

September 2025

Ending Racial Disproportionality in the Criminal Justice System

Recommendations from the Women's Justice Reimagined partnership and the APPG on Women Affected by the Criminal Justice System.

Key points

- Racial disproportionality underpins deep disparities within the criminal justice system. Radical and systemic change is urgently needed to address this. Anti-racist practices must be embedded in the criminal justice system.
- Black, Asian, racially minoritised, and migrant women face systemic racism and intersectional discrimination throughout the criminal justice system, including over-policing, harsher sentencing, and limited access to support.
- Improved, disaggregated, and publicly available data on race and ethnicity in the criminal justice system is needed. It is essential that this data is disaggregated by gender. Data analysis should use an intersectional lens to capture nuanced identities.
- The Women's Justice Board and policy makers must ensure that women with lived experience have a central role in their work. This must include attention to communication, access barriers, and diverse representation.
- Many Black, Asian, racially minoritised, and migrant women in the criminal justice system are victim/survivors of violence against women and girls (VAWG), human trafficking, and trauma. This often underpins their offending, however there is inadequate support. A woman-centred model and improved use of protective legislation are needed to address this.
- Women's offending is often linked to socioeconomic factors and support needs. However, these needs are not addressed within the criminal justice system. Sustainable and ring-fenced funding is needed for culturally competent, trauma-informed, and specialist services.

Forewords

Foreword by Kate Osamor MP, Chair of the Women Affected by the Criminal Justice System APPG.

I have chaired the All Party Parliamentary Group (APPG) Women Affected by the Criminal Justice System since 2023. Formed to highlight the circumstances that draw women into the criminal justice system, this diverse and busy group has held meetings on topics on a broad range of topics, including domestic abuse, mental health and the impact of remand. Our overarching aim is to shine a light on the negative and gender specific impacts that the criminal justice system has on women: we highlight what is not working and seek out solutions for change.

This summer we were delighted to join forces with the Women's Justice Reimagined partnership, formed of specialist organisations that work to address the inequalities experienced by Black, Asian, racially minoritised and migrant women in contact with the criminal justice system. We used this opportunity to amplify the issues facing these women and to look at the change needed to address them.

As is explained in detail in this briefing, it is a well understood fact that the criminal justice system impacts these women disproportionately: they are disproportionately policed, more likely to be remanded or receive harsher sentences, and often criminalised for behaviour linked to trauma, poverty, and abuse. Despite being more likely to experience violence, exploitation, and mental ill-health, these women face systemic barriers to disclosure and support, compounded by racism, insecure immigration status, and a lack of culturally appropriate services. Their specific needs are consistently overlooked, with the system treating them primarily as offenders rather than recognising their victimisation and vulnerability.

Urgent and radical change is needed to address this disproportionality. Despite this, policy makers often fail to consider Black, Asian, racially minoritised and migrant women.

Action to address the impact of racial disproportionality in the criminal justice system is urgently needed. This must not only consider the impact of race as a stand-alone factor, but must take an intersectional approach, analysing the evidence it gathers with gender, and with migrant status. This will be a crucial step towards a criminal justice system that recognises women's needs and is tailored to address their circumstances, including their racial identity.

Last autumn, the Lord Chancellor made a speech highlighting the harms done by prison to women. She was clear that the system is not working for women and needs to change. A first, and key, step towards this was the creation of a Women's Justice Board, whose purpose is to reduce the number of women in prison and increase the number supported in the community. The Board will produce a strategy to provide the vision and direction on how to reform women's justice. To be successful the strategy must be clear about how it will address racial disproportionality in the criminal justice system and, in doing so, must look at how race and migrant status intersect with gender.

At the APPG meeting on 9th July, we welcomed a panel of experts across the criminal justice system and posed the question, 'What can the Women's Justice Board do to address racial disproportionality in the criminal justice system?' This briefing draws on the presentations and discussion from this meeting, as well as the work of Women's Justice Reimagined

partnership, helping us look forward to the Board's forthcoming strategy, and the coming years as we roll out positive change.

Racial disproportionality means that Black, Asian, racially minoritised and migrant women are suffering right now, in a broken criminal justice system that urgently needs to change. We have the potential and political will to make this happen: we must make sure that it does.

