total Gross Scope 2 (Energy indirect emissions)	166.30	159.10
Total Gross Scope 3 (Official Business travel emissions)	111.57	61.83
Total emissions	283.86	226.39
Non-financial indicators (kWh)		
Electricity	36,941.70	36,933.20
Electricity: renewable	-	-
Gas	1,607.00	1,466.00
Other energy sources	-	-
Total energy	38,548.70	38,399.20

Electricity and gas usage decreased compared with last year, with a commensurate decrease in emissions and cost.

Travel

Travel	2023/24	2022/23
Output information (km 000)		
Motor vehicle	433.57	357.56
Rail	250.38	-
Flight	46.96	10.97
Total	730.91	368.53
Output information (tCO2e)		
Motor vehicle	73.92	60.97
Rail	8.88	-
Flight	28.77	0.86
Total	111.57	61.83

The Parole Board use a lease hire company to provide alternative travel options where needed. For 2023/24, 100% (100% 2022/23) of the cars hired were Ultra Low Emission Vehicle compliant.

In 2023/24 more accurate reporting information was available for the reporting of rail and flight output information. Estimates have been made for the members and staff for motor vehicle travel based on the cost of travel claimed.

Finite resource consumption

Water	2023/24	2022/23 [Restated]
Non-financial indicators (m3 000)		
Total water consumption	123.2	150.6

The Parole Board occupies part of the MoJ estate which is committed to reducing water consumption wherever possible and the MoJ has developed a Water Efficiency Strategy to support this.

Waste minimisation and management

Waste production

Waste	2023/24	2022/23 [Restated]
Non-financial indicators (tonnes)		
Landfill	-	-
Recycled/reused	0.4	0.6
Composted/food waste from 2022	-	-
Incinerated with energy recovery	0.3	0.3
Incinerated without energy recovery	-	-
Total waste	0.7	0.9

The Parole Board water usage during 2023/24 is lower than 2022/23, due to a high than normal usage in 2022/23 compared with 2023/24.

Single-use plastics

The Parole Board occupies part of the MoJ estate which has a single-use plastics policy, (<https://www.gov.uk/government/publications/ministry-of-justice-single-use-plastics-policy>) published in January 2019, which sets out the approach reducing single-use plastics, and only uses these when no viable alternative is available.

The Parole Board does not currently have any specific re-use schemes.

The amount of waste the Parole Board has disposed of during 2023/24 decreased by 22% from 2022/23. Waste production has fallen again this year. The Parole Board continues to divert its waste from landfill. Further progress in digital working and paper reduction should also reduce waste in the future. Going forward the Parole Board sustainability plan is to operate closely with the MoJ Climate Change and Sustainability Unit towards the Greening Government Commitments.

Together, the Parole Board will continue to:

- Reduce GHG emissions
- Improve its waste management
- Further reduce water consumption
- Develop its governance frameworks embedding sustainability within the organisation
- Buy more sustainable and efficient products and services.

The aim is to achieve the best long-term minimum environmental impact. The Parole Board will continue to explore opportunities offered by improved ways of working - through digital working, and the better use of technology. The Parole Board is committed to creating a sustainable, effective and efficient estate which provides value for money for the taxpayer, reduces its environmental impact and enables transformation.



Faith Geary
Interim Chief Executive and Accounting Officer
17 July 2024



'Summer Meadow' by Davey.
© Image courtesy of Prodigal Arts

2. Accountability Report

a. Corporate Governance Report

i. Accounting Officer's Statement

I am confident that governance arrangements are in place and provide a reasonable level of assurance that the Parole Board is managing its resources effectively. This view reflects work, advice and governance monitored by the Management Committee, Audit & Risk Committee, the internal auditors and the Comptroller and Auditor General.

ii. Statement of Accounting Officer's Responsibilities

Under Schedule 19 of the Criminal Justice Act 2003 the Parole Board is required to prepare a statement of accounts for each financial year in the form and on the basis directed by the Secretary of State, with the approval of HM Treasury. The accounts are prepared on an accruals basis and must give a true and fair view of the Parole Board's state of affairs at the year end and of its net expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts the Accounting Officer is required to:

- Confirm that, as far as she is aware, there is no relevant audit information of which the entity's auditors are unaware;
- Confirm that she has taken all steps that she ought to have taken to make herself aware of any relevant audit information and to establish that the entity's auditors are aware of that information;
- Confirm that the annual report and accounts as a whole is fair, balanced and understandable;
- Confirm that she takes personal responsibility for the annual report and accounts and the judgements required for determining that it is fair, balanced and understandable;

- Observe the Accounts Direction issued by the Secretary of State with the approval of HM Treasury, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis; state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Parole Board will continue in operation.

The Permanent Secretary of the Ministry of Justice has appointed the Interim Chief Executive of the Parole Board as its Accounting Officer. The Interim Chief Executive's relevant responsibilities as Accounting Officer, including her responsibility for the propriety and regularity of the public finances and for the keeping of proper records and for safeguarding the Parole Board's assets, are set out in the Non-Departmental Public Bodies' Accounting Officers' Memorandum issued by HM Treasury and published in Managing Public Money.



Faith Geary
Interim Chief Executive and Accounting Officer
17 July 2024

iii. Governance Statement

As Accounting Officer, I am responsible for the systems of internal control and risk management. Governance systems have been in place throughout the year, and continue to be in place, which follow best practice and follow the HM Treasury's Corporate Governance Code to the extent that the Parole Board's size and status allow. I have policies and procedures in place which enable me to maintain a sound system of internal control that supports the achievement of the Parole Board's policies, strategic aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me as Accounting Officer and in the Managing Public Money guidance. This statement provides more detail of the governance, risk management and assurance arrangements I have put in place.

Founding Legislation

The Parole Board was established under the Criminal Justice Act 1967 and continued under the Criminal Justice Act 1991, which was amended by the Criminal Justice and Public Order Act 1994 to establish the Parole Board as an Executive Non-Departmental Body from July 1996. The legislation does not provide a framework for governance. The governing legislation confers a wide discretion on the Parole Board as to its governance functions.



Faith Geary
Interim Chief Executive and Accounting Officer
17 July 2024



'Totterdown, Totter up', A celebration of Bristol in acrylic by Phil.
© Image courtesy of Prodigal Arts

iv. Governance Structure

The Parole Board has in place a Constitution, which was approved by the Parole Board membership which formalises a delegation of functions, accountability procedures and safeguards. In addition to the formal committee structure outlined below, a Parole Board Members' Representative Group (MRG) is in place. Although not part of the formal management structure it offers a collective viewpoint to the executive and acts as a conduit for dialogue between the membership, the executive and the Management Committee.

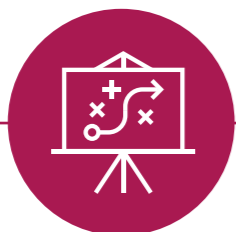


1. Committees

Management Committee

My colleagues on the Management Committee consist of the Chair and Judicial Vice Chair of the Parole Board; three Parole Board members; and three Non-Executive Directors.

During 2023/24 the Chief Operating Officer, and the heads of departments regularly attended meetings to assist the committee in its decision making. During the year 2023/24 the Committee met nine times and was responsible for overseeing the implementation of the Parole Board's strategy and business plan. The terms of reference and operating procedures for the Management Committee were reviewed in 2019.



Audit & Risk Committee

The Audit & Risk Committee is responsible for advising me (as Accounting Officer) and the Management Committee on issues of risk, control and governance. The Audit & Risk Committee reports to me on the activity and results of internal and external audit. The Audit & Risk Committee is chaired by an accountant, who is a Non-Executive Director, and there are three other members of the Committee; a second non-executive director and two Parole Board members. The Committee met five times during 2023/24. Terms of reference and operating procedures for the Committee were reviewed and approved in February 2019.



Standards Committee

The Standards Committee is responsible for promoting high standards by identifying and advising on issues relating to the accreditation, competence, appraisal, performance, deployment, support and development of Parole Board members. The Committee is chaired by a Non-Executive Director and it met four times during 2023/24. Terms of reference and operating procedures for the Standards Committee were approved in 2015.



Review Committee

The purpose of the Review Committee is to ensure that the Parole Board has arrangements in place to review and monitor its decisions to release offenders on parole licence or recommend a move to open conditions in cases where the offender is alleged to have committed a serious further offence. A formal report is submitted to the Management Committee on an annual basis. The Review Committee sits outside the formal management structure, to retain its independent scrutiny role. The Committee met five times in 2023/24. Terms of reference were reviewed in December 2022 and signed off by the Management Committee in March 2023.



Senior Leadership Team (SLT)





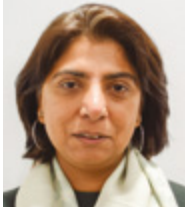
The Chief Operating Officer chairs a monthly meeting of the Senior Leadership Team which all Hub Leads attend. The Senior Leadership Team receive reports on performance and finance. It creates the business plan for the Management Committee as well as the Corporate Governance Statement and prepares the Parole Board's budget. The budget is formally devolved to management budget holders early in each new financial year.



2. Attendance at Meetings

The table below sets out the attendance of Parole Board management, non-executives and part-time members at meetings during the year. All board members (both executive and non-executive) are obliged to report all potential conflicts of interests to the Accounting Officer. A register of interests held by members of the Management Committee can be found on the Parole Board website within the dedicated Annual Report subpage.

Management Committee attendance



Name	Role	Gender	Attendance
 Caroline Corby Chair	Non-Executive	F	9/9
 HH Peter Rook KC Part-time member and Judicial Vice-Chair of the Parole Board	Part-time member	M	9/9
 Martin Jones CBE* Chief Executive	Executive Management	M	7/8
 Cassie Williams Part-time member	Part-time Member	F	9/9
 Maneer Afsar Part-time member	Part-time member	F	8/9

Name	Role	Gender	Attendance
 Robert McKeon Part-time member	Part-time member	M	9/9
 Julie Dent CBE Non-Executive Director	Non-Executive	F	9/9
 Gary Sims Non-Executive Director	Non-Executive	M	6/8
 Alan Clamp Non-Executive Director	Non-Executive	M	8/9
 Faith Geary** Interim Chief Executive	Executive Management	F	1/1

*Martin Jones left the Board in February 2024

**Faith Geary commenced her role as Interim Chief Executive on 1 March 2024

Audit & Risk Committee and Standards Committee attendance

	Name	Gender	Attendance
Audit & Risk Committee 	Gary Sims (Non-Executive Director and Chair)	M	5/5
	Maneer Afsar (Non-Executive Director)	F	5/5
	Julia Mulligan (Part-time member)	F	1/5
	Alan Clamp (Non-Executive Director)	M	4/5
	Martin Jones CBE (Chief Executive)	M	3/5
Standards Committee 	Alan Clamp (Non-Executive Director and Chair)	M	4/4
	Pamela Atwell (Part-time member)	F	3/4
	Julie Dent CBE (Non-Executive Director)	F	4/4
	Melanie Essex (Part-time member)	F	4/4
	Faith Geary (In attendance as Chief Operating Officer pre March 2024)	F	3/4
	Jo Dowling (Part-time member)	F	4/4
	Sir Stephen Silber (Part-time member)	M	4/4

3. Sponsorship Arrangements

The Parole Board is sponsored by the Ministry of Justice Policy Groups within MoJ.

In addition to the governance framework outlined above, MoJ ALB Centre of Expertise, Justice and Courts Policy Group within MoJ, is the Parole Board's assurance partner. For the duration of 2023/24 the Parole Board's impact level assessment from MoJ principal accounting officer remained at a level three reflecting the significant and sensitive work that we do that contributes to our overall risk profile.

I meet quarterly with the Head of MoJ ALB Centre of Expertise to review and monitor performance, risk and delivery of business plan objectives. MoJ ALB Centre of Expertise supports the work of the Parole Board in relation to other criminal justice system agencies and provides the vital link between the Parole Board and Ministers.

In addition, the Public Appointments Team within MoJ ALB Centre of Expertise undertakes the recruitment of Parole Board members, ensuring campaigns are run in accordance with the Cabinet Office Governance Code on Public Appointments. The Head of MoJ ALB Centre of Expertise also observes meetings of the Parole Board's Audit & Risk Committee.

4. The Management Committee's Performance including its assessment of its own effectiveness

The performance of the Management Committee was reviewed in April 2024 by the Chair. The committee's collective performance was assessed in line with the terms of reference. Individual performance was also appraised by the Chair in line with the competencies outlined in the job description for this role as well as the ability and skills as set out in the person specification.

