

Andy Slaughter MP
Chair of Justice Select Committee

MoJ ref: SUB132625

By email only

13 March 2026

Dear Andy,

Ending the Cycle of Reoffending

Thank you for your letter of February 10th seeking further clarification on points made in our response to the first part of your report on reoffending which focussed on rehabilitation in prisons.

As the Committee will appreciate, the prison and probation system I inherited was in poor shape, and we faced the immediate challenge of managing the prison capacity crisis. Now the Sentencing Act has passed there is still a lot of detailed work to do to implement the reforms. This will create the headroom and breathing space the service so desperately needs.

I recognise the particular concerns you have about prison education, and accept we need to do more to deliver a high quality curriculum which meets the needs of all prisoners. We intend to publish data setting out changes to the amount of delivery by the end of this month. An immediate challenge is to increase the numbers of prisoners we allocate to education and work in prison, and drive up attendance so that we can maximise the use of classrooms and workshops to ensure good value for money from our current contracts.

I also want to modernise prison education, skills and work, creating a joined-up system that helps prisoners progress from basic literacy through to accredited skills and real work experience, which is a priority of mine. We are making progress. Already approximately 90% of all prisons now have access to some form of in-cell technology, and the new Digital Education Platform is expanding access to online learning.

To support literacy, I was pleased to announce Lee Child as the inaugural Prison Reading Laureate for 2026, and I am keen to expand our apprenticeship programme and grow our commercial partnerships. This includes delivering a working week programme in five Category C prisons, to ensure prisoners work a fuller working day and we strengthen our links with employers. I would be pleased to discuss plans for going further if you would find that helpful?

In response to your specific questions, I set out further information below:

How does the Government plan to implement the scheme and ensure this Earned Progression Model does not instead become an Earned Regression Model. Otherwise, the department must provide clear confirmation that this will not be a part of the regime as originally intended by the Independent Sentencing Review.

The Committee is right to identify that the model we are introducing via the Sentencing Act focusses on preventing bad behaviour in prisons, rather than directly incentivising good behaviour or engagement with the regime. This was something we carefully considered while developing the legislation. While the earned progression model, as implemented in Texas was very much the inspiration for the Independent Sentencing Review, and is a system that the Government would like to see replicated here, we are not currently in a position to introduce a model which incentivises good behaviour in that way.

Our priority must be to put the prison estate on a sustainable footing, and in order to play its crucial role in this, it is essential that our model for release can be implemented quickly and effectively. A model incentivising good behaviour as Texas does, would not be possible within the current operational and legal structures that govern our prisons. Our focus must be on ensuring that prisons can operate as effectively as possible and implement the Sentencing Act changes. We are therefore using the established Adjudications system that we know works to address bad behaviour and is legally robust.

We will also be making this system tougher. Secondary legislation will be used to double the maximum number of added days, from 42 to 84 days per incident, that can be imposed by Independent Adjudicators for serious rule breaking. There will be no automatic release for badly-behaved prisoners under the progression model, and they could stay in prison until the end of their sentence.

We are supporting and incentivising offenders to make the right choices, to prepare them to lead crime-free lives when they leave prison, and help make our prisons safer and more secure. Whilst the Sentencing Review also recommended that the behaviour requirements could be expanded in the future when the prison capacity situation allows, our current Incentives Policy Framework inside prisons already encourages prisoners to play by the rules and to turn their lives around.

To be clear, the incentives offered to prisoners are a privilege and not a right. Prisoners who fail to abide by the rules will be met with strong sanctions. We expect prisoners to work in prison and, where they have educational needs, to engage in classes to develop their skills.

I am determined to ensure the successful delivery of this model and to carefully monitor how it is working once implemented. To that end, I am Chairing a Fortnightly Implementation Board which includes representatives from frontline staff. I will be happy to update the Committee later in the year when we have implemented the model, to discuss progress and initial assessment of how the model is working.

Can you provide further details on what the Comprehensive Induction Process includes, and when HMPPS plans to implement the Workforce Planning Guide?

We remain committed to ensuring that all staff receive a comprehensive induction process. This work is being progressed through the Enable programme, a psychologically and operationally informed workforce transformation programme for prisons.

As part of that programme, a new Generic Induction programme is being developed for all HMPPS starters, designed to introduce both operational and non-operational staff to the realities of working in a prison environment, along with the key skills, values and behaviours expected

across the organisation. This programme is currently in development and is scheduled for trial later this year.

Work is also underway to strengthen the induction process and training available for specific roles across the service. For example, we are refreshing foundation training for new prison officers; enhancing induction packages for specialist roles in administrative hubs such as the Offender Management Unit; introduced a new package for Custodial Managers to build leadership confidence and capability; launched a new national Governor Induction programme for all newly promoted Governors across the Public Sector Prisons estate, including those on temporary promotion. Further work is planned to develop a tailored induction process for staff progressing into Head of Function roles.

The work of the Enable programme will also be supported by a Workforce Planning Guide. The first part of this guide, which focuses on supporting staff in newly promoted roles or on temporary promotion, has completed Trade Union engagement, and will be shared in May 2026. I would be happy to arrange a session with lead officials here to talk you through the approach and how we are implementing it.

Why is it not feasible for the implementation of this work to be completed within 12 months? When does HMPPS anticipate this will be completed by instead?

Enable is being structured as a 5 year plan that will build over the years by adding additional grades and roles year on year. Current plans are to develop Heads of Function, Operational Support Grades and Supervising Officer packages during the financial year, 2026/2027.

The scale and scope of the work taking place to improve the training and support offer to prison staff under the Enable Programme is therefore a considerable undertaking. Our early focus has been on a suite of Core Capability Packages for existing officers with less than 2-years' experience, the Foundation Training package for new starters, the Custodial Manager package for first line managers and a package of support for Governors, as these were the areas identified as in most urgent need of attention.

To design, test and implement a new suite of capability packages for all prison staff, at all grades, requires significant resource and time to build, and to assure the quality and effectiveness of new products before rolling out nationally. Prisons are not homogenous, and the time away from role to be trained and apply that learning will differ slightly for each prison, as well as the capacity of the prison to facilitate the time needed to deliver additional training and support staff. It is not always feasible or practical to do this on quickly and on a large scale.

We are therefore planning a phased approach, which will see the introduction of Enable products in a managed and sustained way over the coming years.

The department confirmed a new governance function to oversee the capability programmes, but it is yet to be established. When will this be established and will you write to the Committee with its initial progress in 6 months' time?