Forward by Dr Baljit Banga, CEO of Hibiscus Initiatives and lead partner of Women's Justice Reimagined.

The criminal justice system was not built with Black, Asian, racially minoritised and migrant women in mind. This simple truth underpins the deep disparities we continue to see across the system today. From stop and search through to sentencing and detention, Black and racially minoritised women are consistently overrepresented, yet underserved.

Specialist organisations, such as Hibiscus and our colleagues in the Women's Justice Reimagined partnership, witness daily the trauma experienced by women who face not only the injustices of the criminal justice system but the compounding harm of immigration enforcement, racial discrimination, and violence against women and girls (VAWG). Women are often victimised, silenced, and retraumatised by systems that act first to criminalise them, rather than protect their rights.

We know that racial disproportionality in the justice system is not an inevitable feature, but the result of policy decisions, funding gaps, and institutional inaction. It was created with intention: it can therefore be dismantled. The Women's Justice Board now has an opportunity and a responsibility to lead this change.

The recent meeting of the Women affected by the Criminal Justice System APPG, organised by the Women's Justice Reimagined partnership posed the question: 'What can the Women's Justice Board do to address racial disproportionality in the criminal justice system?' We heard from a broad range of experts with lived and learned experience of the criminal justice system. All brought invaluable insight and recommendations, informed by their unique perspectives. They were, however, unanimous on the need for urgent and radical change.

This briefing aims to provide context for the need for change to address racial disproportionality in the criminal justice system and to end racism in all its forms. It starts with a powerful statement by a group of women who are currently incarcerated, in which they explain the vital need to include those with lived experience and their recommendations for the Women's Justice Board. It also sets out the recommendations made by the other contributors, covering structural and systemic change, modern slavery and human trafficking, data and evidence, the involvement of women with lived experience, and specialist service provision.

If the Women's Justice Board is truly committed to reducing the number of women in prison and addressing the distinct needs of all women, then addressing racial disproportionality must not be a peripheral concern. It must sit at the heart of everything they do.

We call on the Women's Justice Board not only to listen, but to lead: to reimagine a justice system that works for all women, especially those most marginalised by it.

The time for action is now.

What can the Women's Justice Board do to address racial disproportionality in the criminal justice system?

Collective statement of racially minoritised and migrant women in prison.

When we were first informed about the opportunity to address the members of the Women's Justice Board through a collective statement that would be read out at the Parliament, we thought it was not real. No one has ever asked us to share our side of the story, which has been rewritten numerous times by social services, police, prison staff, even our partners, and families. Everyone but us. We feel that we are now in a position to ask the Women's Justice Board how they can make a difference in the lives of thousands of women caught up in the criminal justice system. Sadly, we are not the first, and we won't be the last.

We have come together as Women Equality Advocates to influence the system that often silences, overlooks, and further problematises our experiences.

Although we come from different ethnic and cultural backgrounds with individual stories of abuse, discrimination and hardship, we have learnt that our challenges are not too dissimilar.

Many of us feel over-policed, sentenced harshly, culturally stereotyped, and under-supported for our mental health and trauma needs by the systems that are meant to support and save us from coming to prison. However, we also find hope in forming a sisterhood of support, encouragement, and care towards one another in this prison, which is priceless.

We were told that you are looking for solutions to stop other women from coming into prisons. We want to help you in doing so, if not for us, then for those who may be on the verge of criminalisation.

We hope you will listen to as many women's voices as possible through opening the meaningful channels of communication for them with the Board. We hope that these are diverse voices of those women who have never spoken before, not just the loudest ones. In doing so, you would discover that where systems such as mental health and social services are failing all women, the impact on some groups is more profound than on others. To find effective solutions for all, we want to see all women having equal opportunities to share with you what these systems could have done differently in dealing with them in the past, which could have impacted the outcome in the present.

We want to see more trauma-informed staff dealing with us. Every one of us suffers from some form of mental health issues, many are undiagnosed or at the onset of significant mental health crises. However, not all of us experience and express our emotional and physical pain in the same way. Some cry out loudly, others self-harm, because that's all we've ever known. Hence, the cultural competency of staff dealing with us is very important and would make a massive difference to how we prepare ourselves for release. Sadly, we do not always feel and see these culturally competent, trauma-informed and mental health aware support services across the prison system.

