**Women’s Justice Partnership Delivery Group**

**Expression of Interest (EOI)**

The Ministry of Justice (MoJ) is seeking to appoint seven specialist external stakeholder members to the new Women’s Justice Partnership Delivery Group (PDG).

This is an exciting opportunity to be part of the creation of the PDG, which will play a crucial role in driving concrete improvements for women in or at risk of contact with the criminal justice system. The PDG will play a key role in supporting the new Women’s Justice Board (WJB), which will meet for the first time today 21st January.

The WJB will provide the vision and direction on how to reform women's justice to address the distinct needs of women in or at risk of contact with the criminal justice system (CJS). The WJB will be chaired by Lord Timpson, Minister of State for Prisons, Probation and Reducing Reoffending and its members are senior external experts, each with specialist knowledge relevant to this topic.

The PDG will be made up of senior officials from key government departments and external expert stakeholders who will come together to deliver on actions agreed by the WJB. Work on such proposals will normally be taken forward by the Group as a whole, but there may also be opportunities to establish smaller, timebound “Task & Finish” subgroups to tackle specific issues. The PDG’s initial focus areas will mirror those of the WJB, which we expect to be:

* work to intervene earlier, and divert women away, from the criminal justice system where appropriate;
* community solutions, including increasing the use of intensive supervision courts and developing alternative models such as residential alternatives to custody, which will increase the use of robust community sentences;
* addressing issues specific to pregnant women and women with young children in the CJS; and
* improving outcomes for young adult women across the CJS and reducing the number of young women entering the CJS.

1. **The role**

We are seeking seven external stakeholder members with expertise and knowledge in addressing the complex needs of women in or at risk of contact with CJS to join the PDG.

Applications are welcome from third sector and statutory organisations, such as health and local government, as well as independent candidates, including those with lived experience of the criminal justice system. Successful applicants are likely to be Chief Executive/Directors or senior members of their organisation, or similar**.**

The precise Terms of Reference for the PDG (and WJB), including member roles and responsibilities, will be finalised by the membership during the launch meetings in early 2025. The roles will be unremunerated.

1. **Person specification**

**2.1 Commitment**

**Members should be prepared to:**

* Attend quarterly meetings of the PDG to take forward actions identified by the WJB. Meetings will be hybrid to ensure accessibility.
* Where appropriate, lead or participate in Task & Finish groups, particularly those relevant to their area of expertise. Task & Finish groups may need to meet more regularly to complete a specific project together, although this commitment should be time-bound and short-term.
* Work collaboratively with officials to deliver actions that will improve outcomes for women in the CJS, including providing constructive challenge.
* Share expertise, insights and advice, contributing actively to discussions.
* As necessary, be involved in setting agendas and any preparatory work ahead of meetings.
* Examine and provide comments on documents under discussion.
* Bring issues, ideas and papers to the Group.
* Provide advice on government policy affecting women in the CJS, including contributing to a yearly progress report.

Membership of the Partnership Delivery Group will be kept under review with a refresh of external stakeholder specialists every two years. Current stakeholder specialists can reapply during the refresh, which will take place by means of open competition.

* 1. **Selection criteria**

We wish to ensure that the PDG has a range of relevant expertise relating to women and are therefore recruiting experts to fill the following seven specialist posts:

1. Women’s health, including substance misuse
2. Community services for women (including Whole Systems Approaches, local partnership working, and co-commissioning and procurement of services)
3. Organisations led by or focused on racially minoritised women
4. Accommodation and residential services for women
5. Pregnant women and mothers with young children in the CJS
6. Education, training and employment for women
7. Violence against women and girls, particularly women as victim and offender

To apply, please send a CV, including contact details and a completed template (at Annex A), to [femaleoffenderpolicy@justice.gov.uk](mailto:femaleoffenderpolicy@justice.gov.uk).

We expect applicants to be fully aware of the need to take a trauma informed approach when addressing the needs or providing services to vulnerable women with complex needs.

Applicants with the relevant knowledge and expertise are welcome to apply for more than one specialism. A separate template should be completed for each specialism. Applicants should also indicate their order of preference if they are successful in more than one application, to help match them to their preferred specialism.