The average percentage attendance of Management Committee members during 2023/24 was 93%. Overall, members and the executive have worked collectively in addressing challenges throughout the year.

4.1 Data Quality

Meeting papers, minutes and agendas were circulated electronically a week in advance of respective meetings, providing sufficient evidence of decision making, actions and accountability.

Agendas covered areas of the Parole Board's responsibilities to ensure they were examined, discussed and challenged throughout the year. Data presented to the Management Committee is checked bi-weekly for accuracy and for further reporting.

5. Highlights of committee reports, notably by the Management Committee and the Audit & Risk Committee.

The Management Committee met nine times during the year and in its oversight role for operation and performance, as well as providing advice, support and guidance.

In exercising this oversight role, it received regular reports from the other committees in the governance structure and assured itself that there are effective governance arrangements in place.

Key issues discussed in the Management Committee during 2023/24:

- Victims and Prisoners Act
- Imprisonment for Public Protection (IPPs) cases
- Transparency of the Parole Board for victims, public hearings and the documentary (series 2)
- Victims observing parole hearings
- Staff pay award
- Priority prisons project
- Appointment/tenure of members
- Mental Health Streamlining Project
- Operating model

Key issues discussed in the Audit & Risk Committee during 2023/24:

- Budget and accounts
- Audits carried out and actions resulting
- How effectively key risks were managed
- Digital and cyber resilience
- Operating model and management model

6. An account of corporate governance, including the Parole Board's assessment of its compliance with the Code of Good Practice, with explanations of any departures

I have put in place governance arrangements which follow best practice and the Code of Good Practice 2017 to the extent that the Parole Board's size and status allows. Under current arrangements the Parole Board has established the following material departures from the provisions of the Code. The Parole Board does not have a dedicated Nominations and Governance Committee in place identifying leadership potential and overseeing incentive schemes and governance structures. However, these responsibilities are covered by the remit of the Management Committee and the Senior Leadership Team.

6.1 Identifying and managing conflicts of interests

The Parole Board requires all committee members, staff and Parole Board members to notify the secretariat of any interests and to highlight any potential conflicts of interest. The Parole Board has a process in place to manage such conflicts of interests. All declared interests are reviewed by the Accounting Officer on a case by case basis, in line with the employment contracts for staff and MAPP guidance for members, to ensure adherence to the requirements of the Civil Service Management Code. The Senior Civil Servant at the Parole Board held no additional employment outside of the Parole Board that would present a conflict of interest. Under Parole Board policies and processes, if an interest was held this would be declared for review by the National Audit Office. There were no Special Advisors to the Parole Board.

7. Internal audit

Internal audit provided a total of 80 days' resource for the Parole Board. They carried out three audits:

Performance Framework – Moderate Rating

Impact of Change – Moderate Rating

Parole Board Structure – Advisory Only

Government Internal Audit Agency (GIAA) reports to each meeting of the Audit & Risk Committee. As well as individual reports the Head of Internal Audit Operations provides me with an annual report on internal audit activity. The report includes their independent opinion on the adequacy and effectiveness of the Parole Board system of internal control. The overall opinion of the Head of Internal Audit for 2023/24 was moderate.

8. The cross-government shared services operation is subject to a range of independent assurance activity

In 2023/24 the agreed Framework Audit Plan included nine audits of Parole Board processes.

These included:

- Role Based Access within the ERP
- Debt Management Recovery
- Automation and Robotics Processing
- SOP Design Documentation & Work Instructions
- Unplanned SOP downtime
- Overpayments
- Invoicing
- Risk Management
- Pensions

9. Managing risk and governance

9.1 Principles of managing risk for the Parole Board

The risk management framework that I have embedded within the Parole Board ensures that risks to achieving its strategy, objectives and milestones are properly identified, managed and monitored. On at least an annual basis the strategic risk register is reviewed and the approach to risk throughout the organisation is revisited. Assurances across the business are assessed to evaluate the combined risk level resulting from the impact and likelihood of a particular risk.

Risk appetite is determined by reference to the business objectives and the degree to which threats to these can be absorbed while maintaining the Parole Board's reputation amongst its stakeholders and society at large.

Where risks/issues start to exceed the capacity of the Parole Board to autonomously absorb them, they are escalated either formally through business assurance meetings with our sponsor or to our senior stakeholders who contribute to the mitigation of the risks.

9.2 Operation of the governance framework

Individual key risks are assigned to named individuals and risks reviewed on a systematic basis by the SLT (monthly) and also the Audit & Risk Committee who will then advise myself and the Management Committee. Additionally, major projects each have their own risk register identifying, measuring and monitoring risks to the project's objectives. Internal audit services are provided by the GIAA and the annual audit plan considers the risks recorded on the strategic risk register. The Comptroller and Auditor General provides the external audit service. Actions are agreed in response to recommendations made and are followed up to review progress on implementation.

9.3 A summary of the key risks identified during the year

I ensure that the Parole Board assesses its key operational risks and the impact and its likelihood effects on our core aim in protecting the public by making risk assessments of those prisoners who are eligible for a parole review.

9.4 Parole Board

We assess each risk for impact and likelihood with a score of 1-5, shown below and that helps us decide which ones need to be discussed by Management Committee (and Audit and Risk Committee on their behalf), which can be addressed by SLT and which can be managed by the Risk Owner / Hub.

- Black - Management Committee Oversight
- Red – Management Committee Oversight
- Amber – SLT oversight
- Green – Risk owner and Hub oversight

Impact	5	Green	Yellow	Red	Black	Black
	4	Green	Yellow	Red	Black	Black
	3	Green	Yellow	Red	Red	Red
	2	Green	Yellow	Yellow	Yellow	Yellow
	1	Green	Green	Green	Green	Green
		1	2	3	4	5
		Likelihood				

A summary of the key risks are presented below:

Risk!	Rating	Controls in place
There is a risk that the changes resulting from reforms to the parole system prevent it from operating efficiently.	Amber	<ul style="list-style-type: none"> Communication and support from MoJ. Dialogue with PPCS on forecast receipts. Clear guidance to members and staff, and to PPCS and HMPPS staff. Parole System Oversight Group (PSOG) in place. COO attending Parole Reform Board. Modelling IPP workload and focused work to manage them.
There is a risk that the Parole Board does not manage its caseload in the most efficient way possible.	Black	<ul style="list-style-type: none"> Ongoing dialogue with PPCS, forecast receipts. Better dossier checking process. Directions compliance team including 3rd party directions. Review of operating model and membership model. Requirement to act as a chair before tenure extension for members. Recruitment of new members.
There is a risk that the Parole Board is unable to deliver all or part of its digitalisation programme to the timescale and quality required.	Amber	<ul style="list-style-type: none"> New strategy for PPUD launched November 2023. Inhouse IT team supported by Core Azure. Records stored in the cloud rather than on devices. Review of data labelling to standardise practices. Restricted access to PPUD.
There is a risk that the Parole Board cannot adapt effectively to new legislation affecting the parole system.	Amber	<ul style="list-style-type: none"> Monitor court activity against the Parole Board and against the MoJ in relation to parole. Ensure clear and timely guidance to members and stakeholders. Review understanding via Q&A and at meetings / briefings. Good internal and external communications about the parole process & its role.

Risk!	Rating	Controls in place
There is a risk that delays lead to an increase in successful compensation claims and the total amount paid out in compensation to prisoners.	Amber	<ul style="list-style-type: none"> Determinate recall review to deal with as many cases as possible as quickly as possible. Monitor claims and robustly defend on a case by case basis. Ensuring the Parole Board has enough chairs to hear cases in a timely manner. Review the rate of compensation to bring up to date.
There is a risk that the policy framework does not meet evolving business need, maintain the principles of public protection, fairness & the test for release, & is not evidence based.	Amber	<ul style="list-style-type: none"> Dialogue with Legal Hub about potential legal changes. Stakeholder engagement with MoJ to keep track of potential changes. Creation of a continuous learning loop. Maintain research network.
There is a risk that the quality assurance processes do not work effectively.	Red	<ul style="list-style-type: none"> Standards Committee oversight of QA. Increased use of mentors assessing progress. New initiatives to streamline and build on existing QA processes. Quality Assurance Question and Answer sessions. Quality Assurance Forum for staff. Quality Assurance Map.
There is a risk that adverse publicity in the media or social media about one or more release decisions undermines public confidence in the Parole Board.	Amber	<ul style="list-style-type: none"> Decision summaries explain reasons for releases and used for press briefing on cases. Explaining parole process on social media. Promoting the purpose and aims of the Parole Board. Parole documentary giving insight to the public. Public hearings allowing the media to understand the process. Monitoring press for parole related stories. Crisis communications plan regularly reviewed. Review Committee reviewing SFOs. Monitoring reaction of victims attending hearings.
There is a risk low recruitment and retention will lead to a lack of resilience and succession planning in key roles.	Black	<ul style="list-style-type: none"> Staff pay flexibility bid for 2024. Promotion of other terms and conditions available. Working as flexibly as possible to achieve strategy. Review and audit of staff structure. CEO or SLT undertaking exit interview of all leavers. Succession plan for new CEO and Chair and proposals for supporting team.

9.4 Ministerial directions

The Parole Board received no ministerial directions during the year (none for 2022/23).

10. Fraud and whistle blowing policies

The Parole Board's Fraud and Whistle Blowing policy was reviewed in 2019/20 and a new reporting and investigation procedure was introduced with independent trained fraud investigators in place to investigate anything reported. The Parole Board received no complaints under the Whistle Blowing policy during the year.

11. Audit

Internal audit services are provided by the Government Internal Audit Agency and in 2023/24 the amount charged for these services was £59k inclusive of VAT (2022/23 £56k). This included the provision of 80 days' audit (2022/23 80 days audit), attendance at meetings of the Audit and Risk Committee and provision of guidance and assurance. External audit is provided by the Comptroller and Auditor General, through the National Audit Office. The Certificate and Report of the Comptroller and Auditor General to the House of Commons is included in these Accounts. The Parole Board has accrued £93,000 (£81.5k in 2022/23) in respect of the statutory audit for 2023/24. The auditors received no remuneration for non-audit work. So far as the Accounting Officer is aware, there is no relevant audit information of which the external auditors are unaware. The Accounting Officer has taken all the steps that she ought to have taken to make herself aware of any relevant audit information, and to establish that the Board's auditors are aware of that information.

12. Information Incidents

Throughout the year I continued to ensure that the Parole Board was managing the risks relating to information assurance appropriately. Information security arrangements for staff are broadly in compliance with those in the Security Health Check Review Lite and supplied to MoJ and the self-evaluation of the mandatory requirements was positive.

A total of 35 information incidents were recorded during 2023/24 (15 in 2022/23) were unauthorised access of sensitive data or records, one was physical loss of a laptop or documents. They were all minor breaches, and resolved efficiently, so did not necessitate reporting to the Information Commissioner.

13. Conclusion

Overall the various committees and controls in place have helped us manage our risks and deliver our strategy throughout the year with good reporting structures giving strategic oversight as we have implemented new initiatives.



'Summer in Colour' – in pastel, acrylic and pen By Davey.
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b. Remuneration and staff report

i. Remuneration Policy

The Chair, Judicial Vice-Chair and all other Parole Board members, are appointed by the Secretary of State under the Criminal Justice Act 2003 and are therefore statutory office holders. Most members serve on a part-time basis and are fee-paid. One member serves on a full-time basis and is salaried, splitting their time between sitting as a member and acting as a Director. Four part time members served on the Management Committee during 2023/24, appointed by the Chair of the Board. The Chief Executive (who is not a statutory member of the Board) also serves on the Management Committee. It should be noted that the Chief Executive left the post this financial year and his successor took up post on the 1 March 2024.

This report discloses the remuneration of those serving on the Management Committee. This disclosure is made in order to comply with HM Treasury requirements to show the remuneration of those who influence the direction of the entity as a whole.

Remuneration is determined as follows:

- for the Chair, by the Secretary of State, currently set at a rate of £500 per day from October for 96 days (£400 per day until 1 October 2023);
- for the Judicial Vice-Chair, by the Secretary of State, currently set at £437.50 per day (£350 per day until 1 October 2023);
- for the part-time members (including those serving on the Management Committee), and non-executive directors at a fixed and non-pensionable rate of £300 (2022/23: £300) for each day on which they attend Parole Board meetings;
- for the Directors, a salary commensurate with Parole Board pay scales.
- for the Chief Executive, by the Ministry of Justice on the Senior Civil Service pay scales in accordance with the recommendation of the Senior Salaries Review Body. The extent of performance-related pay due to these staff is assessed under the Ministry of Justice pay and reward framework.