We want to be treated as individuals based on our specific needs and challenges, which also includes our ethnic and cultural identities. Such a personalised approach will also enable us to identify our strengths, which are crucial to nurture for successful rehabilitation and resettlement outcomes. However, we feel that anyone is hardly ever interested in our strengths, just our weaknesses.

We do not need a magic wand to solve our problems. We simply need the basics of human needs: a house to live in, work to earn a living, and someone to lean on when everything else is falling apart. While these basics might be necessary building blocks for every single woman in prison, regardless of their ethnicity or immigration status, we, as ethnic minority women, experience an additional layer of disadvantage in accessing these basics equality with our non-ethnic minority peers. There is no point putting support services in places if these services are not equally available to everyone. We ask that you embed racial equality at the core of the solutions you are seeking.

We are grateful for the opportunity to address you through this collective statement in the presence of many policy and decision-makers.

We recognise that the Women's Justice Board has a massive task to address that would require looking within the criminal justice system and in broader society. But we also know that when determined women come together, listen to one another, and speak with a shared purpose, something vital happens: we give hope to each other. We look at the Women's Justice Board with such hope and wish you success in achieving what you are set up to achieve. You have already made a nice difference in our daily routine in this prison: we have had the opportunity to create this collective statement in a safe space where, for a couple of hours, our shame was replaced by solidarity, and the strength of advocacy replaced our silence.

Signed by 11 women currently being trained by the Zahid Mubarek Trust to become Women Equality Advocates.

What problems do Black, Asian, racially minoritised and migrant women face in the Criminal Justice System?

Context and key statistics

Black, Asian, racially minoritised and migrant women experience intersectional discrimination, including multiple and overlapping forms of harm. These are compounded by systems that treat them unfairly and fail to adequately meet their particular needs. Their experiences are shaped by systemic racism, which manifests through over policing, disproportionate surveillance, harsher sentencing, and reduced access to legal representation and support services.

Successive reports have highlighted these inequalities. From the Corston Report on women in the criminal justice system in 2007¹; to the 2017 Lammy Review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic individuals in the Criminal Justice System²; Double Disadvantage³ and Counted Out⁴ reports, all underscore the significant inequalities faced by Black, Asian, racially minoritised and migrant women.

1. The system was not designed with Black, Asian, racially minoritised and migrant women in mind

The Ministry of Justice's (MoJ) Statistics on Ethnicity and the Criminal Justice System 2022 shows that Black and racially minoritised people are overrepresented at every stage of the system: stop and search, arrests, prosecutions, convictions, remand, custodial sentencing, and imprisonment⁵. While the MoJ does not provide disaggregated data, the report shows that Black and racially minoritised women were significantly more likely to be remanded in custody at both the magistrates and Crown Court⁶, and women in Black, Asian, and 'other' ethnic groups received longer than average custodial sentences than white women⁷. In 2022-23, Black women were 1.4 times more likely to be arrested than white women⁸.

Similar disparities exist for Gypsy and Traveller women, who make up approximately 6% of the prison population, despite comprising just 0.7–1% of the general population. The true figure is likely higher due to underreporting⁹.

The number of women in prison is rising disproportionately. Since 2012, the average length of prison sentences has increased from 14.5 months to 20.9 months: repre-

senting a 44% increase¹⁰. While the MoJ does not provide disaggregated data, we know that there were 10% more women in prison in March 2024 than a year earlier, compared with a 5% increase in the male population¹¹. MoJ and HMPPS data also show that by the end of 2023, there were 11% more women serving prison sentences. This rise is particularly striking given the decline in the proportion of convicted offenders who are women, falling from 26% in 2017 to 21% in 2021, and lacks a clear explanation¹².

The same data shows that by the end of 2023, 25% more women were held on remand¹³, 85% of whom would have been charged with a non-violent crime¹⁴. Thirty per cent of female Black defendants and 28% of female Asian defendants were remanded in custody at the Crown Court, compared to 26% of female white defendants. At Magistrates' Court, female Asian and Black defendants were more likely to be remanded in custody (both 10%), compared to white women (7%). Migrant women make up 14.7 per cent of women admitted to prison on remand¹⁵, 85% of whom are accused of 'less serious offences'¹⁶.

