



Ministry
of Justice

Lord Timpson
Minister of State for Justice

Andy Slaughter MP
Chair, Justice Select Committee
House of Commons
London
SW1A 0AA

MoJ ref: SUB123583

2 May 2025

Dear Andy,

HMPPS PROFESSIONAL STANDARDS – RADEMAKER REVIEW

I am writing to the Committee to make you aware that, on 6 May 2025, I will be launching the publication of a review into His Majesty's Prison & Probation Service (HMPPS) Professional Standards and announcing the steps we are taking in response to its recommendations. I am sharing a copy of the review and our response in advance of publication. These documents remain under embargo until they are published on GOV.UK.

On 25 October 2023, HMPPS commissioned Jennifer Rademaker, an MoJ Non-Executive Director, to look at our organisational culture and how we apply our policies, procedures and practice relating to bullying, harassment and discrimination. Jennifer commenced her work in December 2023. Her final report was submitted on 4 October 2024.

I am pleased to publish Jennifer's thorough and thoughtful review. As HMPPS says in its response, we have accepted all of its 12 recommendations and work is underway to implement the changes.

The Review marks a pivotal moment for HMPPS. It makes clear that more must be done to uphold the high professional standards our vital work demands. It challenges us to do better – with practical recommendations to support and build on the work we are already doing to tackle these issues – and we are determined to meet that challenge.

I would be very happy to discuss our work in this area with the Committee in due course.

Yours sincerely,

Lord Timpson
Minister for Prisons, Probation and Reducing Reoffending

Enc. Rademaker Review (embargoed until publication)
HMPPS/MoJ Response to Rademaker Review (embargoed until publication)