The remuneration of statutory members of the Parole Board is disclosed within the remuneration report. There have been no payments to past directors or for loss of office.

Performance development reviews linked to the Parole Board's business plan are used in assessing the performance of the Chief Executive, other senior managers, and staff.

Part-time members of the Board are office holders.

Tenure Arrangements

The Chair is appointed for three years, renewable for a maximum of two terms. The Judicial Vice-Chair is appointed for four years, renewable for a maximum of two terms. Non-executive members are appointed for three years, renewable for a maximum of two terms. All of these appointments are made by the Secretary of State. The full-time members are office holders on five-year renewable terms. The notice period for the full-time members is three months. Their tenure expiry dates are detailed on the list of members page.

Caroline Corby, Chair, Parole Board

Appointed as Interim Chair 01 April 2018, Chair 01 November 2018 and renewed in November 2021

Tenure Expiry Date - 31 October 2024

Julie Dent CBE, Non-Executive Management

Committee Member, Parole Board
Appointed - March 2021, Reappointed in April 2024

Tenure Expiry Date – 31st March 2027

Gary Sims, Non-Executive Management

Committee Member & Audit and Risk Committee
Chair of the Parole Board
Appointed - April 2017, Reappointed April 2020

Tenure Expiry Date – 31 July 2024

Alan Clamp, Non-Executive Management

Committee Member
Appointed - June 2019, Reappointed May 2022

Tenure Expiry Date – 31st May 2025

Service Contracts

The Constitutional Reform and Governance Act 2010 requires Civil Service appointments to be made on merit on the basis of fair and open competition. The Recruitment Principles published by the Civil Service Commission specify the circumstances when appointments may be made otherwise.

Unless otherwise stated above, the officials covered by this report hold appointments which are open-ended, and to which a notice period of three months would usually apply. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme. Further information about the work of the Civil Service Commission can be found at: www.civilservicecommission.org.uk

Salary

'Salary' includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation. This report is based on accrued payments made by the Parole Board and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the Parole Board and treated by HM Revenue and Customs as a taxable emolument. The benefits in kind are calculated by MoJ tax team.

Bonuses

Bonuses are paid to staff based on performance levels attained and are made as part of the appraisal process. They are not payable to Parole Board Members or Non-Executive Board Directors. Bonuses relate to the performance in the appraisal year in which they become payable to the individual.

'Belle the Cat', Atkinson Secure Unit (secure children's home), Outstanding Debut Award and Under 18s Highly Commended Award for Painting, 2023.
© Image courtesy of Koestler Arts



1. Audited Remuneration

Remuneration	2023/24					2022/23				
	Total amount of salary and fees £000	All taxable benefits (nearest £100) £000	Bonuses paid £000	Pension related benefits ¹ (nearest 1,000) £000	Total £000	Total amount of salary and fees £000	All taxable benefits (nearest £100) £000	Bonuses paid £000	Pension related benefits ¹ (nearest 1,000) £000	Total £000
Parole Board Chief Executive who sat on Management Committee										
Faith Geary Interim Chief Executive (from 1 March 2024)	5-10 FYE (80-85)	-	0-5	-	5-10	-	-	-	-	-
Martin Jones CBE Chief Executive (to 29 February 2024)	85-90 FYE (90-95)	-	5-10	-	95-100	85-90	-	5-10	-17	80-85

Notes to the table:

1 The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decrease due to a transfer of pension rights.

Accrued pension benefits for directors are not included in this table for 2023-24 due an exceptional delay in the calculation of these figures following the application of the public service pension remedy.

<https://www.gov.uk/government/collections/how-the-public-service-pension-remedy-affects-your-pension>

Remuneration	2023/24					2022/23				
	Total amount of committee fees £000	Total amount of other fees £000	All taxable benefits (nearest £100) £000	Bonuses paid £000	Total £000	Total amount of committee fees £000	Total amount of other fees £000	All taxable benefits (nearest £100) £000	Bonuses paid £000	Total £000
Parole Board members who sat on Management Committee										
Caroline Corby Chair	40-45	0-5	-	-	40-45	35-40	0-5	-	-	35-40
HH Peter Rook Part-time member	10-15	5-10	-	-	15-20	15-20	5-10	-	-	25-30
Cassie Williams Part-time member	0-5	90-95	-	-	90-95	0-5	65-70	-	-	70-75
Maneer Afsar Part-time member	0-5	65-70	-	-	70-75	0-5	40-45	-	-	45-50
Robert McKeon Part-time member	0-5	130-135	-	-	130-135	0-5	120-125	-	-	125-130

Remuneration	2023/24				2022/23			
	Fees £000	All taxable benefits (nearest £100) £000	Bonuses paid £000	Total £000	Fees £000	All taxable benefits (nearest £100) £000	Bonuses paid £000	Total £000
Non-Executive Board Members								
Gary Sims ¹ Non-Executive Director	0-5	0.1	-	0-5	5-10	0.4	-	5-10
Alan Clamp ² Non-Executive Director	5-10	0.1	-	5-10	0-5	0.5	-	0-5
Julie Dent ³ Non-Executive Director	5-10	0.5	-	5-10	0-5	0.4	-	0-5

Notes to the table:

1 Gary Sims is representative on the Management Committee and Audit & Risk Committee.

2 Alan Clamp is representative on the Management Committee, Audit & Risk Committee and Standards Committee.

3 Julie Dent is representative on the Management Committee and Standards Committee.

Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.



'English country garden' in acrylic by Phil.
© Image courtesy of Prodigal Arts

Fair Pay Disclosure

Table 2 - Percentage change from previous year in total salary and bonuses for the highest paid director and the staff average.

Remuneration	2023/24		2022/23	
	Salary and Allowances	Bonus Payments	Salary and Allowances	Bonus Payments
Staff average	4.8%	-24.2%	7.9%	-43.6%
Highest paid director	5.7%	-66.7%	0.0%	0.0%

The percentage change is based on the highest paid director in post at the end of the year and excludes other highest paid directors in post during the year.

Table 3 - Ratio between the highest paid directors' total remuneration and the pay and benefits of employees in the lower quartile, median and upper quartile.

	Lower quartile	Median	Upper quartile
2023/24	3.39:1	3.21:1	2.74:1
2022/23	3.59:1	3.57:1	3.03:1

Table 4 – Lower quartile, median and upper quartile for staff pay for salaries and total pay and benefits.

	Lower quartile		Median		Upper quartile	
	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23
Salary	27,290	27,135	28,701	27,282	33,681	32,230

	Lower quartile		Median		Upper quartile	
	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23
Salary and Benefits	27,302	27,135	28,799	27,282	33,794	32,230

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the lower quartile, median and upper quartile remuneration of the organisation's workforce. The banded remuneration of the highest-paid director in the Parole Board in 2023/24 was £90k-£95k, excluding pension (2022/23: £95k-£100k).

In 2023/24, 0 employees received remuneration in excess of the highest-paid director. Remuneration ranged from £20,000-£25,000 to £95,000-£100,000 (2022/23: £15,000-£20,000 to £75,000-£80,000).

In 2023/24, there was an increase in average staff remuneration due to the annual pay award and the one-off cost of living payment made to every member of staff at grade 6 and below. Due to the change in CEO, the banded remuneration of the highest paid director has reduced. These factors have resulted in a decrease in pay ratios between the highest paid director and Parole Board's employees as a whole when compared to the previous year. The increase in staff median pay is consistent with the annual pay award and the reduction in the pay ratio. Parole Board Members are not included within the fair pay disclosure calculations because they are not employees of the Parole Board but are independent office holders.

Audited Pension Entitlement

The audited pension entitlements of the Chief Executive, during 2023/24 were as follows:

Pension benefits					
Senior managers	Accrued pension and related lump sum at pension age as at 31 March 2023	Real increase in pension and related lump sum at pension age	CETV at 31 March 2024	CETV at 31 March 2023	Real increase/ (decrease) in CETV
	£000	£000	£000	£000	£000
Martin Jones CBE (to 29 February 2024)	-	-	-	664	-
Faith Geary (from 1 March 2024)	-	-	-	-	-

The Chief Executive is a full member of the Principal Civil Service Pension Scheme (PCSPS) and the Civil Servant and Other Pension Scheme (CSOPS) - known as "alpha". Part-time members of the Board have no pension entitlement.

Note:

Accrued pension benefits are not included in this table for 2023/24 due to an exceptional delay in the calculation of these figure following the application of the public service pension remedy.

<https://www.gov.uk/government/collections/how-the-public-service-pension-remedy-affects-your-pension>

Civil Service pensions

Pension benefits are provided through the Civil Service pension arrangements. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or alpha, which provides benefits on a career average basis with a normal pension age equal to the member's State Pension Age (or 65 if higher). From that date all newly appointed civil servants and the majority of those already in service joined alpha. Prior to that date, civil servants participated in the Principal Civil Service Pension Scheme (PCSPS). The PCSPS has four sections: three providing benefits on a final salary basis (classic, premium or classic plus) with a normal pension age of 60; and one providing benefits on a whole career basis (nuvos) with a normal pension age of 65.

These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, classic plus, nuvos and alpha are increased annually in line with Pensions Increase legislation. Existing members of the PCSPS who were within 10 years of their normal pension age on 1 April 2012 switched into alpha sometime between 1 June 2015 and 1 February 2022. All members who switched to alpha had their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they left alpha. The pension figures quoted for officials show pension earned in PCSPS or alpha – as appropriate.

Where the official has benefits in both the PCSPS and alpha the figure quoted is the combined value of their benefits in the two schemes. Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a 'money purchase' stakeholder pension with an employer contribution (partnership pension account).

In 2018, the Court of Appeal found that the rules put in place in 2015 to protect older workers by allowing them to remain in their original scheme were discriminatory on the basis of age. As a result, steps are being taken to remedy those 2015 reforms, making the pension scheme provisions fair to all members. The 2015 remedy (McCloud) aims to rectify the discrimination that has happened between 2015 and 2022. The PCSPS is currently working on new scheme regulations and processes in readiness for this.

Employee contributions are salary-related and range between 4.6% and 8.05% for members of classic, premium, classic plus, nuvos and alpha. Benefits in classic accrue at the rate of one-eightieth of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years' initial pension is payable on retirement. For premium, benefits accrue at the rate of one sixtieth of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. Classic plus is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 worked out as in premium.

In nuvos a member builds up a pension based on their pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is uprated in line with pensions increase legislation. Benefits in alpha build up in a similar way to nuvos, except that the accrual rate is 2.32%. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of providers. The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus, 65 for members of nuvos, and the higher of 65 or state pension age for members of alpha. (The pension figures quoted for officials show pension earned in PCS or alpha – as appropriate. Where the official has benefits in both the PCS and alpha the figure quoted is the combined value of their benefits in the two schemes but note that part of that pension may be payable from different ages). In 2024-25, the average employer contribution rate will increase to 28.97%.

Further details about the Civil Service pension arrangements can be found at the website: www.civilservicepensionscheme.org.uk.

Cash Equivalent Transfer Values

A cash equivalent transfer value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with the Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

CETV figures are calculated using the guidance on discount rates for calculating unfunded public service pension contribution rates that was extant at 31 March 2023. HM Treasury published updated guidance on 27 April 2023; this guidance will be used in the calculation of 2023-24 CETV figures.

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.



'Owl in Pencil', HM Prison Onley, Drawing 2023.
© Image courtesy of Koestler Arts

ii. Staff Report

1. Audited staff costs

				2023/24	2022/23
	Permanently employed staff	Parole Board members' fees	Others	Total	Total
	£000	£000	£000	£000	£000
Wages, salaries and fees	6,982	12,666	461	20,109	16,754
Social security costs	696	1,513	6	2,215	1,888
Other pension costs	1,551	-	11	1,562	1,375
Sub total	9,229	14,179	478	23,886	20,017
Less recoveries in respect of outward secondments	-	-	-	-	(44)
Total net costs	9,229	14,179	478	23,886	19,973

Staff costs above include costs of those disclosed in the Remuneration Report. All other staff details and an explanation of the Parole Board's structure are contained within the Accountability Report.