Hibiscus's service users have reported that judges told them their migrant status is a factor in their being held on remand, as it is wrongly seen to increase their risk of absconding. 24% of women on remand are held for periods longer than six months¹⁷.

Racism remains a significant issue inside prisons. Black and Asian women are less likely than white women to report having positive experiences in prison, experiences

such as access to showers and respectful treatment by staff¹⁸. 58% of women of mixed ethnicity and 53% of Black women reported experiencing verbal abuse, intimidation, physical or sexual assault, theft, or other victimisation by staff¹⁹. In comparison, 42% of white women reported the same. Eighty one per cent of Asian women experienced abuse from other prisoners, compared with 60–65% across other ethnicities²⁰.

2. Violence Against Women and Girls, modern slavery and trauma

Over half the women in prison or under community supervision are victim/survivors of VAWG²¹. For Black, Asian, racially minoritised and migrant women, the barriers to disclosing abuse are even more severe, including fear of disbelief, destitution, or deportation²². As a result, the true scale of abuse is likely underreported²³. It is known that Black women experiencing domestic abuse are less likely to be referred by police to specialist support services than white women²⁴. Harmful practices, such as forced marriage, can add additional layers of complexity as it may mean that women coerced into offending may feel that they would be betraying their family by seeking help.

Although comprehensive data on victim/survivors of trafficking in prison is lacking, existing research suggests the numbers are significant²⁵. Modern slavery and human trafficking can take the form of sexual exploitation, domestic servitude, forced labour, and forced criminality. Many women have convictions directly related to the abuse they suffered, whether they were coerced into offending or acted under the influence of unaddressed trauma²⁶.

Despite clear evidence that many women experience abuse, Black, Asian, racially minoritised and migrant women are frequently treated solely as offenders by law enforcement, rather than as potential victim/survivors. This contributes to over-criminalisation and inadequate support, further entrenching their presence in the criminal justice system.

"I went through a decade of emotional abuse and control. [It] became so normalised until everything I did was decided by my abuser. [One day] we got into a conflict that resulted in my offence taking place. I was given a 6-year sentence and went to prison for 3 years. If it hadn't been for years of abuse, this never would have happened."

A woman with lived experience supported by Women in Prison

Pre-sentence reports can provide useful context for sentencing judges, including information about factors that led to the offence. This is particularly valuable in cases involving complex circumstances, such as where the person convicted is a victim/survivor of VAWG or modern slavery: issues we know disproportionately impact Black, Asian and racially minoritised migrant women in the criminal justice system.

In response to the evidence-based recommendations made by the Independent Sentencing Council aimed at addressing systemic discrimination, the Sentencing Guidelines (Pre-sentence Reports) Act 2025 now prevents guidelines from referencing personal characteristics, including race or ethnicity, when determining whether a pre-sentence report is needed. This represents a step away from addressing racial disproportionality and will likely result in pre-sentence reports not being ordered when they would in fact be helpful to the court²⁷.

3. Black, Asian, racially minoritised and migrant women

The specific needs of Black, Asian, racially minoritised and migrant women are routinely overlooked throughout the criminal justice system, from police custody and legal advice to the court process, prisons, and probation. Many have 'multiple, acute, and unmet needs', made worse by cuts to support services and a lack of crisis support²⁸. This can include needs such as a lack of access to stable accommodation or income, unaddressed health problems or trauma.

"Women from 'ethnic minorities' don't speak up because they don't think they can get help... They don't have faith in the system."

Probation practitioner²⁹

"When you encounter the criminal justice system, you feel ashamed by your race and colour because you are never taken seriously. That leads to isolation, resentment, and guilt."

Millicent, a woman with lived experience supported by Hibiscus³⁰

For women subject to immigration control, access to legal advice is particularly limited. Letters from the Home Office are often only in English, without translation. Although the Foreign National Coordinator is obliged to explain these with the help of an interpreter, this support is often inadequate. This obligation does not apply to letters from the National Referral Mechanism (NRM) or Single Competent Authority (SCA).

