



# Marking the 10<sup>th</sup> Anniversary of the Stephen Lawrence Inquiry

## Post Conference Report

May 2009



Equality and  
Human Rights  
Commission

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# Introduction

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## The Transformative Justice Project

In 2006, ROTA commenced research on the Restoring Relations Project (RRP): Addressing Hate Crime through Restorative Justice. In April 2008 the RRP released its findings and recommendations.

ROTA's four year Transformative Justice Project builds upon on the recommendations from the two year Commission for Racial Equality (CRE) and Equality and Human Rights Commission funded Restoring Relationships Project One of the key messages from the research was the need to establish a cross-sector multi-agency forum that will act as a one stop shop for agencies that deal with hate crime providing expertise and coordination. This project is delivered through a cross sector multi-agency partnership steered by a Forum chaired by Criminal Prosecution Service London and consisting of members such as Metropolitan Police Association, Association of Chief Police Officers, Victim Support, Metropolitan Support Trust, and the Lesbian and Gay Coalition Against Racist and others.

Transformative justice is a general strategy for responding to conflicts. It takes the principles and practices of restorative justice beyond the criminal justice system. The transformative justice project builds on ROTA's experience working with criminal and restorative justice policies and practices which identified gaps within practices and policies that target highly victimisation level groups particularly from the BAME sector.

## The Transformative Justice Forum

The Transformative Justice Forum (TJF) is working to improve the scope for multi-agency partnership work through building more consistent links and increasing the opportunities for statutory agencies and third sector organisations to engage. The TJF shares information on areas of best practice, increase awareness of best practice throughout other networks and raise the profile of successful alternative dispute mechanisms. Through manufacturing a London wide infrastructure to deal with groups that suffer high victimisation levels (HVL) the TJP Forum, through the development of sound policy represents more fully in an effective manner the needs of affected groups.

In September 2008 a forum of high profile individuals representing Third sector, public and private agencies were selected through an open recruitment to be members to discuss hate crime. Three meetings have taken place since the creation of the forum.

The first meeting was held on 17<sup>th</sup> October 2008 and was an opportunity for forum members to come together and discuss and agree on the terms of reference of the forum and decide on the broader objectives of the forum. Matters on the agenda during the second meeting included how best to raise the profile of the forum and how a clearer picture could be carved around the specific areas the forum can address and how these will be identified. Two presentations were made during the second meeting, one on the Ministry of Justice Race Review and another of progress in reporting hate crime within the framework of the 70 recommendations made under the Macpherson Inquiry report.

# The Launch

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The launch was held at the Equality and Human Rights Commission and focussed on the 10 year anniversary of the Stephen Lawrence Inquiry. The speakers gave presentations into different areas of progress and disproportionality in the criminal justice system since the original recommendations. The speakers were Trevor Phillips, Dru Sharpling; Cindy Butts, Elena Noel, Nathan Lewis and Doreen Lawrence, mother of the late Stephen Lawrence. In attendance were representatives from the statutory, private and third sectors, working in the area of criminal justice.

## Key Messages

Dr Theo Gavrielides opened the event by introducing the background to the Transformative Justice Project, the Stephen Lawrence Inquiry and the issues still salient to hate crime. He said that TJP will build upon the work that has been done over the past 10 years since the Inquiry and encourage a cross sector, multi-agency approach to ensure that there is joined up working and information sharing between the statutory and third sectors when it comes to tackling issues such as hate crime and using restorative justice. He commended the many people in attendance who have been the initiators of change over the past 10 years and who supported the launch of the project.

EHRC Chair Trevor Phillips then delivered a speech around the progress that had been made since the Macpherson Report across various areas but said that still there were issues of disproportionality in stop and search and that Black Caribbean boys were more likely to go to jail than to university. Trevor Phillips said that the 'canteen culture' in the police service still needed to be addressed and that the debate had now moved on from institutionalised racism to that of systemic expressions of racial bias.

*'...there is still a mountain of work to do to tackle racial prejudice. Stephens murder didn't mark the end of racist violence....and I think that the TJP as it is being projected will work to create a new environment for victims and families of hate crime, something that we really need today'*  
Trevor Phillips EHRC Chair

Chief Crown Prosecutor Dru Sharpling spoke of her faith in the criminal justice system being shaken when she was faced with the realities of the Stephen Lawrence Inquiry. She then went on to talk of the progress that she had seen in the CPS in terms of representations and culture change since the Macpherson Inquiry and also the changes in legislation that came about as a direct result of the Macpherson Inquiry.