The Training Oversight Function will be formally established as of April 2026. It will fill a recognised system gap by providing a single, structured oversight mechanism responsible for training content, standards, delivery and evaluation. Its ambition is to establish a clear curriculum and training expectations for each grade across the service. The function is hosted within the

Enable Programme, and work is already underway to align it with the established Probation model, supporting greater consistency in approach across the Agency.

The early focus of the Training Oversight Function has been on recruitment and drawing on learning from Probation and comparator organisations, including the Irish and Scottish Prison Services and the fire service. Initial activity includes a comprehensive mapping exercise to bring together the existing training and capability offer by role and grade, introduce clearer designation of learning, and establish a proportionate quality assurance framework covering product quality, delivery and impact.

On prison maintenance, when do you expect funding allocations to be confirmed for the next period, and will you write to the Committee following the outcome of this allocations process?

We are continuing to work through the final affordability and programming elements of the capital maintenance allocation and we will write and update the committee when plans are agreed in late April.

On Governor Autonomy, when does the department expect to complete this review by, and will the department write to us with its findings?

As outlined in the September 2025 response to the Justice and Home Affairs Committee, we continue to review Governor autonomy. As part of this we have been looking at the Free, Flex, Fixed (FFF) document, which was put in place to give operational leaders guidance on the flexibility afforded to them within their current powers. The review of FFF is currently taking place, and is due to be completed by the end of April 2026. The Government will be happy to share further information with the Committee after April. This work will not result in a formal publication, but rather an ongoing mechanism for HMPPS to engage senior leaders on ways we can support Governors and the innovation they can drive.

FFF is based on a number of key policy areas that Governors had identified as important to the operational line, and it addresses the most significant powers within these areas. Importantly, the FFF document does not replace or change any underlying guidance or policy documents. Rather it is a summary sitting above guidance and national policy to facilitate easier access, navigational and understanding of policy. Governors frequently drive innovation, for example, I am very impressed with those that have worked (sometimes with their facilities provider) to develop schemes such as 'Q Branch' to make sure prisoners can be trained and deployed to carry out maintenance tasks around the prison.

As outlined in the section below on contract management and procurement, we want to go further to provide Governors with more freedoms, whilst maintaining value for money and national consistency, and have made strong progress on self-service pilots locally. Additionally, we continue to follow Cabinet Office policy on the use of Government Procurement Cards (GPCs). However we consider requests for both higher individual spend limits and/or use of GPC for different types of expenditure on a case-by-case basis to meet business needs. We have established a process that is already in place, and available through the MoJ Intranet to request such changes.

Some private sector prisons are currently performing better than their public service counterparts. This was evident during our recent visit to HMP Bronzefield, and HMP

Oakwood is regularly identified as a high-performing prison. Can you set out how you plan to mitigate this disparity in service provision going forward?

While some privately managed prisons are currently performing better than their public sector counterparts, the reverse is also true, with strong and weak performance evident in both parts of the system. This has, on occasion, required HMPPS to intervene in privately managed establishments, including stepping in to take over operations in two cases in the last decade. Overall, there is no evidence of a systemic performance disparity driven by private/public operations alone, and recent analysis reinforces the conclusion that public or private status does not, in itself, lead to inherently better or worse outcomes.

The key challenge for HMPPS is how to consistently identify and spread good leadership, good delivery and effective practice from well-performing sites across the estate. This sits at the heart of current work to establish stronger platforms for shared learning.

On Contract Management and Procurement could you set out when the new 'self-service' programme is due to be introduced, and write to the Committee in 12 months' time following this date with an update on how successful the implementation process has been?

There are two self-service programme pilots currently underway. One is a pilot programme for low value self-service procurement of goods. This has commenced and we are working closely with the prison administration teams to tune the service. We have already processed c£1 million of purchases, and the initial feedback is positive.

Secondly, we have a pilot programme across initially two, and then four, of the eight probation regions for the self-service procurement of relatively low-value rehabilitation services. This pilot has also been completed, and was successful, saving commercial professional time, providing greater probation leadership autonomy and enhancing the supplier relationships. We are working with the remaining regions to formulate a programme for a complete rollout. So far, so good and we will, of course, update the Committee in 12 months time.

We welcome the renewed focus on measuring time spent in rehabilitative activities and purposeful activity. To confirm, will this be via the Digital Prisons Service Activities and Appointments tool? If so, why will it take until year end 2027/28 for this tool to be rolled out across the prison estate?

The Purposeful Activity metric in the prison performance framework will continue to monitor the proportion of prisoners in at least half time purposeful activity. Halftime is defined as having attended at least 30 minutes of activity in at least four separate sessions per week.

For the 2026/27 performance year, prisons that have migrated to the Digital Prisons Service activities and appointments service will use an expanded definition of activities, including appointments. The remaining prisons will move to this expanded definition in 2027/28. Although migration to the new DPS service will be completed earlier, in order to maintain consistency of performance reporting we avoid changing measure definitions in-year. If we feel it can happen faster we will accelerate the plan.

Performance outcomes from the prison performance framework are regularly monitored internally and reported to the Prison Performance Committee each quarter. If helpful, I would be happy to

arrange a presentation from relevant officials on the framework, and how we use it to manage performance.

When a prison is identified as struggling with its delivery offer via Prison Performance Ratings, what process is in place for the provision of targeted specialist support through regional improvement teams? We welcome further detail on the remit of this team and how is success measured following support

HMPPS has developed a practical and structured approach to support prisons in strengthening the delivery of purposeful activity. The Purposeful Activity Toolkit consists of facilitated workshops that bring together key staff within an individual prison, and includes feedback from prisoners. These workshops are designed to identify operational barriers and opportunities for improvement, agree locally appropriate solutions, and develop a clear, prioritised action plan to improve purposeful activity performance.

Staff within Area Executive Director (AED) Areas have been trained to facilitate the purposeful activity workshops in prisons, enabling AEDs to target and prioritise support effectively. Using the performance metric and inspection outcomes, AEDs are accountable for identifying where purposeful activity is underperforming in prisons across their area, and for deploying their resources - trained in delivery of the Purposeful Activity Toolkit - to provide support and drive improvement.

AEDs can track progress against agreed action plans, with performance monitored through the purposeful activity performance metric, including through the Prison Performance Committee. Prisons in the sustained improvement group will receive additional oversight through their Sustained Improvement Support Plans (SISP) with governance through the SISP Board and escalation, where necessary, to the Director General Operations Improvement Board.