Salaries and wages for seconded staff include VAT. An explanation of the Parole Board's structure is included in the Remuneration Report and Governance Statement. No employees received any benefits in kind during 2023/24 (2023/22 nil).

The PCSPS and the Civil Servant and Other Pension Scheme (CSOPS) – known as "alpha", are unfunded multi-employer defined benefit schemes where the Parole Board is unable to identify its share of the underlying assets and liabilities. The Scheme Actuary valued the scheme as at 31 March 2020. Details can be found in the Accounts of the Cabinet Office:

Civil Superannuation at: www.gov.uk/government/publications/civil-superannuation-annualaccounts2018-to-2019

For 2023/24, employers' contributions of £1,513k, were payable to the PCSPS (2022/23 – £1,331k) at one of four rates which ranged from 26.6% to 30.3% of pensionable pay, based on salary bands. The Scheme Actuary reviews employer contributions approximately every four years following a full scheme valuation. The contribution rates reflect benefits as they are accrued, not when the costs are actually incurred, and reflect past experience of the scheme. Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions to partnership pension accounts were £24k (2022/23 – £20k) and were paid to one or more of the panel of three appointed stakeholder pension providers.

Audited Staff numbers

The average number of full-time equivalent people employed by the Parole Board, which excludes the Chair, during 2023/24 was:

	Employed	Seconded	Agency	Total	2022/23
Senior Management	3	2	-	5	4
Operational Staff	140	-	9	149	128
Corporate Service	64	-	1	65	62
Total	207	2	10	219	194

2022/23 audited staff numbers for comparison:

	Employed	Seconded	Agency	Total 2022/23
Senior Management	3*	1	-	4
Operational Staff	124	-	4	128
Corporate Service	59	1	2	62
Total	186	2	6	194

*One member of staff was at SCS level (band 1)

**Change in internal staff classification from Operational staff to Corporate Services staff

Trade Union Facility timetable

Relevant union officials	2023/24	2022/23
What was the total number of your employees who were relevant union officials during the relevant period?		
Number of employees who were relevant union officials	Full-time equivalent employee number	Full-time equivalent employee number
Percentage of time spent on facility time	0.03	-
Percentage of time	Number of employees	Number of employees
0%	-	-
1-50%	0.03	-
51 - 99%	-	-
100%	-	-
Percentage of pay bill spent on facility time		
Provide the total cost of facility time	£1,484	£-
Provide the total pay bill	£9,707,000	£-
Provide the percentage of the total pay bill spent on facility time, calculated as: Total cost of facility time + total play bill x 100	0.02%	0.00%
Paid trade union activities		
Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period + total paid facility time hours) x 100	100%	0%

2. Member costs

The emoluments (non-pensionable) of the highest paid part-time Parole Board member were £212,221 (2022/23 – £185,542). Part-time members are not employees of the Parole Board, they are appointees. They are paid a fee for each service they perform for the Parole Board. Payments of part-time members' emoluments were within the following ranges:

£	2023/24	2022/23
£0-4,999	66	61
£5,000-9,999	51	25
£10,000-14,999	20	25
£15,000-19,999	24	28
£20,000-24,999	19	22
£25,000-29,999	8	19
£30,000-34,999	15	16
£35,000-39,999	14	20
£40,000-44,999	16	16
£45,000-49,999	9	17
£50,000-54,999	15	14
£55,000-59,999	9	8
£60,000-64,999	11	4
£65,000-69,999	4	5
£70,000-74,999	11	4
£75,000-79,999	6	1
£80,000-84,999	5	4
£85,000-89,999	3	9
£90,000-94,999	3	3
£95,000-99,999	1	5
£100,000-109,999	8	3
£110,000-119,999	5	2
£120,000-129,999	5	4
£130,000-139,999	7	2
£140,000-149,999	1	-
£150,000-159,999	5	-
£160,000-169,999	-	-
£170,000-179,999	1	-
£180,000-189,999	-	1
£190,000-199,999	-	-
£200,000-209,999	-	-
£210,000-219,999	1	-
Total	343	318

There was a total of **343** members during 2023/24.

56 new members joined the Parole Board, undergoing training and mentoring from more experienced members. As at 31 March 2024, there were 316 current active members and 6 former active members.

3. Civil Service and other compensation schemes: exit packages (audited)

Redundancy and other departure costs are paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. Exit costs are accounted for in accordance with IAS19 Employee Benefits within the financial statements. In 2023/24 no employees left the Parole Board under the Scheme, nor did any in 2022/23.

4. Off-payroll engagements

As part of the 'Review of Tax Arrangements of Public Sector Appointees' published by the Chief Secretary to HM Treasury on 23 May 2012, departments and their ALBs publish information in relation to the number of off-payroll engagements. As at 31 March 2024, there have been no instances of exceeding £245 a day off-payroll engagements, the same as 2022/23. Further details of off-payroll engagements can be found in MoJ Annual Report and Accounts 2023/24.

5. Spend on agency and consultancy

Expenditure on agency and consultancy in 2023/24 was £345,679, compared to £213,132 in 2022/23. This increase is due to an increase use of agency spend covering staff vacancies compared with 2022/23. There has been no change in scope of agency and consultancy spend.

6. Member and employee involvement

80 member peer quality assessments were completed and 70 members assessed. There were 123 practice observations completed.

7. Sickness absence data

The average number of working days lost due to sickness for staff at the Parole Board was 2.9 for 2023/24 (6.5 for 2022/23). Progress is monitored regularly by the People Hub and SLT.

8. Equality and diversity

The Parole Board is committed to a policy of equal opportunity for all members and staff, regardless of race, religion or belief, gender reassignment, sex, sexual orientation, pregnancy and maternity, marriage and civil partnership, disability, age or any other factor. The Parole Board is signed up to the Disability Confident Scheme and is level one committed. The appointment of members is the responsibility of the Secretary of State.

As a disability confident employer, the Parole Board offers interviews to any disabled applicant who meets the minimum criteria required for a role. Our recruitment process is name blind at the sift stage. All staff complete a mandatory annual training on Civil Service Expectations covering diversity and inclusion. Our HR policies and initiatives are inclusive offering staff flexible working/hybrid working options and reasonable adjustments including the use of workplace adjustment passports. We support staff well-being through our Employee Assistance programme and Occupational Health services.

Parole Board members are provided with training and guidance to act fairly when considering cases. The Equality and Diversity Advisory Group is chaired by Caroline Corby, the Chair of the Parole Board. The group reviews initiatives within the Parole Board secretariat and the membership, as well as wider aspects related to fairness to those engaged in the parole process, for example prisoners and victims.

9. Staff turnover

In 2023/24, staff turnover was 5.18%, (9.9% in 2022/23). Transfers within the Civil Service are not included in staff turnover.

The Parole Board continues to monitor turnover rates and support initiatives to maintain a healthy level of turnover. The annual Civil Service People Survey, feedback from exit questionnaires coupled with other research, helps the Parole Board to understand people's experience of working in the Parole Board and take appropriate action to improve effectiveness.

10. Staff and management

As at 31 March 2024:

- The Management Committee was made up of 10 members, 5 females and 5 males.
- The Parole Board employed 220 staff members (213.5 FTE), 156 female (150.5 FTE), 64 male (63.0 FTE).
- Of those who declared their ethnicity 42.3% were white and 21.4% BAME (0.9% preferred not to say and 35.4% did not complete this section).
- Of those who declared whether they were disabled 10.9% were, and 56.4% were not (2.3% preferred not to say and 30.4% did not complete this section).

11. Members

284 members declared information regarding ethnicity, disability and gender.

- Of the 284 who declared their gender, 115 were male (41%) and 168 female (59%).
- Of the 284 who declared their ethnicity 50 were BAME, which represents 17.6%.
- Of the 284, 41 declared a disability, which represents 14.4%.

12. Health and safety

The Parole Board is committed to maintaining the standards required by the Health and Safety at Work Act 1974 and other United Kingdom regulations to the health and safety of its members and staff. The Parole Board has a health and safety group that meets quarterly.

13. Staff engagement

The Parole Board participates in the Civil Service's annual People Survey. The response rate for 2023 was 70% (63% in 2022). The Parole Board has in place an action plan to address the results and make improvements to:

- Learning and Development
- Pay and Benefits
- Leading and Managing Change

The Parole Board actively seeks to develop staff internally and recognise high performance through its Performance Management policy. There is active encouragement for staff to develop their careers internally through internal secondments and vacancies. There is a learning and development plan, which includes training through the year focussing on business priorities and staff development opportunities.

Staff received a pay rise in line with the Civil Service Pay Remit Guidance. We manage within our salaries budget and have an approval process before replacing any leaving staff to ensure it can be afforded within the budget.

c. Parliamentary Accountability and Audit Report

i. Government Functional Standards

The Government Functional Standards provide a mandate for the various corporate and professional functions that operate within the Parole Board and includes: Analysis, Communications, Counter Fraud, Digital, Finance, People, Project Delivery. We also work closely with the Government Internal Audit Agency to test our resilience across these areas where necessary.

These Functional Standards were mandated across government and help to: set a coherent way of doing business, bringing together what needs to be done and why; support the governance, planning, delivery and assurance of functional work; provide a key reference point that allows users to organise and manage all the other guidance that people are expected to follow; and support continuous improvement and professional development.

The Parole Board is an Arm's Length Body of the MoJ. The Parole Board adopts and utilises many of the MoJ functions in the delivery of its business. This includes the use of the MoJ's Commercial, Property, Digital, Finance, Security, Analysis and Counter Fraud teams. MoJ Functions regularly assess compliance against their standards and are engaged in a departmental continuous improvement approach. The Parole Board has developed plans to embed each functional standard proportionately and where relevant.

ii. Audited Losses and Special Payments

Amounts relating to compensation claims by prisoners.

	2023/24		2022/23	
	Number	£000	Number	£000
Compensation payments to prisoners	162	351	111	125
Constructive loss	1	9	1	2
Total	163	360	112	127

iii. Audited Remote Contingent Liabilities

In addition to contingent liabilities reported within the meaning of IAS 37, the Parole Board discloses, for Parliamentary reporting and accountability purposes, contingent liabilities where the likelihood of a transfer of economic benefit is remote.

There are no remote contingent liabilities at 31 March 2024 (the same as 31 March 2023).



Faith Geary

Interim Chief Executive and Accounting Officer
17 July 2024

d. The Certificate and Report of the Comptroller and Auditor General to the Houses of Parliament

Opinion on financial statements

I certify that we have audited the financial statements of the Parole Board for the year ended 31 March 2024 under the Criminal Justice Act 2003.

The financial statements comprise the Parole Board

- Statement of Financial Position as at 31 March 2024;
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Taxpayers' Equity for the year then ended; and
- the related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and International Financial Reporting Standards.

In my opinion, the financial statements:

- give a true and fair view of the state of the Parole Board's affairs as at 31 March 2024 and its net expenditure for the year then ended; and
- have been properly prepared in accordance with the Criminal Justice Act 2003 and Secretary of State directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2022). My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my certificate.

Those standards require us to comply with the Financial Reporting Council's Revised Ethical Standard 2019. I am independent of the Parole Board in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. I have fulfilled my other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Parole Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Parole Board's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Parole Board is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Other Information

The other information comprises information included in the Annual Report but does not include the financial statements and our auditor's certificate and report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with Secretary of State directions issued under the Criminal Justice Act 2003.

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with Secretary of State directions made under the Criminal Justice Act 2003; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which we report by exception

In the light of the knowledge and understanding of the Parole Board and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept by the Parole Board or returns adequate for my audit have not been received from branches not visited by my staff; or
- I have not received all of the information and explanations I require for my audit; or
- the financial statements and the parts of the Accountability Report subject to audit are not in agreement with the accounting records and returns; or
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual have not been made or parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- maintaining proper accounting records;
- providing the C&AG with access to all information of which management is aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
- providing the C&AG with additional information and explanations needed for his audit;
- providing the C&AG with unrestricted access to persons within the Parole Board from whom the auditor determines it necessary to obtain audit evidence;

- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- preparing financial statements which give a true and fair view in accordance with Secretary of State directions issued under the Criminal Justice Act 2003;
- preparing the annual report, which includes the Remuneration and Staff Report, in accordance with Secretary of State directions issued under the Criminal Justice Act 2003; and
- assessing the Parole Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Parole Board will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Criminal Justice Act 2003.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations including fraud

I design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- considered the nature of the sector, control environment and operational performance including the design of the Parole Board's accounting policies, key performance indicators and performance incentives.
- inquired of management, Parole Board's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Parole Board's policies and procedures on:
 - identifying, evaluating and complying with laws and regulations;
 - detecting and responding to the risks of fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the Parole Board's controls relating to the Parole Board's compliance with the Criminal Justice Act 2003, Managing Public Money;
- inquired of management, Parole Board's head of internal audit and those charged with governance whether:
 - they were aware of any instances of non-compliance with laws and regulations;
 - they had knowledge of any actual, suspected, or alleged fraud;
- discussed with the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within the Parole Board for fraud and identified the greatest potential for fraud in the following areas: posting of unusual journals and bias in management estimates. In common with all audits under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of the Parole Board's framework of authority and other legal and regulatory frameworks in which the Parole Board operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the Parole Board. The key laws and regulations we considered in this context included the Criminal Justice Act 2003, Managing Public Money, employment law and pensions legislation and tax Legislation.