Cindy Butts, who is the Chair of the Metropolitan Police Associations Inquiry into Race and Faith, stated that the Stephen Lawrence Inquiry forced not only the Metropolitan police service to look into the mirror but Britain as a whole. She commented that the MPS responded to the Inquiry recommendations and took them on in areas such as engaging with BAME communities and establishing independent advisory groups, however she surmised that the Inquiry also recommended that the police service should be representative of the diverse communities that it serves and there remained issues around three key areas; progression and retention, entrance to specialist units and retention. Updating on the findings of her ongoing Race and Faith Inquiry Cindy Butts talked about the current state of play in the MPS despite the 'glossy strategies and policies that are in place...' She stated that the way in which discrimination manifested itself in the MPS has

taken on a new form, more subtle and that the “values, aesthetics, language and ethics of the MPS are culturally male and white”. Officers who do not fit into this mould are discriminated against. Cindy Butts concluded by saying that whilst a lot of the focus had been on service delivery, the MPS had now to look inwards.

Doreen Lawrence offered an invaluable perspective from the focus of a victim of race hate crime. She spoke about the role of family liaison officers and said that even now, 10 years on there are families across the country who are left feeling unsupported when they have had a death in the family and that police appear more interested in gathering evidence from them as oppose to reporting back to the families and treating them as victims as opposed to perpetrators. She also commented on the lack of respect shown to families when the incidents are viewed as ‘black on black’ crime. She said that there was a need to accept that institutional racism was still a problem for the agenda to be able to move forward. The need for real trust and confidence in the police service is still lacking and Doreen Lawrence concluded that there should be a move from the focus on race and instead we should look at what unites us as human beings.

*The time is right for change, don't let this opportunity pass you by, cling to it with both hands'*  
Doreen Lawrence

Elena Noel, a practitioner, talked about her role as a mediator at a Borough level and the progress that she had seen over the past 10 years and highlighted the good work that was being done in the use of restorative justice in the field of hate crime. Nathan Lewis offered the delegates the perspective of his lived experience as a young person who had been subject to stop and search and other exposure to the police service as the victim of a burglary. He commented on the impact that disproportionate and negative interaction with the police has on his peers.

## Questions and Answers

Following the speeches, the delegates and panel members were free to ask questions of the speakers from the floor. Some of the points raised in the discussions are summarised below:

### **Institutional Racism**

- It must be clear as to where ‘systemic expressions’ come from if they are to replace the term ‘institutional racism’.
- Current indicators of racism are in forms of outputs and outcomes not about expressions or intent.

### **Use of Restorative Justice**

- The CPS are pro restorative justice and the EHRC has a role to play in some aspects of mediation.
- The EHRC’s principle way in which to promote the use of restorative justice is through the grants programme and funding and supporting projects, such as the TJP.

### **Schools Records of Reporting of Racial Incidents**

- Schools are failing to effectively report racial incidents at both a local and national level.
- OFSTED should take this on as a core function, they have a poor record of monitoring and enforcing not only racial incidents but other equality issues as well.
- The EHRC are talking to OSTED about their role in this area.
- The new Equality Bill and the Public Sector Duty that accompanies it will be a way in which to strengthen the law in regards to issues like these that affect public bodies.

### Reporting on Enforcement and Compliance

- There is a need for the EHRC to showcase the actions of enforcement that they take to harness confidence in communities.
- There are issues around confidentiality in some cases of enforcement but more should be done to highlight the work of the commission.
- At the moment there are 35 ongoing cases of public bodies subject to compliance action.

## Event Evaluation

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The event was attended by over 50 delegates and there was a good spread from the Third and Statutory sectors. Some of the organisations that the delegates represented were; Police service; Third sector; criminal justice system; academic institutions; local authorities; central government; faith organisations and funders.

Of the above categories there was representation at local, regional and national level and good cross sector representation.

When asked how they would rate the quality and the range of the panellists and keynote speakers, the delegates responded as follows;

<b>How would you rate the following aspects of the Transformative Justice Forum Project Launch:</b>			
	<b>Very Good</b>	<b>Good</b>	<b>Satisfactory</b>
Quality and Range of the Panellist speakers	41.2% (7)	<b>52.9% (9)</b>	5.9% (1)
Quality and Range of Keynote Speakers	35.3% (6)	<b>47.1% (8)</b>	17.6% (3)

Furthermore, 75% of the delegates rated the opportunity to network at the event as good or very good and 47% of delegates found the opportunities to ask questions either good or very good.