One of the areas where I am keen drive improvement is Prison Industry. HMPPS are developing a Growth Strategy which will expand the production of goods for the internal market and products for other government departments. We also want to develop new commercial relationships that can increase the number of workspaces and improve the utilisation of workshops in prisons.

On Release on Temporary License (ROTL), we accept that the Government keeps the policy and operational framework under constant review. However, the Committee asked the department to specifically undertake a review due to concerns heard throughout our inquiry regarding inconsistent use. Furthermore, detail is lacking on the work that is set out. You said you are focusing on practical improvements through operational pilots and targeted actions, what are they? You recognise improving public understanding of ROTL is important but did not set out how you plan to address this. Again, this is a recommendation you have accepted, but we do not deem it so. We reiterate our call for a review of the operational framework for ROTL

We are working to clarify aspects of the ROTL Policy Framework to make it as unambiguous as possible for frontline staff, including updating forms and processes across the Prison estate as necessary. Alongside this, we are identifying and addressing the key blockers identified across the estate and to strengthen consistency in delivery. We are also progressing practical operational improvements such as standardising paperwork and timelines, clarifying responsibilities within the decision-making process, and supporting governors to prioritise ROTL activity.

I agree on the importance of improving public understanding of ROTL and teams are developing clearer external facing materials as part of this work. Taken together, these targeted actions amount to a practical programme of work to increase ROTL opportunities wherever possible.

I have chaired several ROTL summits bringing together policy, operational and Employment Board representatives, to provide robust assurance on delivery of the actions set out above. Mick Mills, the governor at HMP Hatfield is an expert on ROTL and brings vast amounts of inspiration and experience. To go further, a pilot at HMP Littlehey is testing operational improvements in practice, and we are exploring a further pilot within progression regime prisons. To be clear, ROTL is an area I am particularly focussed on, and, for many years, I have seen how powerful it can be.

it would be useful to understand why the site-specific action plans are not able to be shared in the public domain? To allow for effective scrutiny, it would be useful if the Department would give the Committee sight of these plans in confidence.

The Roadmaps to Effective Practice were designed as internal three-year plans developed specifically for each public sector Young Offender Institution (YOI). While Year 1 contained detailed actions and performance metrics to drive immediate improvement, Years 2 and 3 set out the broader ambitions for where each site aimed to progress over time. The intention from the outset was that, after completing Year 1, sites would review progress and then define Year 2 in greater detail; the same principle would apply for Year 3, ensuring each stage remained responsive, evidence-based, and tailored to evolving needs.

As internal business plans to improve performance, there was no commitment to publish these externally. The Youth Custody Service will however be happy to share the documents in confidence with the JSC to support the Children and Young Adults in the Secure Estate Inquiry.

When will analysis on the reduction of prison education be complete and when will HMPPS let prisons and prison education contractors know the outcome of this?

The changes in delivery volumes of prison education took effect in October 2025, following the agreement of Annual Delivery Plans between prisons and education providers. Therefore, prison staff and education providers will already be fully aware of the local changes in the prisons where they work. I have committed to publishing figures on establishment-level changes to Core Education delivery volumes, and this is expected before the end of the month. I will notify you as soon as the figures are available.

On access to higher education, the response said the Ministry of Justice and Department for Education will review the recommendation on access to student finance for prisoners. When will the Government commit to undertaking this review by and will you update both this Committee and the Education Committee on its findings?

We are reviewing the case to do this in partnership with DfE and expect to be able to update the committee on the outcome before the summer recess. Separately, I have agreed we should return to enabling University Partnerships where academics and students come in to study modules of higher education with prisoners. Given the sensitivities, this will be subject to enhanced risk assessment, stronger central monitoring and clear expectation that there will be no ongoing contact between prisoners and students in the community.

At the time of writing, there is still no published update to the neurodiversity action plan. What is the reason for the delay and when will you commit to publishing by?

The Government published a final update to the Cross-Government Neurodiversity Action Plan on 5 February 2026, which I have attached to this letter. This consolidates the significant and wide-reaching developments that have been made to improve support for neurodivergent people at every stage of the CJS since the Joint Inspectorates Review in 2021. As outlined in this final update, in partnership with policing, justice and health agencies, a wide range of work is underway to boost capability amongst staff, improve information sharing between agencies and enhance support available to individuals. We are committed to continuing to improve support for neurodivergent individuals across the criminal justice system and more widely, to build on the significant progress noted in this update.

To improve support for prisoners the Neurodiversity Support Manager (NSM) role has been rolled out across the prison service. NSMs implement a whole prisons approach to neurodivergence. They are responsible for improving processes to identify and support prisoner needs and ensure neurodivergent prisoners can access education, skills, and work opportunities within the prison.

In our report, we requested further details on how the Government aims to end the practice of prisons being used as a place of safety in the Mental Health Bill. This was not responded to. We therefore reiterate this request.

We are aware that sometimes the use of the term ‘place of safety’ is used mistakenly to describe a wider group of people in prison with severe mental health needs who do not meet the criteria for detention under the Mental Health Act and who have not been referred for a transfer to hospital care from prison.

The Mental Health Act will go some way to address these issues. The Act received Royal Assent in December 2025. The Act contains reforms to end the use of prison as a place of safety for people who have been assessed as needing hospital care, to meet their mental health needs. It also amends the Bail Act 1976, to prevent the remand of a defendant for their own protection, solely on the grounds of mental health. Instead, courts will be directed to bail the defendant and work with local health services to put in place appropriate support and care to address risks to their safety.

We are working with partners to create a robust implementation plan setting out the operational changes necessary to fulfil our commitment to commencing these reforms. This plan is complete and will focus on improving pathways to hospital from court, as well as from prison for those who are being held on remand, so that temporary detention in custody is no longer required whilst an appropriate bed is being identified. I have also visited Broadmoor hospital, to learn more about how this cohort of patients are managed.

To inform our planning, we set up the North East Health and Justice Hub to look at ways to improve the way that courts, health services and prisons work together at a local level to better support defendants with severe mental illness, smoothing the pathway into the right treatment for defendants. In addition, the Hub are testing ways to collect data on the number of people who will be affected by the reforms to make sure they are implemented only when it is safe to do so.

The Hub project will end in March 2026 and their findings on the use of prison as a place of safety will be shared with me in a briefing update planned for April. This will enable me to decide the next steps for this work.

In addition, I am organising a cross-government roundtable to discuss how we can reduce the number of people who are remanded for their own protection. I hope you find this additional information helpful, and I look forward to further updating on progress over the next six months.

I hope you and the committee have found this additional detail helpful. I would welcome the opportunity to facilitate any follow-up meetings that would be useful to continue engagement, for example in relation to prison education or performance.