Audited responses to identified risk

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements;
- I enquired of management and the Audit and Risk Committee concerning actual and potential litigation and claims;
- I reviewed minutes of meetings of those charged with governance and the Board and internal audit reports; and
- in addressing the risk of fraud through management override of controls, I tested the appropriateness of journal entries and other adjustments; assessed whether the judgements on estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our certificate.

Other auditor's responsibilities

I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies
Comptroller

19 July 2024

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP

3. Financial Statements



'Parole (It's a Myth to Some of Us)',
HM Prison Dovegate,
Gold Award for Ceramics, 2023.
© Image courtesy of Koestler Arts

Statement of Comprehensive Net Expenditure

for the year ended 31 March 2024

	Notes	2023/24 £000	2022/23 £000
Expenditure			
Staff and member costs	2	23,886	19,973
Other operating costs	3	5,605	4,272
Net expenditure for the year		29,491	24,245
Other Comprehensive Net Expenditure			
Net (gain)/loss on revaluation of:			
Property, plant and equipment	4	(4)	(14)
Intangible assets	5	(4)	-
Comprehensive net expenditure for the year		29,483	24,231

The notes on pages 75 to 85 form part of these accounts.

Statement of Financial Position

as at 31 March 2024

	Notes	2023/24 £000	2022/23 £000
Non-Current Assets			
Property plant and equipment	4	328	685
Intangible assets	5	126	150
Total non-current assets		454	835
Current Assets			
Trade and other receivables	6	175	185
Cash at bank	7	1,290	1,178
Total current assets		1,465	1,363
Total assets		1,919	2,198
Current Liabilities			
Trade and other payables	8	(3,137)	(2,853)
Provisions	9	(699)	(316)
Total current liabilities		(3,836)	(3,169)
Total assets less total liabilities		(1,917)	(971)
Taxpayers' equity and other reserves:			
General Fund		(1,932)	(995)
Revaluation Reserve		15	24
Total equity		(1,917)	(971)

The notes on pages 75 to 85 form part of these accounts.



Faith Geary
Interim Chief Executive and Accounting Officer
17 July 2024

Statement of Cash Flows

for the year ended 31 March 2024

	Notes	2023/24 £000	2022/23 £000
Cash flows from operating activities			
Net expenditure for the year		(29,491)	(24,245)
Adjustments for non-cash transactions:			
- MoJ overhead recharges	3	869	939
- Depreciation, amortisation and write offs	3	431	434
- Provisions provided in the year net of release	9	670	293
Movement in trade and other receivables	6	10	(23)
Movement in trade and other payables	8	284	1,075
Utilisation of provisions	9	(287)	(126)
Net cash outflow from operating activities		(27,514)	(21,653)
Cash flows from investing activities			
Purchase of property, plant and equipment	4	(42)	(173)
Purchase of intangible assets	5	-	(70)
Net cash outflow from investing activities		(42)	(243)
Cash flows from financing activities			
Grant-in-aid received from Ministry of Justice		27,668	22,393
Net financing		27,668	22,393
Net increase/(decrease) in cash and cash equivalents in the year		112	497
Cash and cash equivalents at the beginning of the year		1,178	681
Cash and cash equivalents at the end of the period	7	1,290	1,178

The notes on pages 75 to 85 form part of these accounts.

Statement of Changes in Taxpayers' Equity

for the period ended 31 March 2024

	General Fund £000	Revaluation Reserve £000	Total £000
Balance at 1 April 2022	(86)	14	(72)
Changes in taxpayers' equity - 2022/23			
Net expenditure for year ended 31 March 2023	(24,245)	-	(24,245)
Grant-in-aid towards expenditure	22,393	-	22,393
Grant-in-aid received, being costs settled by MoJ	939	-	939
Revaluation of property, plant and equipment	-	14	14
Revaluation of Intangible assets	-	-	-
Transfers between reserves	4	(4)	-
Balance at 31 March 2023	(995)	24	(971)
Changes in taxpayers' equity - 2023/24			
Net expenditure for year ended 31 March 2024	(29,491)	-	(29,491)
Grant-in-aid towards expenditure	27,668	-	27,668
Grant-in-aid received, being costs settled by MoJ	869	-	869
Revaluation of property, plant and equipment	-	4	4
Revaluation of Intangible assets	-	4	4
Transfers between reserves	17	(17)	-
Balance at 31 March 2024	(1,932)	15	(1,917)

Notes

- 1 The General Fund records all changes in financial resources for the year with the exception of those that are recorded in the Revaluation Reserve. This includes grant-in-aid funding from MoJ and net expenditure for the year.
- The Revaluation Reserve records the gain or loss on the revaluation of assets. The depreciation charge on the revalued asset will be different from the depreciation that would have been charged based on the historical cost of the asset. Each year the Parole Board transfers an amount equal to the excess annual depreciation from the Revaluation Reserve to the General Fund to ensure there is no residual balance by the time the asset is fully depreciated.

The notes on pages 75 to 85 form part of these accounts.



Faith Geary
Interim Chief Executive and Accounting Officer
17 July 2024

Notes to the Accounts

1a. Statement of accounting policies

a) Accounting convention

Under Schedule 19 of the Criminal Justice Act 2003 the Parole Board is required to prepare a statement of accounts for each financial year in the form and on the basis directed by the Secretary of State, with the approval of the Treasury.

These financial statements have been prepared in accordance with the 2023/24 Government Financial Reporting Manual (FRM) issued by HM Treasury. The accounting policies contained in the FRM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public-sector context. Where the FRM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Parole Board for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Parole Board are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

These accounts are prepared on a going concern basis. The Parole Board is an executive Non-Departmental Public Body whose activities are principally financed by the Ministry of Justice. There are currently no proposals that would change the Parole Board's status as a going concern.

These accounts have been prepared on an accruals basis under the historical cost convention, as modified to account for the revaluation of non-current assets where material.

b) Changes in accounting policy and disclosures, and accounting standards issued but not adopted

Changes in accounting policies

There have been no changes in accounting policies for the year ended 31 March 2024.

New standards, amendments and interpretations issued but not effective for the financial year beginning 1 April 2023 and not early adopted.

IFRS 17 Insurance Contracts requires a discounted cash flow approach to accounting for insurance contracts. It will come into effect for accounting periods commencing on 1 April 2025 and will be included in the 2025/26 FRM at the earliest. To assess the impact of the standard, we are reviewing contracts which meet the definition of insurance contracts.

We do not consider that any other new, or revised standard, or interpretation will have a material impact.

c) Grant-in-aid

HM Treasury's Financial Reporting Manual (FRM) requires Non-Departmental Public Bodies (NDPBs) to account for grants received for both revenue and capital grant-in-aid as financing because they are regarded as contributions from a controlling party which give rise to a financial interest in the residual value of NDPBs. All grant-in-aid is therefore credited to the General Fund when received. Grant-in-aid credited to reserves includes costs met by other parts of government.

d) Legal and compensation costs

Legal and compensation costs incurred are settled by the Board. These costs are recorded in the Statement of Comprehensive Net Expenditure to report the full cost of the Board's operations and the funding for these costs is included in grant-in-aid credited to reserves.

e) Other costs met by the Ministry of Justice

The Ministry of Justice provides the Board with accommodation, facilities management and corporate services. Such services are recorded as a notional charge in the Statement of Comprehensive Net Expenditure to report the full cost of the Board's operations and the funding for these costs is included in grant-in-aid credited to reserves. The services are accounted for at full cost based on the services received.

f) Non-current assets

Tangible and intangible non-current assets are capitalised when the original purchase price is £10,000 or over and they are held for use on an ongoing basis. Where significant purchases of individual assets which are separately below the capitalisation threshold arise in connection with a single project, they are treated as a grouped asset. The capitalisation threshold for grouped assets is £10,000.

Subsequent to initial recognition, assets are recorded at fair value, or depreciated replacement cost as a proxy for fair value. All assets are revalued at the reporting date using the Producer Price Index issued by the Office of National Statistics. An independent valuer is not involved in the revaluation.

g) Depreciation and amortisation

Information technology hardware and software: depreciation and amortisation are provided on a straight-line basis, at rates calculated to write off the purchase cost between three and seven years on hardware and software.

h) Assets under construction & development costs

Assets under construction are valued at historic cost within Property, Plant and Equipment. The assets are not subject to depreciation or amortisation until completed, when the carrying value is transferred to the respective asset category. Expenditure is capitalised where it is directly attributable to bringing an asset into working condition, such as external consultant costs, relevant employee costs and an appropriate portion of relevant overheads.

i) Leases

Accounting standard IFRS 16 prescribes the accounting policies for leases, requiring lessees to recognise assets and liabilities for all leases unless the lease term is 12 months or less, or the underlying asset is of low value. The Parole Board's principal place of business is 10 South Colonnade, London where it occupies office space under agreement with the Core Department, which is recognised in the annual charges for accommodation costs.

The Core Department may amend accommodation arrangements at relatively short notice as part of its wider management of the estate, and the Parole Board cannot exclusively control the right to use the space. It has therefore been determined that these arrangements do not meet the threshold to be recognised as a lease under IFRS 16. Lease assets and liabilities relating to 10 South Colonnade have been recognised in the Ministry of Justice Annual Report and Accounts, with the relating accommodation charges continuing to be recognised in these accounts under accommodation costs. There are no other material arrangements that meet the definition of a lease under IFRS 16 and therefore the application of IFRS 16 does not have an impact on the Parole Board accounts leasing arrangements.

j) Pension costs

Present and past employees are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS) and the Civil Servant and Other Pension Scheme (CSOPS) which are contributory and unfunded. Although the schemes are defined benefit schemes, liability for payment of future benefits is a charge to the PCSPS and CSOPS. The Parole Board recognises contributions payable to the schemes as an expense in the year in which it is incurred. There is a separate scheme statement for the PCSPS and CSOPS as a whole.

k) Employee benefits

In compliance with IAS19 Employee Benefits an accrual is made for holiday pay in respect of leave which has not been taken at the year end and this is included within payables.

l) Provisions

In line with accounting standard IAS 37 Provisions, Contingent Liabilities and Contingent Assets, the Parole Board recognises a provision as a present legal or constructive obligation as a result of past events. Where the likelihood of a liability crystallising is deemed probable and a reliable estimate can be made of the amount of the obligation. See note 9 for further information.

m) Contingent liabilities

A contingent liability is disclosed when the likelihood of a payment is less than probable, but more than remote. In addition to contingent liabilities disclosed in accordance with IAS 37 the Parole Board discloses, for Parliamentary reporting and accountability purposes, certain statutory and non-statutory contingent liabilities, where the likelihood of transfer of economic benefit is remote, as required by 'Managing Public Money'. See note 12 for further information.

n) Value Added Tax

The Parole Board is not eligible to register for VAT and all costs are shown inclusive of VAT all of which is irrecoverable. Non-current assets are capitalised at the VAT inclusive figure.

1b. Critical accounting estimates and judgements

In preparing these accounts, management have made certain key judgements and estimations which have a material impact on the financial position presented.

The calculation of the provision for compensation costs is estimated based on data and assumptions made about the likelihood of claims. More detail on the calculation of the provision is set out in Note 9.