A critique of the event was the venue was difficult to find and some commented that because of timekeeping issues, there was not enough time at the end of networking.

When asked what particular aspects of the event that delegates enjoyed and general comments, some of the feedback was;

“Thank you for inviting me to an inspiring event.”

“Well Done team”

“I liked the presentation by Nathan Lewis”

“The speech by Dru Sharpling was the best bit”

“Doreen’s Lawrence's speech was the highlight”

“I liked hearing a young person’s view point.”

## Moving Forward

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The TJP is funded for four years and will be continuing to lead on the area of multi-agency, cross sector working to address issues around hate crime. In this year of the 10<sup>th</sup> anniversary of the Stephen Lawrence inquiry the TJP will be publishing a special edition of Supplement and holding a larger annual conference later in the year to showcase the work of the Transformative Justice Project and Forum and to highlight examples of good practice in the field.

## Appendix 1

### Delegate List for Marking 10<sup>th</sup> Anniversary of the Stephen Lawrence Inquiry Event

Yvette Williams *Crown Prosecution Service*  
Dru Sharpling *Crown Prosecution Service*  
Hywel Ebsworth *Crown Prosecution Service*  
Lynne Townley *Crown Prosecution Service*  
Claire Ward *Crown Prosecution Service*  
Susana Giner *Institute for Global Ethnicity*  
Ronny Flynn *Race Equality Foundation*  
Vandna Gohil *Voice4Change England*  
Ali Ahmed *NVSC/ROTA*  
Gaynor Humphreys *London Funders*  
Rob Neil *Ministry of Justice/ REALLITY*  
Rosita Caspersz *BTEG*  
Ibidun Fakoya *University College London*  
Paola Uccellari *Odysseus Trust*  
Marsha John *East Thames Group*  
Venetia Barton *Safer London Foundation*  
Karim Murji *Open University*  
Valerie Hudson *The Peace Alliance*  
Hyacinth Parsons *Government Office for London*  
Lewis Parle *IARS*  
Charlotte Keeble *Metropolitan Support Trust*  
Andy Gregg *London Advice Services Alliance*  
Glen Allison *Metropolitan Police Service*  
Lorraine Dongo *ROTA*  
Doreen Lawrence *Stephen Lawrence Trust*  
William Ackah *ROTA/Birkbeck University*  
Neena Samota *NACRO*  
Walati Singh *RECC*  
Clive Martin *CLINKS*  
Amanda Ariss *Equality and Diversity Forum*  
Kimmatt Edgar *Prison Reform Trust*  
Octavia Findlay *Lambeth Council*  
Zohra Moosa *Fawcett Society*  
Saifur Valli *ROTA*  
Kathryn Baer *ROTA*  
Anthony Salla *ROTA*  
Pavan Dhaliwal *ROTA*  
Theo Gavrielides *ROTA*  
Izabella Szykula *ROTA*  
Trevor Phillips *EHRC*  
Dinah Cox *ROSA*  
Cindy Butts *Metropolitan Police Authority*  
Elena Noel *Southwark Mediation Service*  
Nathan Lewis *ROTA*  
Bennett Obong *Metropolitan Police Authority*

## Appendix 2

### Speaker Biographies

## **Trevor Phillips**

On 8 September 2006, Trevor was announced as chair of the new Equality and Human Rights Commission, which inherited the work of the previous equality commissions on disability, gender and race in October 2007.

The Commission also has responsibility for the new areas of age, religion and belief, sexual orientation, and the promotion of human rights. Trevor's previous appointment was as Chair of the Commission for Racial Equality (CRE) from 1 March 2003.

Born in London in 1953, Trevor attended secondary school in Georgetown, Guyana, and then studied chemistry at Imperial College London. Between 1978 and 1980, he was president of The National Union of Students. He then went into broadcasting, becoming Head of Current Affairs at LWT in 1992. Trevor received awards from the Royal Television Society in 1988, 1993 and 1998.

He was elected as a member of the Greater London Authority in May 2000, and became chair of the Assembly later that month. Trevor is a director of Pepper Productions, founded in 1995, and was the executive producer on *Windrush* (which won the Royal Television Society Documentary Series of the Year award in 1998), *Britain's Slave Trade*, *Second Chance* and *When Black Became Beautiful*. He is a vice president of the Royal Television Society.

At present, he is a board member of Aldeburgh Productions and The Bernie Grant Centre in Tottenham. He is a patron of The Sickle Cell Society. Between 1993 and 1998 Trevor was chair of the Runnymede Trust. In addition to many newspaper articles and comment pieces, Trevor has co-written *Windrush: The Irresistible Rise of Multiracial Britain* (with Mike Phillips), published in 1998, and *Britain's Slave Trade* (with S.I. Martin) published the following year.

