



Ministry
of Justice

Sir Robert Neill MP
Chair of the Justice Committees
House of Commons
London
SW1A 0AA

The Right Honourable
Alex Chalk KC MP
Lord Chancellor & Secretary
of State for Justice

MoJ Ref: 110873

4 December 2023

Dear Sir Bob,

HIS MAJESTY'S CHIEF INSPECTOR OF PROBATION - RECRUITMENT

Following correspondence in May 2023 agreeing the plans to recruit a new HM Chief Inspector of Probation (HMCIP), I am now writing to confirm that I have selected Martin Jones, currently Chief Executive of the Parole Board, as the preferred candidate for appointment to the role.

The appointments process has been run in accordance with the Governance Code on Public Appointments and the role is regulated by the Commissioner for Public Appointments.

Mr Jones brings significant experience of public service and working in the justice system. I consider that Mr Jones has the skills, experience, and qualities to meet the challenges currently facing the inspectorate and is capable of delivering the vital public interest role of independently assessing the effectiveness and quality of probation and youth justice services.

At interview, the assessment panel found that Mr Jones demonstrated a clear understanding of both the wider context in which the Inspectorate operates, and of the role of HMCIP. They noted that his considerable experience of effectively leading a large organisation of comparable complexity to HMI Probation and his results-driven approach will support the successful leadership of the Inspectorate and will enhance performance and outcomes in the Inspectorate and wider probation and youth justice services.

Mr Jones has not declared any relevant interests or political activity. Confirmation of this, and information about the campaign, including the role criteria, tenure and remuneration, panel membership and campaign timeline are set out in **Annex A**. A copy of Mr Jones's CV is at **Annex B**.

Candidates were informed prior to application that the position was subject to scrutiny by the Justice Select Committee. I understand a hearing is scheduled for 12 December and I will give careful consideration to the Committee's report before deciding whether to proceed with the appointment.

Yours sincerely,

RT HON ALEX CHALK KC MP
LORD CHANCELLOR AND SECRETARY OF STATE FOR JUSTICE

Annex A

HM Chief Inspector of Probation - Pre-appointment hearing with the Justice Select Committee

Information on the preferred candidate:

Name of the preferred candidate:	Martin Jones CBE
Candidate's current CV (redacted for publication)	Annex B
Declaration of relevant interests made by the candidate	None
Declaration of relevant political activity in the last five years, made by the candidate required under paragraph 9.2 of the Governance Code on Public Appointments	None
Proposed terms of appointment and remuneration (if any)	• Tenure: three years • Time Commitment: 37 hours per week • Remuneration: £135,000 per annum
Job description	• The Chief Inspector has a duty to ensure the inspection of probation and youth offending services in England and Wales and provides a vital public interest role by independently assessing the effectiveness and quality of these services and in providing independent scrutiny of the quality of work undertaken with individual offenders. • In 2021, the department implemented the probation unification programme, bringing together services from across the former Community Rehabilitation Companies and the former National Probation Service to create a new, unified Probation Service, which is part of His Majesty's Prison and Probation Service (HMPPS), an executive agency of the Ministry of Justice (MoJ). That service is supported by a dynamic framework of commissioned specialist services. The service is now focused on improving its performance with pace by recruiting staff at unprecedented rates and continuing to improve the probation estate and the use of digital tools. • Youth Offending Teams (YOTs) are the key frontline agency responsible for supporting children in the youth justice system away from crime and (re)offending. In recent years, we have seen significant increases in the number

of children in the system being successfully diverted away from it. However, significant challenges remain – how YOTs work with the very vulnerable, often violent, cohort of children still in the system and how they liaise with other local services to identify and intervene before children reach that stage. HMI Probation's YOT and thematic inspections are critical to driving improvements in this vital service.

- The Chief Inspector will provide independent assurance to the public on the effectiveness of probation and youth offending work through delivering and developing programmes of inspection and the inspection methodology or “framework” against which both probation services provision and YOTs are inspected. The Chief Inspector as the public face of the inspectorate plays a key role in ensuring that this work is delivered in a way that maximises its impact. A new Chief Inspector will be closely involved in developing the framework for a new cycle of youth inspections to start in 2024. In addition to inspections of individual or regional services, HMI Probation publishes regular thematic reports on key issues in the criminal justice system. It also plays a vital role in assuring the quality of Serious Further Offence (SFO) reviews undertaken by the Probation Service, and occasionally, at the request of the Secretary of State, independently reviewing individual cases.
- Working closely with the Senior Management Team, the Chief Inspector will visibly lead inspection and headquarters staff and manage a tight budget and is accountable to the Permanent Secretary at the Ministry of Justice (MoJ) for the appropriate use of resources in accordance with budgetary delegation arrangements.
- The Chief Inspector has a statutory requirement to consult other Chief Inspectors and Ministers on the development of HMI Probation's programme and framework. The Chief Inspector also needs to work effectively with officials from the MoJ while maintaining the independence of the inspectorate from the inspected agencies and continuing to make judgements independent of Ministers and the department.