'Hekate', The Nelson Trust
(Women's Community Services),
Highly Commended Award for
Mixed Media, 2023.
© Image courtesy of Koestler Arts



2. Staff and Member Costs

				2023/24
	Permanently employed staff £000	Parole Board members' fees £000	Others £000	Total £000
Wages, salaries and fees	6,982	12,666	461	20,109
Social security costs	696	1,513	6	2,215
Other pension costs	1,551	-	11	1,562
Sub total	9,229	14,179	478	23,886
Less recoveries in respect of outward secondments	-	-	-	-
Total net costs	9,229	14,179	478	23,886

				2022/23
	Permanently employed staff £000	Parole Board members' fees £000	Others £000	Total £000
Wages, salaries and fees	5,792	10,647	315	16,754
Social security costs	604	1,276	8	1,888
Other pension costs	1,360	-	15	1,375
Sub total	7,756	11,923	338	20,017
Less recoveries in respect of outward secondments	(44)	-	-	(44)
Total net costs	7,712	11,923	338	19,973

Staff costs above include costs of those disclosed in the Remuneration Report. All other staff details and an explanation of the Parole Board's structure are contained within the Accountability Report.

3. Other Operating Costs

	2023/24 £000	2022/23 £000
Legal and compensation costs	1,122	588
Provision expense	670	293
Travel and subsistence - Members	157	129
Travel and subsistence - Staff	110	38
Stationery and printing	35	47
Information technology costs	1,386	1,095
Members' training	211	122
Staff training	29	23
Audit fees - internal audit	59	56
Audit fees - external audit (NAO)	93	82
Operating leases	15	14
Professional fees	11	12
Shared services costs	407	400
Non-cash items:		
- Depreciation and amortisation	388	439
- (Increase)/decrease in the valuation of non-current assets	-	(3)
- Net (gain)/loss on disposal of non-current assets	43	(2)
Costs met by the Parole Board	4,736	3,333
Costs incurred by the Parole Board but settled by the Ministry of Justice: (Non-cash costs)		
Accommodation and other common services	869	939
Total Other operating costs	5,605	4,272

4. Property, Plant & Equipment

Movements in 2023/24

	IT hardware £000	Assets under construction £000	Total £000
Cost or valuation			
At 1 April 2023	2,076	120	2,196
Additions	42	-	42
Disposals	(568)	(1)	(569)
Revaluations	19	-	19
Reclassification	119	(119)	-
At 31 March 2024	1,688	-	1,688
Depreciation			
At 1 April 2023	1,511	-	1,511
Charged in year	363	-	363
Disposals	(529)	-	(529)
Revaluations	15	-	15
At 31 March 2024	1,360	-	1,360
Carrying value at 31 March 2024	328	-	328
Carrying value at 31 March 2023	565	120	685

Movements in 2022/23

	IT hardware £000	Assets under construction £000	Total £000
Cost or valuation			
At 1 April 2022	1,972	-	1,972
Additions	-	173	173
Disposals	(4)	-	(4)
Revaluations	55	-	55
Reclassification	53	(53)	-
At 31 March 2023	2,076	120	2,196
Depreciation			
At 1 April 2022	1,073	-	1,073
Charged in year	401	-	401
Disposals	(4)	-	(4)
Revaluations	41	-	41
At 31 March 2023	1,511	-	1,511
Carrying value at 31 March 2023	565	120	685
Carrying value at 31 March 2022	899	-	899

5. Intangible Assets

Movements in 2023/24

	IT software £000	Development costs £000	Total £000
Cost or valuation			
At 1 April 2023	188	-	188
Additions	-	-	-
Disposals	(3)	-	(3)
Revaluations	6	-	6
At 31 March 2024	191	-	191
Amortisation			
At 1 April 2023	38	-	38
Charged in year	25	-	25
Disposals	-	-	-
Revaluations	2	-	2
At 31 March 2024	65	-	65
Carrying value at 31 March 2024	126	-	126
Carrying value at 31 March 2023	150	-	150

Movements in 2022/23

	IT software £000	Development costs £000	Total £000
Cost or valuation			
At 1 April 2022	-	113	113
Additions	70	-	70
Disposals	3	-	3
Revaluations	2	-	2
Reclassification	113	(113)	-
At 31 March 2023	188	-	188
Amortisation			
At 1 April 2022	-	-	-
Charged in year	38	-	38
Disposals	-	-	-
Revaluations	-	-	-
Reclassification	-	-	-
At 31 March 2023	38	-	38
Carrying value at 31 March 2023	150	-	150
Carrying value at 31 March 2022	-	113	113

6. Trade and Other Receivables

	2023/24 £000	2022/23 £000
Staff receivables	152	120
Other government receivables	3	2
Other receivables	1	63
Prepayments	19	-
Total	175	185

7. Cash at Bank

	2023/24 £000	2022/23 £000
Balance at 1 April	1,178	681
Net change in cash and cash equivalent balances	112	497
Balance at 31 March	1,290	1,178
Total cash held at Government Banking Service	1,290	1,178

8. Trade and Other Payables

	2023/24 £000	2022/23 £000
Tax and social security	813	507
Trade payables	63	103
Other payables	223	142
Accrued holiday pay	156	130
Accruals	1,836	1,627
Intra-department payables	46	344
Total	3,137	2,853

9. Provisions for Liabilities and Charges

	Legal Claims £000	Compensation £000	Total £000
Balance at 1 April	53	263	316
Provided in the year	127	543	670
Provisions utilised in the year	(24)	(263)	(287)
Provisions released in the year	-	-	-
Balance at 31 March 2024	156	543	699

The provisions relate to legal claims (£156k) and claims from prisoners for compensation (£543k) in relation to delays in parole hearings. The legal provision relates to claims resulting from judicial reviews where it is considered that it is more likely than not that the claim will be successful and the amount of the entitlement can be reliably estimated. The provision for compensation covers the number of cases outstanding for which a claim may be eligible, adjusted for the proportion of claims that are received based on recent performance data.

The amount provided for represents the best estimate of the liability based on recent trends for success rates and average amounts payable. This was reviewed to ensure the most up to date average value for claims was used in this calculation in the context of an increasing average claim value over the year. The amounts utilised reflect the outcome against the amount provided for at 31 March 2023.

In accordance with IAS 37 the following areas of uncertainty are noted in relation to the compensation provision. The following are key assumptions that affect the valuation of the compensation provision:

- The proportion of eligible claimants from whom it is probable a claim will be received
- The proportion of claims that are successful
- The average amount of compensation paid per claim

All provisions are short term as there is a limit of twelve months from the date of hearing to claim.

As an indication of the sensitivity of the estimation of the liability:

- A 10% increase in each of the three assumptions would, taken together, increase the value of the provision by £180k to £723k.
- A 10% decrease in each of the three assumptions would, taken together, decrease the value of the provision by £147k to £396k.

10. Related Party Transactions

The Parole Board is a non-departmental public body sponsored by the Ministry of Justice (MoJ). The MoJ is regarded as a related party with which the Parole Board has had various material transactions during the year. As the MoJ has significant influence over the Parole Board, an exemption from the disclosure requirements of IAS 24 paragraph 18 in relation to related party transactions and outstanding balances has been applied.

HM Prison and Probation Service provided IT support during the year. In addition, the Parole Board has had material transactions with HM Revenue and Customs.

No board members or senior executives of the Parole Board undertook any activities that gave rise to related party transactions during the 2023/24 year.

11. Financial Instruments

The Parole Board has no borrowings and relies on grant-in-aid from the Ministry of Justice for its cash requirements, and is therefore not exposed to significant liquidity, currency or market risk. Receivable balances relate primarily to amounts owed by other parts of the public sector and hence credit risk is low.

12. Contingent Liabilities

The Board discloses contingent liabilities where it determines that there is a chance that it may be required to make an economic outflow as a result of a current obligation arising from a past event, but that at the year end this outflow is only possible rather than probable.

A provision has been made for the level of compensation claims and legal costs that it is estimated the Parole Board is likely to have to settle.

There is an estimated £3k (2023/24: £63k) contingent liability relating to additional compensation costs. There are no other contingent liability costs that can be reasonably estimated.

13. Events After the Reporting Date

In accordance with the requirements of IAS 10 Events After the Reporting Period, events are considered up to the date on which the financial statements are authorised for issue, which is interpreted as the date of the certificate and report of the Comptroller and Auditor General. There are no events after the reporting period which require disclosure.

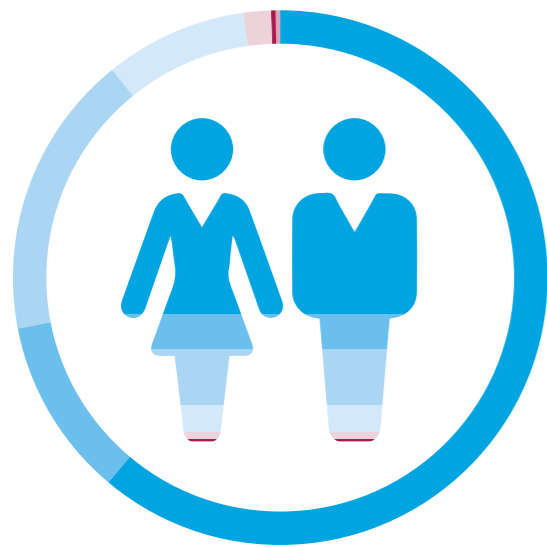
The Accounting Officer authorised these financial statements for issue on 17 July 2024.

4. Membership

Membership of the Parole Board between 1 April 2023 and 31 March 2024

Historically, members have been initially appointed for tenures of between three and five years with the possibility of renewal up to a maximum of ten years. Once a member's tenure has expired, they can re-apply in subsequent recruitment processes. Since 2018, the Secretary of State has decided that all future initial tenures will be for five years and the maximum tenure will be for 15 years. However, any renewals for years 10-15 years are generally dependent on a member being accredited as a chair. The expectation now is that a member would be required to chair by the end of their first five years with the Parole Board. You can find a comprehensive list and full biographies of Parole Board members on the Parole Board website.

There was a total of 343 members during 2023/24. As at 31 March 2024, there were **316 current active members and 6 former active members** (total members **322**).



- 210 Independent Members
- 37 Judicial Members
- 59 Psychologist Members
- 29 Psychiatrist Members
- 6 Former Active Members
- 1 Parole Board Chair
- 1 Parole Board Vice-Chair



In memory of ...

It is with great sadness, that we lost two very valued members of the Parole Board in 2023.

Judge Edward Slinger, a retired Judge appointed to the Board in 2009, he provided a wealth of knowledge during his 14 years at the Board and made a significant contribution to our work. He was a wise and very kind man who had an enormous impact on our staff and members. It was always a huge pleasure to work with Edward who is greatly missed by colleagues.

Judge John Rubery, a retired Judge appointed to the Board in 2010. John was a well regarded and much admired Parole Board member for many years whose kindness was felt by many. His hard work and dedication has made a huge impact and he was considered a role model by many. He exuded a warmth which is dearly missed by colleagues; it was a pleasure to work with him.

'Sssh! Stolen Seagull Scavenger Hunt', HM Prison Channings Wood, Highly Commended Award for Arts Project, 2023. © Image courtesy of Koestler Arts

Members List 2023/24

Parole Board Chair & Vice-Chair

Caroline Corby

Parole Board Chair.

Appointed 01 April 2018 Interim Chair and Chair on 1 November 2018

His Honour Peter Rook* KC

Judicial Member. Vice-Chair.

Appointed 2020

'Feel My Pain', HM Prison Highpoint, Bronze Award for Printmaking, 2023. © Image courtesy of Koestler Arts



Independent Members

Shellie Adams

Appointed 2022

Lindsay Addyman* JP

Previous appointments 1987–91 (Part time), 1992–98 (Full time), 2000–10 (Part time). New tenure 2012, reappointed 2017 & 2022.

Maneer Afsar*

Appointed 2019

Sarfraz Ahmad*

Appointed 2017, reappointed 2021.

Iftekhar Ahmed*

Appointed 2019

Shazia Ahmed*

Appointed 2016, reappointed in 2019.

Jawaid Akhtar QPM

Appointed 2020

Rahila Akram

Appointed 2020

Nadine Aliane

Appointed 2023

Sally Allbeury*

Appointed 2017, reappointed 2021.

Aysha Allibhaye* JP

Appointed 2019

Simon Ash* QPM

Appointed 2012, reappointed 2017 & 2022

Neil Ashton

Appointed 2023

Nicola Auguste

Appointed 2017, reappointed 2021.

Dalwardin Babu

Appointed 2022

Dawn Baker* MA, DipSW

Appointed 2012, reappointed 2017 & 2022. (Resigned April 2023)

Richard Baldwin*

Appointed 2009, Reappointed 2012 & 2017. Tenure extended 2019 – 2021. Resigned September 2021. Returning Chair 2023.