## **Dr Theo Gavrielides**

Dr. Theo Gavrielides is the Chief Executive of Race on the Agenda. He is a restorative justice and human rights expert with particular interest in issues of public and social policy, strategy and public service delivery. He also serves as a member of the Crown Prosecution Service Community Involvement Panel.

Previously, he worked at the Ministry of Justice as the Human Rights Advisor of the Consumer Strategy and Constitution Directorate's Human Rights Insight Project, which aimed to identify strategies that will further implement the principles underlying the Human Rights Act and improve public services. He also advised on the Ministry's Education, Information and Advice 3 year Strategy. During 2002-2004, he worked as a researcher at the Centre for the Study of Human Rights of the London School of Economics and Political Science (LSE) alongside Professorial Research Fellow Francesca Klug OBE. He is also a legal counsel specialising in criminal law, human rights and EU law. He taught criminal law and common law reasoning and institutions at the University of London, and has acted as a human rights and criminal justice consultant for various Chambers and government bodies.

Dr. Gavrielides obtained a doctorate from the London School of Economics and Political Science (PhD, 2004) and a Masters in Human Rights Law from Nottingham University (LL.M in Human Rights Law, 2000). He graduated from the National University of Athens with a law degree and practised law at Gavrielides & Co. He has published extensively in academic journals (e.g. "Criminal Law Forum", "Ratio Juris", "International Journal of

Comparative Criminology”, “European Journal of Criminology”), while his book “Restorative Justice theory and practice” has been published by the European Institute for Crime Prevention and Control affiliated with the United Nations (HEUNI).

### **Dru Sharpling**

A former Magistrate’s Clerk in the then Inner London Magistrates’ Court Service, Dru was called to the Bar in 1987. The same year she joined CPS London as a Senior Crown Prosecutor, prosecuting in central London courts for several years.

In 1991 she moved to CPS HQ and was involved in establishing the first CPS Inspectorate. She carried out a number of inspections at CPS offices around the country.

In 1993 she headed up a newly-created Casework Services Unit, leading a team designing policies and practices in the trial process and providing practitioner input to the formulation of legislation. In the process she had to liaise closely with other criminal justice agencies. She represented the CPS at national level and regularly briefed the DPP and Ministers. She was active in preparing guidance on the treatment of victims and witnesses and the handling of child abuse cases.

While at HQ Dru chaired a working group examining ways in which the Bar and CPS could work together more effectively, leading to the publication of service standards. In 1997 she was appointed Chief Crown Prosecutor for Central Casework, the forerunner of the Casework Directorate. Central Casework dealt with serious and sensitive cases, including substantial fraud, terrorism, breaches of the Official Secrets Act, extradition and confiscation.

She left the CPS in 1999 to work in the City as an associate with Penningtons, a well-established firm of solicitors covering corporate, private client and commercial property work, as well as public administrative law. In June 2002 Dru rejoined the CPS as Chief Crown Prosecutor for CPS London Area. Dru currently chairs the Equalities Board, the Crimes Against the Older Person Steering Group and the Joint Advocate Selection Committee. She has also chaired the London Criminal Justice Board and London Equalities Commission.

### **Cindy Butts**

Cindy Butts became a member of the Metropolitan Police Authority (MPA) in 2000 and was returned for a second term of office in July 2004, since when she has been continually elected as one of the Authority’s two deputy chairs. Holding a BA in Social Anthropology and Politics from the School of Oriental and African Studies, University of London, Cindy was formerly a researcher for the Economic Secretary to the Treasury and then a House of Commons Researcher. Cindy is a member of the Home Secretary’s gun crime round table, a long-standing member of the Operation Trident Independent Advisory Group, and chairs the London-wide Crown Prosecution Service Hate Crime Scrutiny Panel. She chaired the MPA’s significant gun crime scrutiny, published in February 2004, co-chaired the Authority’s scrutiny into MPS participation in Crime and Disorder Partnerships, and also led an independent evaluation of MPS Community Race Relations training. She was a panel member for the Authority’s ground breaking year-long enquiry into the causes and effects of terrorism amongst our diverse communities, ‘Counter-Terrorism: The London debate’, which published 73 recommendations in February 2007. Cindy leads for the Authority on the Citizen Focus agenda within the MPS and co-chairs (with Baroness Helena Kennedy) the MPA Domestic Violence Board set up to monitor, scrutinise and support the MPS in its performance and response to domestic violence. She is currently leading a working group to oversee MPS participation in the national trial extending the use of Taser to non-firearms trained police officers.