I am heartened that despite the many challenges we are starting to see some signs of progress. I have been delighted by some improving HMIP scores in recent months but recognise there is still a long way to go.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'James', written in a cursive style.

Lord Timpson
Minister for Prisons, Probation and Reducing Reoffending



Ministry
of Justice

Cross-Government Neurodiversity Action Plan

Final progress update

January 2026

Background

In July 2021, His Majesty's Inspectorates of Prisons and Probation, with support from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services, published an independent review of adult neurodiversity in the criminal justice system, 'Neurodiversity in the criminal justice system: A review of evidence'¹ (the 'Joint Inspectorate Evidence Review' hereon in). The review was informed by a call for evidence, a consultation on personal experience of neurodivergence, roundtable events and remote fieldwork in police forces, probation services and prisons.

A Cross-Government action plan was published in response on 30 June 2022², which set out the extent to which the six recommendations were agreed and how they would be implemented. We committed to report on progress made against the delivery of the action plan and have since published six³ and 12-month progress updates⁴. This is our final update in response to the Joint Inspectorate Evidence Review which reflects the Government's priority to deliver fairer, more responsive services for those with neurodivergent needs.

Since the Neurodiversity Action Plan was published, further reviews have considered the support available to neurodivergent people both across Government and the criminal justice system, in the form of the Independent ADHD taskforce, the Chief Medical Officer review of the health of prisoners and those on probation, and the Justice Committee's report on rehabilitation in prisons. The CMO's review noted that "there has been an overarching improvement in organisational and staff awareness of the high number and potential needs and support requirements of neurodivergent people in prison" and that "various actions and initiatives have been taken in response to the independent inspectorate review's recommendations."⁵

¹ <https://hmicfrs.justiceinspectorates.gov.uk/publications/neurodiversity-in-the-criminal-justice-system/>

² https://assets.publishing.service.gov.uk/media/62bd9c26e90e075f2ac6045d/MoJ_Neurodiversity_Action_Plan_30_06_2022_001_.pdf

³ https://assets.publishing.service.gov.uk/media/63d002438fa8f53fe8067133/MoJ_Neurodiversity_Action_Plan_Six_Month_Final_edit_.pdf

⁴ https://assets.publishing.service.gov.uk/media/65085a4d22a783000d43e7c6/ND_Update_Action_Plan_Letter_September_2023.pdf

⁵ <https://www.gov.uk/government/publications/the-health-of-people-in-prison-on-probation-and-in-the-secure-nhs-estate-in-england>

Various aspects of these reports align with the objectives of the Neurodiversity Action Plan, particularly around diagnosis and screening, data and the need for Cross-Government and partnership working. They highlight where progress has been made and provide useful insight into where further work is needed. The Government is considering their recommendations carefully.

Next Steps

The criminal justice system plays a crucial role in keeping people safe, emphasising fairness and guaranteeing individual rights. It is a cross-system effort requiring a range of services in the community, the courts, prisons, and probation. As outlined in this final update, in partnership with policing, justice and health agencies, a wide range of work is underway to boost capability amongst staff, improve information sharing between agencies and enhance support available to individuals.

This is an ongoing commitment, and we are determined to continue to improve support for neurodivergent individuals across the criminal justice system and more widely. Over the next 12 months, HMPPS will continue to enhance functionality and embed the use of a new digital service introduced in October 2025, that enables key information on prisoner needs, including screener results and required adjustments, to be recorded and shared across the prison estate.

We also recognise that whilst significant progress has been made to the support offered in prisons, the Probation Service will play an increasingly vital role as the Government seeks to deliver the core recommendations of the Independent Sentencing Review⁶. We will therefore work with our partners in probation to explore targeted options for neurodiverse individuals whilst taking into account the pressure the Probation Service faces. Specifically, we will bring together expertise and lived experience through existing channels and resources, to better understand the gaps in this space. This scoping exercise will continue into 2026. Once complete, it will provide HMPPS with a coordinated approach to addressing the needs of those in our care who are neurodivergent in all settings.

Alongside this, we will work with our Cross-Government partners to align our priorities in light of more recent reviews which impact neurodivergent people in the criminal justice system, including the Independent ADHD Taskforce Report, the Chief Medical Officer's report and the upcoming Government response to the House of Lords Autism Act 2009 Committee's report 'Time to deliver: The Autism Act 2009 and the new strategy'⁷.

⁶ <https://www.gov.uk/government/publications/independent-sentencing-review-final-report>

⁷ [New autism strategy must deliver change for autistic people - Committees - UK Parliament](#)

Key Achievements under this Government

This section outlines some of the key achievements in this administration. The full table of updates is attached at **Annex A**.

Community and early intervention

- NHS England led a programme in collaboration with DHSC, HMPPS and MoJ to increase the use of Community Sentence Treatment Requirements. A Neurodiversity Specialist, funded by the MoJ, established several recommendations for supporting neurodivergent people who have been sentenced to a Community Sentence Treatment Requirements. All recommendations have been agreed and implemented. A progress report was published in 2025.⁸
- NHS England also carried out a national learning disability and autism benchmarking exercise whereby Liaison and Diversion services answered a series of service and staff level questions, designed to ascertain the extent to which services are meeting expectations in terms of policy and practices.
- For the first time, NHS England has published information on ADHD assessment waiting times at a national level, with the first release in May 2025, as part of its ADHD data improvement plan. DHSC is leading a Cross-Government Acquired Brain Injury Action Plan to support better outcomes for individuals with an Acquired Brain Injury, their families and carers, including those in the criminal justice system. DHSC plans to publish the action plan in first half of 2026.
- The National Police Chiefs' Council (NPCC) have agreed new data standards to improve the management of information relating to neurodiverse individuals. These standards will guide all police forces on capturing data within their systems for both employees and members of the public, supporting better practice and consistency.

Prisons and Probation

- When the action plan was published in June 2022, we had recruited Neurodiversity Support Managers in just four prisons. The role has now been successfully rolled out across the prison service and the work of Neurodiversity Support Managers has been recognised as an example of notable positive practice in a number of HMIP reports including HMP SEND, HMP Kirklevington Grange and HMP Lewes.