1. **Deadline for applications**

Applications should be submitted **by 23:59 on Tuesday 11 February** at the latest. We regret that any applications received after the deadline will not be considered.

Applications, and any queries about this process, should be sent to the Female Offender policy team in the MoJ at [femaleoffenderpolicy@justice.gov.uk](mailto:femaleoffenderpolicy@justice.gov.uk).

1. **Selection process**

All applications will be evaluated independently by a panel of three people. The answer to each question will be marked out of 5 according to the scoring criteria set out at Annex B. The three evaluators will meet to discuss their scores and, where these differ, will agree a moderated score for each answer.

Each question is also weighted as indicated on the template. The moderated score for each question will be multiplied by its percentage weighting with the three totals then added together and divided by 5 to give a percentage marking.

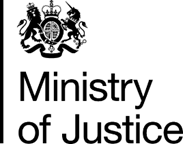
Example: Applicant A receives moderated scores of 3, 4 and 5 for answers to the three questions, giving 150 + 120 + 100 = 370 divided by 5 to give 74%

Candidates may be invited to attend an interview following the evaluation process if there are equally matched applicants.

In appointing external members to the PDG, the MoJ will aim to ensure a high level of expertise, as well as a balanced representation of relevant areas and interests. They will consider the role of PDG, the type of expertise required, and the relevance of the applications received. The MoJ reserves the right not to fill a particular specialist post if no candidates of sufficient quality apply.

We hope to inform applicants of the outcome of the selection process **by Tuesday 11th March**.

Annex A

 **Application for a specialist post on the Women’s Justice Partnership Delivery Group**

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| --- | --- |
| Your name: |  |
| The specialist post you applying for (select one from the list – if you are applying to be considered for more than one post please complete a separate template for each application) | * Women’s health, including mental health and substance misuse * Community services for women (including Whole Systems Approaches, local partnership working, and co-commissioning and procurement of services) * Organisations led by or focused on racially minoritised women * Accommodation and residential services for women * Pregnant women and mothers with young children in the CJS * Education, training and employment for women * Violence against women and girls, particularly women as victim and offender |
| *Please answer each of the following questions as fully as possible within the stated word count. Anything exceeding the word count will be disregarded for the purposes of evaluating the application.* | |
| 1. Evidence of your expertise, knowledge and experience in your chosen specialist area.   *(Max 750 words) -* **WEIGHTING 50%** | |
|  | |
| 1. Evidence of your ability to operate effectively at a senior board level. This could include evidence of:  * Your experience of building strategic partnerships and successful collaborative working relationships with a wide range of stakeholders. * Your ability to engage capably and constructively with a wide range of stakeholder groups, including Ministers and senior officials across government. * Evidence of your leadership style and skills. * An understanding of the importance valuing and promoting diversity. * Your track record of driving forward change and improvement.   *(Max 750 words) -* **WEIGHTING 30%** | |
|  | |
| 1. Your assessment of the key challenges facing women in or at risk of contact with the CJS, which should be addressed as a matter of priority and your proposed solutions. This can focus on your chosen specialism but should also refer to the wider policy and operational context and could include:  * Why have you identified these as the key challenges? * How would you address these challenges? * Do the challenges identified also offer opportunities? If yes, what? * Who needs to be involved in addressing these challenges?   *(Max 500 words) -* **WEIGHTING 20%** | |
|  | |

Annex B

Scoring criteria

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| --- | --- | --- |
| **ASSESSMENT** | **SCORE** | **INTERPRETATION** |
| Excellent | 5 | Exceptional demonstration of the relevant ability, understanding, experience and skills required to take up the post. Evidence to support answer is convincing and of very high quality. |
| Good | 4 | Above average demonstration of the relevant ability, understanding, experience and skills  required to take up the post. Evidence to support the answer is of good quality. |
| Acceptable | 3 | Satisfactory demonstration of the relevant ability, understanding, experience and skills  required to take up the post. Evidence to support the answer is of acceptable quality. |
| Minor reservations | 2 | Minor reservations about relevant ability, understanding, experience and skills required to take up the post. Little or no evidence to support the response. |
| Major reservations | 1 | Serious reservations about relevant ability, understanding, experience and skills required to take up the post. No compelling evidence to support the response. |