Pamela Baldwin*

Appointed 2010, reappointed 2013, 2018 & 2022. (Resigned January 2024)

Natalie Banks

Appointed 2024

Katy Barrow*

Appointed 2016, reappointed 2019

Martyn Bates

Appointed 2022

Richard Bayly

Appointed 2019

Kerrie Bell*

Appointed 2012, reappointed 2017 & 2022.

Dan Bettison

Appointed 2023

Zaiada Bibi

Appointed 2019

Sarah Bodell JP, MSc, BSc

Appointed 2019 (Resigned December 2023)

David Bolt

Appointed 2022

Amanda Bond

Appointed 2020

Nigel Bonson*

Appointed 2005, Reappointed 2012, Tenure Extended 2017 – 2018, Became a Former Active Member in 2019, Resigned from Former Active Member status in 2020. Returning Chair 2023

Nicola Bowes

Appointed 2024

Malcolm Brain

Appointed 2019

Michael Branston

Appointed 2024

Derek Bray

Appointed 2019

Marcia Brooks

Appointed 2019

Graham Bull*

Appointed 2006. Reappointed 2012 – 2016. New Tenure 2017. Reappointed 2020.

Daniel Bunting*

Appointed 2016, reappointed 2019

Josie Cain

Appointed 2017, reappointed 2021.

Marc Callaghan

Appointed 2020

Louise Cannon

Appointed 2024

Dr Robert Cawley* BEd (Hons), MA (Ed), NPQH, PhD

Appointed 2016, reappointed 2019

Helen Chamberlain

Appointed 2023

Joanne Chambers

Appointed 2016, reappointed 2019

Steven Chandler

Appointed 2024

Julia Chapman

Appointed 2024

Jane Christian* BA (Hons), MPH

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019, Tenure extended 2019–21. Reappointed 2021.

Iain Christie

Appointed 2022

Ian Clewlow*

Appointed 2007, Became FAM 2018, FAM Tenure Ended 2019. Returning Chair 2023

Ngozi Lyn Cole

Appointed 2019

Peter Coltman* BA (Hons), MA

Appointed 2010, reappointed 2013 & 2018 – 2020, tenure extended 2020 – 2022. Reappointed 2022.

Rachel Cook*

Appointed in 2017, reappointed 2021.

Michelle Coulson* LLB (Hons) LLM (Hons)

Appointed 2016, reappointed 2019

Amy Coyte*

Appointed 2017, reappointed 2021.

Rachel Craven*

Appointed 2019

Geoff Crowe* BSc (Hons), MSc

Appointed 2010, reappointed 2013 & 2018, Tenure extended 2020 – 2022, reappointed 2022.

Stephen Cullen

Appointed 2022

Dr Andrew Dale* BA (Hons) MA PhD

Appointed 2012, reappointed 2017 & 2022.

Malcolm Davidson* BA (Hons), BSc, MSc

Appointed 2005. Reappointed 2012 – 2015, Tenure extended 2015–2017. New Tenure 2017. Reappointed 2020.

Angharad Davies

Appointed 2017, reappointed 2021.

Bob Davies

Appointed 2024

Gareth Davies

Appointed 2023

Simon Day

Appointed 2023

Richard Debicki

Appointed 2023

Catrin Dhanda

Appointed 2022

Andrew Dickinson

Appointed 2024

Raffaele D’Orsi

Appointed 2024

Victoria Doughty*

Appointed 2010, reappointed 2013 & 2018 – 2020. Tenure extended 2020 – 2022. Reappointed 2022.

Jo Dowling*

Appointed 2016, reappointed 2019

Robert Eastwood

Appointed 2023

Rita Eaton

Appointed 2023

Robert Edmondson-Jones MBE

Appointed 2016, reappointed 2019 (Resigned September 2023).

Sir Stewart Eldon* KCMG, OBE

Appointed in 2010. Reappointed in 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Rachael Ellis

Appointed 2024

Christopher Emerson*

Appointed 2012, reappointed 2017 & 2022.

Hedd Emrys-Vine*

Appointed 2016, reappointed 2019.

Melanie Essex

Appointed 2016, reappointed 2019

Chris Evans

Appointed 2020

Stefan Fafinski* JP, DL, LLB, MA (Cantab), PhD

Appointed 2017, reappointed 2021.

Victoria Farmer*

Appointed 2016, reappointed in 2019

Kay Fielding*

Appointed 2012, reappointed 2017 & 2022

Sian Flynn* MSt. Cantab, BA (SS)

Appointed 2005. Reappointed 2012. Tenure extended 2015–17. New Tenure 2017. Reappointed 2020.

Paul French*

Appointed 2017, reappointed 2021

Chris Fry*

Appointed 2017, reappointed 2021.

Clare Fuller

Appointed 2022

Lucy Gampell* OBE

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019, Tenure extended 2019–21. Reappointed 2021.

Paulene Gandhi

Appointed in 2016, reappointed 2019

Stephen Garrett OBE

Appointed 2019

Philip Geering

Appointed 2012, reappointed in 2017 & 2022.

Emma Gilberthorpe

Appointed 2024

Gary Gracey

Appointed 2023

David Gravells*

BA (Hons) MSc JP Appointed 2019

Kevin Green*

Appointed 2010. Reappointed 2013 & 2018, Tenure extended 2020 – 2022. Reappointed 2022. New Appointment 2023

Penny Griffith

Appointed 2024

Ronno Griffiths*

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21. Reappointed 2021.

Shazina Haider

Appointed 2020.

Deborah Hall

Appointed 2020.

Scott Handley

Appointed 2021

Alan Harris*

Appointed 2005. Reappointed 2012 – 2016. Tenure extended 2016–18. New tenure 2017. Reappointed 2020.

Kirsten Hearn

Appointed 2012, reappointment 2017 & 2022. (Sabbatical Mar 2024 – May 2024)

Glyn Hibberd*

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019 – 2021. Reappointed 2021.

Joanna Hinds

Appointed 2019

John Holt*

Appointed 2010. Reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Damian Hughes*

Appointed 2019

Geoff Hughes

Appointed 2024

Rebecca Hunt* BA (Hons), MA Social Work

Appointed 2010. Reappointed in 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Akeel Hussain

Appointed 2019

Murad Hussain

Appointed 2019

Frida Hussain

Appointed 2022

Russ Jackson

Appointed 2022

Sara Johnson

Appointed 2019

James Johnston

Appointed 2022

Chitra Karve*

Appointed 2010, reappointed 2013 & 2018. Tenure Extended 2020 – 2022. Reappointed 2022.

Damian Kearney

Appointed 2022

Marshall Kent

Appointed 2022

Jo King

Appointed 2024

Lisa Lamb* BSc (Hons) MSc

Appointed 2017, reappointed 2021.

Callum Lamont

Appointed 2023

Judge Timothy Lawrence*

Appointed 2017, reappointed 2021.

Heidi Leavesley*

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21 Reappointed 2021.

Susan Lewis* MBA, BA (Hons), DipSW

Appointed 2010. Reappointed 2013 & 2018. Tenure Extended 2020-2022. Reappointed 2022.

John Marley

Appointed 2024

Carol Martin

Appointed 2023

Bill Mayne*

Appointed 2007. Reappointed 2013. New Tenure 2017 - 2020. Reappointed 2020.

Brenda McAll-Kersting* BSc (Hons), MSc, ALCM

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21. Reappointed 2021.

Boyd McCleary

Appointed 2022

Keith McCoubrey

Appointed 2023

Fran McGrath*

Appointed 2017, reappointed 2021.

Stephanie McIntosh

Appointed 2013, reappointed 2018 & 2023.

Lucy McKane

Appointed 2024

Robert McKeon*

Appointed 2012, reappointed 2017 & 2022.

Andrew McMillan

Appointed 2020

Helen McMillan

Appointed 2023

Michael Mellun

Appointed 2019 (Sabbatical Feb 2024 – May 2024)

Melanie Millar*

Appointed 2007- 2017, Tenure extended to 2018, Former Active Member 2018-20 & MCA Taskforce 2020-2024. Returning Chair 2023.

Tom Millest*

Appointed 2010, reappointed 2013, 2018 & 2022.

Clare Mitchell*

Appointed 2005. Reappointed 2012 – 2015. Tenure extended 2015–17. New tenure 2017. Reappointed 2020.

Julie Mitchell

Appointed 2021

Elaine Moloney

Appointed 2016, reappointed 2019

Jenny Mooney*

Appointed 2019

Claire Mullarkey

Appointed 2024

Julia Mulligan

Appointed 2020

David Mylan* BSc, LLM

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21. Reappointed 2021.

Celeste Myrie*

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21. Reappointed 2021.

Kate Nickels*

Appointed 2018. Reappointed 2022.

Stuart Noble

Appointed 2023.

Orla O’Hagan

Appointed 2024.

Thomas Ormerod

Appointed 2022.

Shazia Parveen*

Appointed 2020.

Shubhada Patil

Appointed 2019

Douglas Paxton* BA QPM

Appointed 2016, reappointed 2019

Alison Pearson*

Appointed 2016, reappointed 2019

Steve Pepper* MA, BA (Hons) JP

Appointed 2010, reappointed 2013 & 2018. Tenure extended 2020 - 2022. Reappointed 2022.

Barbara Petchey

Appointed 2020

Leigh Philpot

Appointed 2024

Rachel Pickering

Appointed 2019.

Ian Pilling

Appointed 2023.

Jenny Portway*

Appointed 2010, Reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Helen Potts BA Hons (Durham)/LLM (Cardiff)

Appointed 2017, reappointed 2021. (Sabbatical Oct 2023 – Jan 2024)

Wendy Poynton BA (Hons), MA, CQSW, MSc

Appointed 2016, reappointed 2019.

Margaret Prythergch BA (Hons), M.Phil

Appointed 2016, reappointed 2019

Emma Pusill*

Appointed 2006-2016, Tenure extended to 2018, Former Active Member 2018-2020, MCA Taskforce 2020-2024. Returning Chair 2023.

Sukbinder Rai

Appointed 2019

Elizabeth Rantzen*

Appointed 2016, reappointed 2019

Rachel Robertson*

Appointed 2019

Nicholas Rosenfeld

Appointed 2024

Denise Rowland MBE, JP

Appointed 2020

Jayne Salt*

Appointed 2017, Reappointed 2021.

Karol Sanderson*

Appointed 2016, reappointed 2019

Lisa Sanderson*

Appointed 2016, reappointed 2019

Lynn Saunders

Appointed 2024

Luke Serjeant

Appointed 2022.

Sarah Shrubshall

Appointed 2023

Anthony Simpson

Appointed 2023.

Rebecca Sims*

Appointed 2017, reappointed 2021.

Rebecca Sirrell

Appointed 2024.

David Smart

Appointed 2022

Robert Smith*

Appointed 2017, reappointed 2021. (Resigned June 2023)

Sue Smith*

Appointed 2005. Reappointed 2012 – 2015. Tenure extended 2015–17. New tenure 2017. Reappointed 2020.

Aikta-Reena Solanki*

Appointed 2012, reappointed 2017 & 2022. (Sabbatical Feb 2024 – Jun 2024)

Wendy Steele

Appointed 2020

Amanda Stewart

Appointed 2023

Perry Stokes

Appointed 2024

Nigel Stone*

Appointed 2010. Reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Jill Strachan BA Hons (Dunelm) PGCE

Appointed 2020

Tom Strong

Appointed 2024

Jennie Sugden*

Appointed 2010. Reappointed 2013, 2018 & 2022.

Carol Swaffer*

Appointed 2005-2015, Tenure extended to 2018, Former Active Member 2018-2020, MCA Taskforce 2020-2024. Returning Chair 2023.

Bushra Tabassum

Appointed 2024

Alan Tallentire OBE JP Dip.Crim MSt(Cantab)

Appointed 2024

Kay Terry* BSc MSc

Previous appointment 2002–09. New appointment 2010, reappointed 2013 & 2018. Tenure extended 2020-22. Reappointed 2022.

Ilana Tessler*

Appointed 2005. Reappointed 2012 – 2015. Tenure extended 2015–17. New Tenure 2017. Reappointed 2020.

Julia Thackray*

Appointed 2017, reappointed 2021.