⁸ <https://journals.sagepub.com/doi/abs/10.1177/02645505241307647>

- To improve prison screening practices, a new Additional Learning Needs tool was introduced in October 2025 as part of the new Prisoner Education Service. This tool identifies individual strengths, and any additional learning needs they may have as well as what adjustments might help support them. The results of this screener will inform support across the prison as developments to existing digital systems, including integration of screening results into digital Learning and Work Plans and make it accessible to relevant staff across the prison estate plus a more coordinated approach with prison healthcare.
- HMPPS have a growing number of prisons with specialist wings or units designed to cater for the needs of neurodivergent individuals including at HMP Pentonville, HMP Swansea, HMP Lewes and HMP Lancaster Farms.
- The Chief Medical Officer's report on the health of people in prison, on probation and in the secure NHS estate in England, published in November 2025, recognised "an overarching improvement" in awareness of needs related to neurodivergence in prisons. NHS England Health and Justice regions were given an additional recurrent £7m for use on neurodiversity and mental health custodial (prison) healthcare pathways. Funding was used to commission a wide range of support, such as more specialist staff, bespoke training programmes on autism, neurodiversity and communication, sensory and other types of reasonable adjustment aids, amongst other initiatives.
- NHS England have also carried out a national learning disability and autism benchmarking exercise whereby Prison Healthcare services answered a series of service and staff level questions, designed to ascertain the extent to which services are meeting expectations in terms of policy and practices.
- In Wales, all Probation Delivery Units have been equipped with tools and resources recommended by the neurodiversity provider to support both staff and individuals on probation and dedicated neurodiversity hubs or rooms have been established in each Probation Delivery Unit, providing accessible spaces for staff and service users as needed.

Annex A. Action Plan Updates

This annex sets out our Cross-Government actions to address the recommendations suggested by the Joint Inspectorate since publication of the Action Plan. We have **completed 19 out of 20 actions**.

Recommendation 1 (Partly agreed)

To improve outcomes for neurodivergent people within the criminal justice system a coordinated and Cross-Government approach is required. To give the leadership and direction needed, the Ministry of Justice should work with the Home Office, the Department for Health and Social Care and the Department for Education and the Welsh Government to develop an overarching national strategy. This strategy should be developed together with people with personal experience of neurodivergence.

Government Response

We fully agree to the first part of this recommendation. The Ministry of Justice (MoJ) has established a Cross Government Working Group (DHSC, Home Office, Welsh Gov, DfE) of Senior Officials and an Operational Group (MoJ, HMPPS, HMCTS, CPS, Home Office, NHS, NPCC) of the relevant agencies in recognition of the need for a cross system effort to improve provision for neurodivergent people at all stages of the criminal justice system.

However, this recommendation is partly agreed because Government departments and agencies need to work together to map out current workstreams and then assess if a neurodiversity strategy is the best way forward. The Cross-Government Working Group will map out current policies, strategies and workstreams related to neurodiversity that are applicable to the CJS. This work will also be supported by the Operational Group which will bring together the operational level agencies from all relevant departments to ensure each stage the CJS is taking neurodivergence into account.

Agreed action	Final update	Complete or ongoing?
To develop and implement system wide improvements, the Cross Government Working Group and the Operational Group will consider each of the key stages of the CJS including an individual's first contact with Police, Liaison and Diversion services, courts	The establishment of the Operational Level Working Group and the Cross-Government Working Group, led by MoJ, has strengthened working relationships between key health, justice and policing agencies and improved join-up. It has played a vital role in the implementation of the commitments set out in this document.	COMPLETE

Agreed action	Final update	Complete or ongoing?
and sentencing, probation supervision, prison and, lastly, resettlement back into the community. We will establish whether a neurodiversity strategy specifically for the CJS is needed or whether existing policies and/or strategies in place for neurodivergent people can be expanded to cover any gaps relating to the CJS.	○ The Operational Level Working Group met five times throughout the course of the action plan to discuss the support available for neurodivergent people at every stage of the CJS. ○ The Cross Government Working Group of senior officials met throughout the course of the action plan to direct and oversee implementation. They recently identified future next steps, which include best practice, evidence building and data sharing. ● We explored the feasibility of a strategy, however given the ongoing strategies across Government, we decided not to pursue this, as it would have created significant overlap.	
HMCTS and MoJ will develop interventions to better support the needs of neurodivergent people coming through court.	● HMCTS has developed and approved a Signposting Strategy, which sets out how HMCTS will connect users with additional needs to external support providers. ● HMCTS launched the Hidden Disabilities Sunflower Scheme in July 2023. Lanyards are available at all public facing buildings for court and tribunal users, as well as staff and judicial office holders. Wearing a lanyard allows a person to discreetly identify that they may need extra support, and staff are trained to recognise the lanyard and will ask how they can help someone.	COMPLETE
HMPPS and MoJ will map out and evaluate current screening processes, data sharing procedures and the trialling of Neurodiversity Support Managers.	● MoJ and the HMPPS Reducing Reoffending team worked with the Prison Education Service to review and improve current tools used in both prison and probation. They examined processes for neurodiversity screening to help inform future Prisoner Education Service requirements and shared learning and best practice across all CJS agencies to inform future commissioning and data sharing practices.	COMPLETE

Agreed action	Final update	Complete or ongoing?
	• A new Additional Learning Needs tool was introduced in October 2025 as part of the new Prisoner Education Service. This tool identifies individual strengths, and any additional learning needs they may have as well as what adjustments might help support them. • HMPPS continue to work to improve our data collection and information sharing. This includes the integration of screening results and any information relating to additional need, into digital Learning & Work Plans, to support prisoners' Education, Skills and Work progress through custody. • The Neurodiversity Support Manager role has been successfully rolled out across the prison service. The Neurodiversity Support Managers are responsible for improving identification processes and support for prisoners with neurodivergent needs. They are also responsible for ensuring neurodivergent prisoners can access education, skills and work opportunities within the prison and prepare for a successful release into the community.	
The National Police Chief's Council will explore examples of what current adjustments are being made for neurodivergent people who come into contact with the police.	• The Police Working Group, which is made up of officers, staff and other police stakeholders has produced a best practice directory to highlight examples of training, reasonable adjustments and innovations. • Through a review of police forces' risk assessments and with input from people with lived experience, it was identified that all forces are asking individuals whether they have any welfare and communication needs as part of the custody booking in process.	COMPLETE
The Department of Health and Social Care will explore the health and care related gaps beyond the current Autism	• DHSC plans to publish the Acquired Brain Injury Action Plan in the first half of 2026.	