### **Elena Noel**

Elena Noel has been a Mediator for over 10 years experienced in Community Mediation, Family and homelessness Mediation prevention, and Hate Crimes. Elena has a Postgraduate Diploma in Mediation and Conflict Resolution from the University of London and the Institute of Family Therapy.

Currently, Elena is the Manager of the Hate Crimes Project at Southwark Mediation Centre. To date she has worked over 400 cases of hate crime often encountering large scale and very volatile situations (racism, homophobia, religious hatred). The Hate Crimes Project has received a number of commendations and awards for Best Practice and excellent service delivery and leadership. This work has been effective in tackling incidents of repeat re-victimisation, and has been recognised by the Metropolitan Police Service, Home Office, Safer Southwark Partnership, Metropolitan Police Authority – Pan London Race Hate Forum, The Runnymede Trust and others. The work of the Hate Crimes Project has been highlighted in the Runnymede Trust research paper '*Preventing Racist Violence*' in October 2005 and included in the Office of the Deputy Prime Minister 'Toolkit' launched in February 2006.

Elena is a trainer in mediation conflict resolution and conflict management and hate crime for other mediation services, and consultant to those involved in research, crime reduction and the wider applicability of mediation and community cohesion. She has been a Neighbourhood Renewal Advisor for the Office of the Deputy Prime Minister in Conflict Resolution and a university lecturer. She has been involved in the supervision of Post Graduate and Post Doctoral Student Fellowship programme for students interested in conflict and community cohesion from the international community.

### **Doreen Lawrence**

Doreen was born in Jamaica and travelled to the UK when she was nine. She returned to education as a mature student once her children were at the stage in their lives when they were settled in school. In her first year back into education she completed an Access course and then embarked on a BA Hon Humanities degree. During the first year of her degree Doreen's son Stephen was murdered and was left with no choice whilst continuing her studies but to challenge the justice system and the police because of their racism against her family. Doreen completed her degree in 1995.

Doreen also holds a postgraduate certificate in Counseling Skills and diploma in Therapeutic Counseling. She has been awarded with four honorary degrees, by the University of East Anglia, Bradford University, Staffordshire University and University of Greenwich.

Doreen is the Director of the Stephen Lawrence Charitable Trust. The Trust was set up in 1998 to give bursaries to young people who want to study architecture because that was what Stephen wanted to do. There is now a Stephen Lawrence Centre built in Stephen's memory to provide a broader range of the professional and vocational skills that help shape our environment. Doreen is also invited to visit and give speeches at schools and different organisations. She chairs; the Trust and Confidence Group at the National Police Improvement Agency (NPIA); the Racist Incident Group and the Stop and Search Group. These groups are working with the police service after the report that came from the Lawrence Inquiry in 1999 that looked into the murder of her son Stephen, and the lessons to be learnt.

### **Nathan Lewis**

Nathan Lewis is an Intern who joined ROTA in February 2009. In 2008, He graduated with a degree in Economics from The University of Birmingham. He was selected to be one of the young advisors for the REACH Role Model Project. He is a member of the Jamaica Diaspora Youth Association, an organisation that empowers the Jamaican Community, and in 2008 travelled to Jamaica as part of a group that designed a development plan to senior ministers in the Jamaica Governments

## Appendix 3

### Transformative Justice Forum Members

Yvette Williams (Forum Chair) - Equality and Diversity Manager at Crown Prosecution Service

Dr Theo Gavrielides - Chief Executive at ROTA

Martin Greenslade - Programme Director at ACPO

Karim Murji - Senior Lecturer & Independent Member at Metropolitan Police Association & Open University

Neena Samota - Policy and Research Manager at NACRO

Lynne Townley - Senior Policy Advisor at Crown Prosecution Service

Lewis Parle - Head of Youth Programmes and Research at Independent Academic Research Studies

Natasha Broomfield-Reid - National Diversity Manager at Victim Support

Denis Fernando - Coordinator at Lesbian And Gay Coalition Against Racism

Glen Allison - MPS

Walati Singh - Hate Crime Coordinator at London Borough of Redbridge

Elena Noel - Manager of the Hate Crimes Project at Southwark Mediation Centre

Liz Dixon - Hate Crime Coordinator at London Probation

Charlotte Keeble - Research & Consultancy Manager at Metropolitan Support Trust