Role Criteria	<u>Essential criteria</u> • Outstanding leadership skills and experience, including successfully managing people, limited resources, and finances, balanced against demanding workloads in a challenging environment. • An ability to process, interpret and present complex information and to offer well developed analytical reasoning to inform independent judgements based on evidence. • An understanding of inspection methodologies as well as the risks and challenges associated with inspection in a challenging and competitive environment. • An ability and commitment to drive transformed performance of probation and youth justice services, using evidence to support conclusions. • Significant interpersonal and stakeholder management skills including the ability to work collaboratively with a range of stakeholders, and communicate credibly and effectively with Ministers, HMPPS leaders, other inspectorates and select committees. • An ability to handle the media along with the ability to deliver difficult and challenging messages. <u>Desirable criteria</u> • Evidence of valuing and promoting diversity. • Additional relevant experience which is transferable to the running of a public body. • An understanding of the policy, political and media landscape in which the inspectorate works.
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Campaign Information

Campaign launch date	24 May 2023
Campaign closing date	20 June 2023
Sift	26 July 2023
Interviews	27 September 2023
Reason for any change to the timetable originally published	Not applicable.
Advertising strategy	The role was open to applications between 24 May and 20 June 2023. The role was advertised on the Cabinet Office public appointments website and via our regular social media channels such as Women on Boards and NEDs on Boards.
Advisory Assessment Panel	• Ross Gribbin, Director General Policy, Ministry of Justice, Panel Chair • Sir Peter Rubin, Emeritus Professor of Medicine at the University of Nottingham, Senior Independent Panel Member • Mark Rawlinson, Lead Non-Executive Director, Ministry of Justice • Karyn McCluskey, Chief Executive, Community Justice Scotland
Number of applicants	Nine
Number of candidates invited to interview	Three
Number of candidates found appointable	Two

Diversity Data:

Of the nine applications received, all declared their diversity data, however, in line with ONS guidance on statistical disclosure, there are fewer than five candidates in each category and therefore disclosure of data is not possible.

Table A: Gender

	Percent Male	Percent Female	Percent identified another way	Percent not declared
Applicants *	N/A	N/A	N/A	N/A
Shortlist ** (applicants invited to interview)	N/A	N/A	N/A	N/A

Table B: Ethnicity

	Percent White	Percent Ethnic Minority	Percent not declared
Applicants *	N/A	N/A	N/A
Shortlist ** (applicants invited to interview)	N/A	N/A	N/A

Table C: Disability

	Percent Disabled	Percent non-disabled	Percent not declared
Applicants *	N/A	N/A	N/A
Shortlist ** (applicants invited to interview)	N/A	N/A	N/A

CURRICULUM VITAE

Martin Jones CBE

2015 - Present: Chief Executive of the Parole Board

Responsible and accountable for the leadership, performance and management of an independent public body which operates as a court to decide whether the most serious offenders are safe to be released from prison. Direct leadership to 500 people including 330 public appointees, who make over 30,000 decisions a year; and oversee a budget of c£25m.

In June 2021 Mr Jones was awarded a CBE for services to victims, transparency, and diversity in the parole system.

2021 - Present: Chair of the Association of Chief Executives

The umbrella body representing the interests of arms-length bodies across public service.

2017 - Present: European Vice-President, Association of Parole Authorities International

2012-15: Deputy Director, Sentencing Policy, Ministry of Justice

Developed and delivered complex reforms to the sentencing framework through an extensive programme of legislative change through four Acts of Parliament. This included: reforms to community sentences; working with the police service on restrictions on the use of cautions; minimum sentences for repeated knife possession and designing a new sentence type for terrorists and those who commit the most serious sexual offences against children.

2008-11: Head of Crime, Her Majesty's Courts and Tribunals Service

Collaborated with other agencies and the senior judiciary to oversee the courts' response to the 2011 public disorder (including working in the Ministry of Justice Gold Command and setting up 24-hour court sittings in London and elsewhere).

2004-08: Her Majesty's Courts Service: Head of the "Criminal Justice: Simple, Speedy, Summary" Programme and Court Innovation Teams

Worked with senior judges, police, and other criminal justice partners to design and deliver the award-winning Criminal Justice: Simple, Speedy, Summary change programme, which improved the speed and efficiency of criminal cases by over 30%.

Established the ground-breaking specialist court programmes on domestic violence to make them more responsive to the needs of victims and setting up the first drug court pilots in England and Wales (in West London and Leeds).