Agreed action	Final update	Complete or ongoing?
Strategy in relation to neurodiversity in the CJS.	- NHS England's Health and Justice team have taken various steps to help improve access to the healthcare it commissions in the CJS and the outcomes of neurodivergent people. (see Key Achievements) - NHS England has an ADHD programme designed to understand and address national ADHD issues/service delivery, including those for people in the CJS. The Independent ADHD Taskforce has also published its recommendations in November 2025. NHS England and the Government have yet to formally respond. - NHS Wales Health Boards are responsible for the delivery of healthcare in public sector prisons in Wales, including the health needs of neurodivergent people. The Partnership Agreement for Prison Health is in place; a collaboration between Welsh Government, HMPPS, Health Boards and Public Health Wales. It sets out agreed priorities for improving prison health and states that "prison should be a place where an individual can reform their lives" and that "those in prison can live in environments that promote health and well-being and where health services can be accessed to an equivalent standard of those within the community". Priorities in the Partnership Agreement include the development of a Substance Misuse Treatment Framework and mental health service standards in prisons, both of which will include a focus on neurodivergent people.	COMPLETE
Departments will work in partnership with the Welsh Government during the exploration phase to identify synergies between Government	Welsh Government representatives attended the Cross-Government Working Group to help inform our overall approach and share best practice.	COMPLETE

Agreed action	Final update	Complete or ongoing?
departments and best practice examples	• The Welsh Government has undertaken a demand and capacity review of neurodiversity services and in response to the review findings, a neurodivergence improvement programme has been established and its current iteration is due to end in March 2027 . This considers the needs of neurodivergent people in Wales involved in the CJS, in the devolved context. • The Welsh Government has established an ADHD Task and Finish Group to take forward 4 workstreams, including the development of a prison-based pilot. As part of this work, a survey will be conducted to gather insights on key areas such as prevalence, available support, and the use of medication in prison and post release.	
The Legal Aid Agency will explore where there may be gaps in current processes and identify solutions in time for the next update to this action plan	• The Legal Aid Agency has taken steps to improve support for neurodiverse clients by updating operational staff guidance on assessing the 'Interest of Justice' criteria for neurodiverse applicants. • Neurodiversity awareness sessions have been introduced for staff including legal professionals in the Public Defender Service (PDS). • The Legal Aid Agency has raised awareness of how language and processes impact neurodivergent individual, leading to changes client communication. • Further efforts include reviewing client care letters to ensure clarity and inclusivity and embedding neurodiversity training into our broader learning offer.	COMPLETE

Recommendation 2 (Partly agreed)

A common screening tool for universal use within the criminal justice system should be introduced, supported by an information sharing protocol specifying how information should be appropriately shared within and between agencies, to make sure that necessary adjustments and extra support are provided for individuals as they progress through the criminal justice system.

Government response

We fully agree to reviewing our current screening tool use across the CJS. However, this recommendation is partly agreed as, using a common screening tool across the CJS may not be the most appropriate in all settings. Further scoping will be undertaken to determine the level of through line and separation of screening tools that are fit for purpose across a plethora of settings (e.g. police custody suite versus prison induction).

Agreed action	Final update	Complete or ongoing?
The MoJ led Cross Government Working Group will consider the need and feasibility of rolling out a common screening tool. This includes consideration of current screening practices by partner agencies, information security, the purposes of information sharing and GDPR compliance, other legal duties on data sharing, Welsh Government devolved policy responsibilities, as well as establishing whether the current IT and information systems used across the CJS are compatible and can share this type of information.	- We reviewed how we used screening tools across the CJS. The Cross-Government Working Group considered the need and feasibility of rolling out a common screening tool and what is appropriate for each individual setting, including practicality, use, affordability, and value for money. - We concluded that a consistent approach to identify need across agencies is necessary to ensure that data can be shared effectively. Instead of a focus on diagnostic criteria, CJS should seek to identify what reasonable adjustments can be made to support neurodivergent people at each stage of the process and this information should be accurately stored and shared. - However, using a single tool across the CJS would be unsuitable because the time available to identify an individual's needs and the reasonable adjustments that can be implemented, differ at each point of the system.	COMPLETE
HMPPS is mapping out and considering several different screening	As part of the rollout of the Prison Education Service, we took steps to review and improve current tools used in both prison	COMPLETE

Agreed action	Final update	Complete or ongoing?
approaches to indicate the likelihood of neurodivergent traits. This mapping exercise identified key activities to be carried out in partnership with other organisations (including NHS England/ Improvement and the Third Sector where relevant) that will support the implementation of an appropriate screening tool use across the estate.	and probation. They examined processes for neurodiversity screening to help inform future Prisoner Education Service requirements and shared learning and best practice across all CJS agencies to inform future commissioning and data sharing. • A new Additional Learning Needs tool was introduced in October 2025 as part of the new Prisoner Education Service. This tool identifies individual strengths, and any additional learning needs they may have as well as what adjustments might help support them. • Work is ongoing to further develop existing digital systems to improve the accessibility and efficiency of neurodiversity data sharing within HMPPS, this will reduce the number of duplicated screenings and enhance the quality of prisoner support. • HMPPS and NHSE have an agreed joint statement outlining the roles and responsibilities of agencies and staff regarding neurodiversity screening and potential diagnostic assessments within an adult prison setting and also further communication concerning sharing outcomes of the above Additional Learning Needs tool.	

Agreed action	Final update	Complete or ongoing?
The Police Working Group is to identify and implement an approach to custody risk assessments that identifies potential neurodivergence and the need for reasonable adjustments.	• Through a review of police forces' risk assessments and with input from people with lived experience, the Police Working Group which is made up of officers, staff and other police stakeholders, were identifying an approach to custody risk assessments that identifies potential neurodivergence and the need for reasonable adjustments. • It was identified that all forces are asking individuals whether they have any welfare and communication needs as part of the custody booking in process. This included input from people with lived experience.	COMPLETE

Recommendation 3. (Partly agreed)

Screening data should be systematically collected and aggregated to provide a more accurate assessment of the prevalence of neurodivergence to inform needs analysis and service planning at all levels of the criminal justice system.

Government response

We agree with the principle of this recommendation. However, it is partly agreed as it is dependent on the outcome from action two.