Samantha Thompson

Appointed 2020

Fran Thompson

Appointed 2024

Jo Thompson*

Appointed 2010, reappointed 2013 & 2018. Extended 2020-22. Reappointed 2022. (Resigned July 2023)

Jane Thomson* MAEd, BEd (Hons), ChMCIPD

Appointed 2012, reappointed 2017 & 2022.

Ian Tolan

Appointed 2020

Carol Trimmer

Appointed 2017, reappointed 2021. (Resigned June 2023)

Asrar Ul-Haq

OBE DL Appointed 2020

Vinnett Walsh*

Appointed 2019

Aruna Walsh* BA (Hons) and Diploma in Marketing

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21. Reappointed 2021. (Sabbatical from July 2023)

David Watson*

Appointed 2012, reappointed 2017 & 2022.

Sarah Wells*

Appointed 2016, reappointed 2019

Paul West

Appointed 2023

Alison Whalley

Appointed 2020

Alan Whiffin*

Appointed 2010, reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Cassie Williams*

Appointed 2016, reappointed 2019

Richard Williams

Appointed 2023

Paul Withers

Appointed 2023

Sheila Wright*

Appointed 2019

Mir Zaman

Appointed 2020

Judicial Members**His Honour Anthony Ansell* Retired Judge**

Appointed 2016, reappointed 2019

Her Honour Pamela Badley* Retired Judge

Appointed 2016, reappointed 2019.

His Honour Judge Anthony Bate* (Serving Judge)

Appointed 2010, reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022. (Judicial Sabbatical)

His Honour Judge Martin Beddoe* (Serving Judge)

Appointed 2010, reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Sir David Calvert-Smith Retired Judge

(Previous Parole Board appointments: 2012–2016 Chairman). Appointed 2017. Reappointed 2020.

His Honour Anthony Cleary Retired Judge

Appointed 2021

His Honour Nick Coleman* Retired Judge

Appointed 2004–14. New tenure 2017, reappointed in 2020.

His Honour Stephen Dawson* Retired Judge

Appointed 2016, reappointed 2019.

His Honour Judge Jeremy Donne**RD KC (Serving Judge)**

Appointed 2020 (Resigned August 2023)

Her Honour Judge Ruth Downing (Serving Judge)

Appointed 2019. Reappointed 2022. (Judicial Sabbatical)

His Honour Peter Grobel Retired Judge

Appointed 2016, reappointed 2019

His Honour John Hand* Retired Judge

Appointed 2018, Reappointed 2023

His Honour John Harrow* Retired Judge

Appointed 2016, reappointed 2019

His Honour Judge Andrew Jefferies***KC (Serving Judge)**

Appointed 2019. Reappointed 2022. (Judicial Sabbatical)

His Honour Peter Jones Retired Judge

Appointed 2018, Reappointed 2023

His Honour Geoffrey Kamil* CBE, Retired Judge

Appointed 2010. Reappointed 2013 & 2018. Tenure Extended 2020 – 2022. Reappointed 2022.

Her Honour Judge Louise Kamill* (Serving Judge)

Appointed 2010, reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

His Honour Roger Kaye TD KC LLB FCI Arb FRSA, Retired Judge

Appointed 2018, Reappointed 2023

Her Honour Anne Kiernan* Retired Judge

Appointed 2018, Reappointed 2023

Sir Timothy King* Retired Judge

Appointed 2019

His Honour Judge Anthony Lowe* (Serving Judge)

Appointed 2019, Reappointed 2022 (Judicial Sabbatical from August 2022)

His Honour Judge Noel Lucas (Serving Judge)

Appointed 2020, Reappointed 2023. (Judicial Sabbatical)

His Honour Bruce McIntyre* Retired Judge

Appointed 2010. Reappointed in 2013 & 2018. Tenure Extended 2020 – 2022. Reappointed 2022.

Her Honour Judge Barbara Mensah (Serving Judge)

Appointed 2019, reappointed 2022.

His Honour Judge David Nathan Miller (Serving Judge),

Appointed 2020, Reappointed 2023. (Judicial Sabbatical)

His Honour James Orrell* Retired Judge

Appointed 2018, Reappointed 2023

His Honour David Richardson Retired Judge

Appointed 2018, (Tenure Ended October 2023.)

His Honour Jeremy Roberts* KC, Retired Judge

Appointed 2010, reappointed 2013 & 2018. Tenure Extended 2020-22 & 2022 – 2023. Reappointed 2023.

His Honour Erik Salomonsen* Retired Judge

Appointed 2018, Reappointed 2023.

His Honour Sir John Saunders* KC

Appointed 2016, reappointed 2019.

Sir Stephen Silber Retired Judge

Appointed 2019

His Honour Edward Slinger* Retired Judge

Appointed 2009. Reappointed 2012 – 2017 & 2017 – 2019. Tenure extended 2019–21. Reappointed 2021. (Member sadly passed away August 2023)

His Honour Patrick Thomas* Retired Judge

Appointed 2018, Reappointed 2023

His Honour David Ticehurst Retired Judge

Appointed 2021

His Honour Michael Topolski Retired Judge

Appointed 2018, Reappointed 2023. (Judicial Sabbatical)

His Honour Judge Marcus Tregilgas-Davey (Serving Judge)

Appointed 2020, Reappointed 2023 (Judicial Sabbatical from 2021)

His Honour Graham White* Retired Judge

Appointed 2010. Reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.

Psychologist Members

Beckie Agami Appointed 2021	Caroline Flowers Appointed 2021	Dr Victoria Magrath* BSc (Hons), ClinPsyD Appointed 2016, reappointed 2020.	Noreen Shami Appointed 2019
Fiona Ainsworth Appointed 2017, reappointed 2021.	Gerhard Fritz Appointed 2019	Lindy Maslin Appointed 2017, reappointed 2021. (Sabbatical Sept 2023 – March 2024)	Dr Claire Smith Appointed 2017, reappointed 2021
Dee Anand Appointed 2021	Dr Jane Gilbert Appointed 2016. Reappointed 2020.	Professor Mary McMurrin PhD Appointed 2016, reappointed 2020.	Sarah Snuggs Appointed 2019
Rachel Atkinson Appointed 2019	Eliza Harris* BSc (Hons), MSc, C Psychol, AFBPsS Appointed 2012, reappointed in 2016 & 2021.	Dr Rebecca Milner PhD, C.Psychol., AFBPS Appointed 2016, reappointed 2020.	Kavita Solder Appointed 2021 (Sabbatical from Aug 2022)
Pamela Attwell* BSc (Hons), MA, C Psychol Appointed 2017, reappointed 2021.	Dr Victoria Hatton Appointed 2020	Louise Minchin Appointed 2021	Claire Thompson Appointed 2019
Claire Barker C. Psychol, AFBPsS Appointed 2017, reappointed 2021.	Dr Rose Hooper Appointed 2020	Wendy Morgan BSc (Hons), MSc, CPsychol, AFBPS Appointed 2016, reappointed 2020.	Tracey Tostevin Appointed 2020
Dr Taljinder Basra Appointed 2019	Julia Houston Appointed 2019	Dr Catrin Morrissey Appointed 2020.	Victoria Tunbridge Appointed 2019
Eleni Belivanaki* BSc (Hons), MSc, C Psychol. (Forensic), AFBPsS, HCPC Appointed 2011, reappointed 2016 & 2021	Sian Hughes Appointed 2021	Lorraine Mosson-Jones* Appointed 2011, reappointed 2016 & 2021. (Sabbatical Dec 2023 – Nov 2024)	Sue Vivian-Byrne Appointed 2003, reappointed 2006, 2010. New Tenure 2016, reappointed 2020.
Linda Blud (Previous Parole Board appointments: 2004–2012). Appointed 2017. Reappointed 2021. (Resigned December 2023)	Claire Hunt* Appointed 2011, reappointed 2016 & 2021	Dr Brendan O'Mahony CPsychol, CSci, AFBPsS Appointed 2016, reappointed 2020.	
Laura Bowden C Psychol, AFBPsS Appointed 2020 (Resigned April 2023)	Alexander Jack Appointed 2021	Jo Pallas CPsychol, AFBPsS Appointed 2020	
Dr Ian Burke Appointed 2020	Laura Jacobs Appointed 2021	Libby Payne Appointed 2017, reappointed 2021. (Resigned July 2023)	
Jennifer Cottam Appointed 2020	Sarah Jones Appointed 2021	Rayann C Rawlins Appointed 2020	
Aimee Croft BSc (Hons), ClinPsyD Appointed 2019	Sarah Khan* Appointed 2011, reappointed 2016 & 2021	Sarah Rockliff Appointed 2021.	
Misbah Dar Appointed 2021	Dr Carys Keane Appointed 2022	Rachel Roper Appointed 2017, reappointed 2021.	
Jyoti Evans Appointed 2021	Joanne Lackenby* BSc (Hons), MSc, C Psychol, AFBPsS Appointed 2010. Reappointed 2013 & 2018. Tenure extended 2020 – 2022. Reappointed 2022.	Dr Georgina Rowse BSc (hons). DClInPsy. Appointed 2017, reappointed 2021.	
Abby Fenton C Psychol Appointed 2016, reappointed 2020. (Resigned February 2024)	Vivienne Le Fort Appointed 2018. Reappointed 2022.	Samantha Salamat Appointed 2021	
	Sally Lopresti Appointed 2021	Carolyn Scott Appointed 2021	
	Frances Maclennan Appointed 2021		

Psychiatrist Members

Delyth Alldrick

Appointed 2021

Sophia Anwar

Appointed 2021

Dr Luke Birmingham MD MRDPsych

Appointed

Dr Dawn Black MSc, MD, FRCPsych

Appointed 2006, reappointed 2009 & 2012.
Tenure extended 2016–18. New tenure 2018.
Reappointed 2023.

Geraldine D'souza

Appointed 2021

Dr Lynne Daly* MA MB BChir FRCPsych

Appointed 2008, reappointed 2011. New Tenure 2016.
Reappointed 2020.

Steffan Davies

Appointed 2018. (Tenure End October 2023)

Bethan Davies

Appointed 2021

Mark Earthrowl

Appointed 2018 (Resigned May 2023)

Sandra Evans

Appointed 2018, Reappointed 2023.

Kim Fraser

Appointed 2021

Sobhi Girgis

Appointed 2021

Santhana Gunasekaran

Appointed 2021

Duncan Harding

Appointed 2021

Chris Jones

Appointed 2018. Reappointed 2022.

Gaynor Jones

Appointed 2021

Dr Nick Kosky

Appointed 2018 (Resigned May 2023)

Dr Tim McInerney

Appointed 2017, reappointed 2021

Caryl Morgan* MBBS, MRCPsych, MRCGP, DCH, PGDL/CPE

Appointed 2007, reappointed 2012. New tenure 2016.
Reappointed 2020. (Sabbatical Feb 2024 – Oct 2024)

Dr Kevin Murray, FRCPsych

Appointed 2018, Reappointed 2023.

Dr Sajid Muzaffar MBBS, LLM, MRCPsych

Appointed 2017, reappointed 2020.

Olumuyiwa Olumoroti

Appointed 2021

Indraneal Ray

Appointed 2021. (Resigned September 2023)

Lavanya Sebastian

Appointed 2021

Alan Smith

Appointed 2021

Dr Huw Stone

Appointed 2016, Reappointed 2020
(Resigned August 2023)

Dr Amanda Taylor

Appointed 2018, Reappointed 2023

Cleo Van Velsen

Appointed 2018 (Tenure End October 2023)

Andrew Carl Wilson

Appointed 2021

Former active members

Geraldine Berg OBE JP

Appointed 2012, reappointed 2017, Became FAM
2022 - MCA Taskforce 2023 - 2024

Michael Crewe

Appointed 2010, reappointed 2013 & 2018, Former
Active Member & MCA Taskforce 2020-2024.

Margaret Dunne

Appointed 2010, reappointed 2013 & 2018, Former
Active Member & MCA Taskforce 2020-2024

Rick Evans

Appointed 2005, Reappointed 2012 & 2015, Tenure
extended to 2018, Former Active Member 2018-20 &
MCA Taskforce 2020-2024

Gill Hirst BA (Hons), MA, CQSW

Appointed 2017. Reappointed 2021. Became Former
Active 2022.

His Honour Tony Mitchell*, Retired Judge

Appointed 2010, reappointed 2013, 2018, extension
202-22. Tenure ended Sept 2022. Former Active
Member 2022 – 2023.



'Sometimes, Peace', The State Hospital,
Painting, 2023.
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