Agreed action	Final update	Complete or ongoing?
The Cross Government Working Group will determine to what extent this information is recorded on relevant IT systems, what is the purpose for the collation of data and what it can bring in terms of benefits. We must also identify how to extract data to provide a more accurate assessment of the prevalence of neurodivergence. The Operational Group will work to understand whether data can be shared across inter-departmental IT systems.	• The Operational Working Group examined ways in which we can improve greater join-up and data sharing. It was found that screening data is not systematically recorded within police custody and screening is not uniformly conducted as part of the pre-sentence process. It is mandatory for screening to take place once someone is on probation or coming into prison, although the quality of data is still inconsistent. • We also have explored how training and awareness raising can be utilised to ensure staff know when it is critical to share information regarding neurodivergence between agencies. • We continue to improve existing data reporting pathways and data availability on the prevalence of neurodivergence within HMPPS. This includes the introduction of a new digital service that enables key information on prisoner needs, including screening results and self-declared conditions, to be recorded and shared with relevant staff across the prison service. By improving data capture methodology, analytical reporting and information sharing, HMPPS are developing a standardised approach to data handling which will improve operational service delivery and help stakeholders to better understand and forecast the prevalence of neurodivergence and needs of the prison population	ONGOING <i>The complexity of data architecture has made it challenging to achieve a robust understanding of the prevalence of neurodivergence in the CJS.</i>

Recommendation 4. (Partly agreed)

A programme of awareness-raising and specialist training should be developed and delivered to staff working within criminal justice services. For frontline staff this learning should be broad-based, mandatory, raise awareness of neurodivergent conditions and how they impact on communication and be supported by practical strategies for working with neurodivergent people. More specialised training should be provided for staff whose roles require it. The programme should be developed and delivered in consultation with people who have personal experience of neurodivergence.

Government response

We fully agree to raising awareness, improving training and encouraging all departments and health, justice and policing agencies to raise awareness amongst their own staff.

However, this recommendation is partly agreed, because although all Government departments, agencies and the Welsh Government are committed to raising awareness of neurodiversity in the CJS, more mapping is required and will be carried out through the Cross Government Working Group. All departments are to identify what neurodiversity training, if any, they currently promote, what, if any plans they have to deliver training, and establish what opportunities exist to deliver current training packages deploying an inter-departmental approach where appropriate.

Agreed action	Final update	Complete or ongoing?
Skills for Justice was commissioned by HMPPS to develop an Adult Health, Care and Wellbeing Core Capabilities Framework for Prison and Probation Staff. The framework will comprise core capabilities which describe the knowledge, skills and behaviours required for those who work with vulnerable individuals in custody or detention environments.	• HMPPS and Skills for Justice have developed the Adult Health, Care and Wellbeing Core Capabilities Framework, which takes a person-centred approach to people in our care, be that neurodivergent or neurotypical. • The final version of the framework has been approved and arrangements are being made for publication.	COMPLETE

The MoJ has committed to a 'National Neurodiversity Training Toolkit' to be rolled out by the end of 2022 to ensure that we comply with the Public Sector Equality Duty.	• HMPPS have developed a 'National Neurodiversity Training Toolkit' that is available for all frontline staff within prison and probation. The toolkit was developed by and with neurodivergent staff, in cooperation with HMPPS and MoJ staff networks.	COMPLETE
The MoJ will encourage other Government departments and statutory agencies to increase specialist training for individuals in the CJS. In-depth training will be subject to need, suitable resources, and individual agencies to implement.	Policing • The National Police Chief's Council are working closely with the College of Policing to explore the inclusion of neurodiversity guidance in each of the Approved Professional Practice documents. • There are many APP (Approved Professional Practice) documents that cover all aspects of policing. These are reviewed on a rolling programme, and this includes wide consultation with members and interested parties. These reviews present the opportunity for specific neurodiversity updates. Increasing knowledge and understanding in policing, of neurodiversity, will assist in the development of a more inclusive service for the public. • Within the National Centre for Police Leadership there is a determination to raise the awareness and confidence of all leaders when it comes to diversity and inclusion, but also to help increase the diversity and talent within the leadership pipeline, especially those who are under-represented within policing. Disability and neurodiversity fall within the College's definition of under-representation. • The curriculum for policing outlines the key areas that forces need to educate, inform, and discuss when training and promoting officers and staff. It contains the 'minimum' content expected from forces when creating training packages. Neurodiversity is covered in the curriculum and falls within the inclusive leadership module of the curriculum. • Further, the College of Policing inventory, which supports police forces with the delivery of the First Line Leaders Programme, includes neurodiversity resources. The programme prepares delegates for	COMPLETE

	progression into a sergeant or first-line leader role by teaching them how to influence and develop an inclusive culture, challenge discrimination and inappropriate behaviour and build and maintain effective relationships with communities. Sentencing • The Sentencing Council published a new definitive guideline in 2020 for sentencing offenders with mental disorders, developmental disorders and neurological impairments. This provided judges and magistrates with guidelines to assist them in sentencing in this complex area, providing clarity and transparency around the sentencing process for this group of offenders. Healthcare • DHSC has been rolling out the Oliver McGowan Mandatory Training to support CQC registered providers to meet their statutory learning disability and autism requirement. Part one of this training – an eLearning package – has been completed by over 3.4 million people. This training will help to ensure that staff have the right skills and knowledge to provide safe and compassionate care for autistic people and people with a learning disability. • NHS England Health and Justice also had an event with all services commissioned to promote the training and adherence is monitored regionally. Some regions have also commissioned additional bespoke neurodiversity, autism and communication training packages for these settings. Prisons • The Neurodiversity Support Managers (NSMs) play a central role in raising awareness of neurodiversity and delivering staff training across the prison service. The focus of their training is led by the needs of the prison, staff and prisoners and is developed to help reduce the risk of violence and the use of force through a neurodivergent and trauma-informed approach and equip staff with practical strategies to respond appropriately and inclusively to neurodivergent prisoners.	COMPLETE
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	- Staff from Berwyn Prison have accessed North Wales Integrated Autism Service training for support. Other Integrated Autism Services have provided professional advice and guidance to some of the staff in the secure estates. Probation - The National Autistic Society has been delivering specialised services, specifically one-to-one interventions. The service also provides training available to all probation staff, designed to help them to identify neurodivergent conditions, how best to support these individuals and the specific issues relating to offending behaviour. - The Welsh Government have funded the National Neurodivergence Team, hosted by Welsh Local Government Association and Public Health Wales, who develop and deliver training to all sectors. They have delivered training to both in reach health and probation teams.	COMPLETE
The probation service has commissioned new neurodiversity specialist services within four probation regions: Yorkshire and the Humber, North-West, West Midlands and South-West. The contract has been awarded to the National Autistic Society for two years, with an option of a further 12-month extension.	- The probation service has commissioned new neurodiversity specialist services in five probation regions which will run for two years, with the option to extend for a further 12-months. For Yorkshire and the Humber, North-West and South-West probation regions, the contract was awarded to the NAS. In the West Midlands and Wales, the contract was awarded to 3SC. A number of these regions have extended the services to run until March 2026, with a view to extending beyond this. - The National Autistic Society has been delivering specialised services, specifically one-to-one interventions. The service offers direct support to people who are diagnosed or suspected to have a neurodivergent condition and are struggling to engage with their sentence, as well as case consultations with their probation practitioner to provide advice and information. The service also provides training available to all probation staff to help them to identify neurodivergent conditions, how best to support these individuals and the specific issues relating to offending behaviour.	COMPLETE

	• In Wales, the Probation Service commissioned a pan-Wales neurodiversity service supporting people on probation with their neurodivergent needs, irrespective of a clinical diagnosis. The service ensures they are better equipped to comply with probation requirements, address their offending behaviour and engage in programmes. It also supports practitioners to increase their confidence, knowledge, understanding and awareness of neurodiversity and wider support and services available to neurodivergent individuals.	
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Recommendation 5. (Partly agreed)

Adjustments to meet the needs of those with neurodivergent conditions should be made throughout the criminal justice system. Relevant departments and bodies should work together to anticipate needs and make adjustments in anticipation of needs. Simple and largely low-cost changes to create neurodiversity friendly environments, communications and staff culture are likely to benefit those coming into contact with the criminal justice system, regardless of neurodivergent conditions, and should be made as soon as possible.

Government response

We are fully committed to meeting the needs of neurodivergent people and we aim to ensure the adoption of reasonable and behavioural adjustments through training and awareness raising. However, this recommendation is partly agreed because we are limited in some cases by the physical environments within criminal justice settings.

Agreed action	Final update	Complete or ongoing?
In October 2021, the Community Sentence Treatment Requirements (CSTR) Programme introduced a Neurodiversity Specialist who can offer clinical expertise of neurodivergent populations for one year funded by the MoJ. A delivery plan is guiding this work which will result in a framework of recommendations, to be implemented during 2022/23 providing consistency of approach across England and Wales.	- A Community Sentence Treatment Requirement (CSTR) neurodiversity specialist established key recommendations for supporting neurodivergent people who have a Community Sentence Treatment Requirement, such as substance misuse treatment or mental health treatment. This role ensured implementation of the key recommendations to Community Sentence Treatment Requirements and explored ways in which these recommendations could be used across wider probation. - NHS England are leading a programme in collaboration with the DHSC, HMPPS and MoJ to increase the use of Mental Health Treatment Requirements, Drug Rehabilitation Requirements and Alcohol Treatment Requirements. A Neurodiversity Specialist, funded by the MoJ, provided clinical expertise of neurodivergent populations across the Community Sentence Treatment Requirement programme. This produced a framework of recommendations that have been implemented, providing consistency of approach. - Following cross-partnership agreement, all of the Community Sentence Treatment Requirement recommendations were agreed and implemented. A progress report was published in January 2025.	COMPLETE

The MoJ is actively championing autism accreditation across the prison estate to make the prison environment more supportive for neurodivergent people.	• The MoJ has actively championed autism accreditation across the prison estate to make the prison environment more supportive for neurodivergent people. • Following feedback from prison staff and the HMPPS Neurodiversity team regarding the accreditation process and the challenges and barriers faced within custodial environments, the National Autistic Society have updated the accreditation pathway options available to prisons. • These now include specialist and inclusion routes, tailored to the specific context of each prison and the support available for neurodivergent prisoners. • Seven prisons have already registered to take part one of the updated accreditation routes and HMPPS continue to work with the National Autistic Society to support prisons to engage in this process where beneficial	COMPLETE
The Police Working Group is producing a best practice directory to highlight examples of training, reasonable adjustments and innovations. This will be completed and sent to all forces in early 2023.	• The Police Working Group, which is made up of officers, staff and other police stakeholders have produced a best practice directory to highlight examples of training, reasonable adjustments, and innovations to raise awareness of neurodivergent conditions. It includes practical examples of support to improve outcomes for neurodivergent people who come into contact in the CJS. • The National Police Chiefs' Council will publish their best practice directory in due course	COMPLETE
The MoJ is piloting digital tools to improve support for neurodivergent people and evaluate what works well to inform future interventions. This pilot will run for 12 months until October 2023, with an emphasis on evaluating the	• The MoJ have piloted two new digitised literacy tools to improve outcomes for prisons leavers with learning disability, low literacy and acquired brain injury. A consolidated Prison Leavers Programme evaluation report is scheduled to be published in 2026, which synthesises findings from across the various elements (process, impact and value for money)	COMPLETE

reducing reoffending rate over time.		<i>The MoJ will publish the evaluation in 2026.</i>
HMPPS – Neurodiversity Support Managers in prisons have led improvement in developing more neurodiversity supportive environments across the estate.	• Making reasonable adjustments for those neurodivergent needs is a key priority of the Neurodiversity Support Manager role. Neurodiversity support managers are now frequently recognised in HMIP inspection reports for their positive impact in prisons, highlighting examples of good practice in support for prisoners and adjustments to the environment to support neurodiversity.	COMPLETE

Recommendation 6. (Agreed)

Criminal justice system agencies should work together and with other statutory and third sector organisations in a coordinated way, to understand and meet the needs of neurodivergent individuals in the community, prevent offending and support rehabilitation.

Government response

We fully agree to this recommendation. A Cross Government Working Group of senior officials has been established, which will meet quarterly, and an Operational Group has been established, which will initially meet monthly during the six-month scoping phase.

Agreed action	Final update	Complete or ongoing?
The MoJ has and will continue to, work with third sector agencies such as CLINKS and Revolving Doors Agency to engage practitioners and people with lived experience in the process of developing this action plan and the related workstreams.	- We have completed a series of third sector roundtables and lived experience forums to inform our approach which have directly fed into informing best practice, deliverables and key initiatives detailed across all updates. - For example, the Revolving Doors Agency and lived experience experts explained that neurodiverse conditions were not being considered as part of mitigating circumstances in court and that there was a lack of understanding of the court process, limiting their ability to make informed decisions. We used this to direct our engagement with HMCTS, the Legal Aid Agency and the Judicial Office to increase knowledge and influence ongoing initiatives. - HMPs have facilitated a range of training and network opportunities for Neurodiversity Support Managers from those with lived experience of Neurodiversity in the CJS, including sessions delivered by a range of lived experience charities. We will continue to maintain our good relationships with the third sector to engage practitioners and people with lived experience. This will ensure our approach is shaped and developed to meet the needs of the individual and the wider sector, and encourage systems change.	COMPLETE