"Sometimes, interpreters are still studying and don't have a good command of the language you speak. That creates confusion in the mind of the judge. I realised later that I was incarcerated because my interpreter did not explain the context of my situation"

Tami, a woman with lived experience supported by Hibiscus

Mental health needs are a significant issue for Black, Asian, racially minoritised and migrant women; yet there is very little support available. Over 80% of women in prison report mental health problems, compared with 59% of men in prison and 8% of the general population³¹. A third of women in prison self-harm: on average, those who do so will self-harm 18 times³².

Those experiencing trauma, including victim/survivors of VAWG, modern slavery and trafficking, require urgent, specialist support: from the experience of Hibiscus' front-line staff, it is not clear whether such support exists. Waiting times for mental health services are frequently over two months. Furthermore, Black and minoritised women are less likely to seek mental health support, often due to fear of racist attitudes, and more likely to experience lower quality healthcare than white women, contributing to poorer health outcomes³³.

Women's offending is more likely to be linked to socioeconomic hardship, mental health issues, and experiences of trauma, such as VAWG, rather than violent behaviour. Yet, women often leave prison with the same unmet needs, now compounded by the trauma of incarceration and a criminal record. These challenges are especially acute for women subject to multiple layers of marginalisation. Failing to address these root causes leads to reoffending, yet adequate support is lacking.

Our recommendations for the Women's Justice Board and policy makers throughout the criminal justice system

1. Anti-racism and systemic change

The Ministry of Justice should embed anti-racist practices and policies throughout the criminal justice system. In doing so, anti-racist work should be within the Women's Justice Board, ensuring that their strategy explicitly addresses the needs of Black, Asian, racially minoritised and migrant women and tailoring their approach to meaningfully meet the needs of those women. This should include engaging with the Criminal Justice Inspectorates and advocating for thematic inspections on the experiences of Black, Asian, racially minoritised and migrant women.

A cultural shift in how both written and verbal language is used is needed throughout the criminal justice system. This is particularly necessary in relation to Black women and girls, who are disproportionately described as 'violent' or 'aggressive', and for victim/survivors of human trafficking and VAWG to move away from treating them as perpetrators.

The recommendations from the 2017 Lammy Review should be fully implemented. A gendered and intersectional approach should be emphasised to ensure the needs of Black, Asian, racially minoritised and migrant women are met.

Women's individual needs should be identified and addressed. A genuinely woman-centred approach is needed for this to be effective, tailoring services to the needs of individuals, and their priorities and choices. Addressing factors that led to their offending and criminalisation, or that put them at risk of exploitation (such as unsafe housing and financial need or trauma) should be made a clear focus.

'Open door programmes' should be made available for women in prison to allow them to access education and training in the community, supporting those with complex multiple unmet needs to take steps to address them. For example, those who do not speak English or who are unable to read and write could access language and literacy courses.

The Government should adopt the Sentencing Council's recommendations for pre-sentencing reports to be requested and considered for those subjected to marginalisation based on gender, race, ethnicity, immigration status and faith. Pre-sentence reports enable sentencers to make more informed decisions, and in doing so, are a critical step towards acknowledging and mitigating existing systemic inequalities.

2. Learning from women with lived experience

The Women's Justice Board should centre the expertise and leadership of Black, Asian, racially minoritised and migrant women with lived experience of the criminal justice system, bringing those most impacted by systemic harm central to reform. Meaningful and continuous collaboration is needed: from policy development to delivery.

An intersectional approach is needed to ensure diverse representation and experience. Consultation with those often left out of conversations should be prioritised. This must include those such as women in prison or those who face barriers to participa-

tion (e.g. those who do not speak English, those with access needs due to disability, or who face significant insecurities due to lack of housing or income).

Funding should be provided for community-based peer-led models that create safe, trusted spaces for women to engage with services without fear of surveillance or re-traumatisation. Consideration must be given to the particular needs of those facing intersectional discrimination, such as Black, Asian, racially minoritised and migrant women, ensuring that equity is central to both programme design and resource allocation.

3. Violence Against Women and Girls, Modern Slavery and Human Trafficking

An integrated model of support is needed within the criminal justice system to respond to modern slavery and human trafficking, and VAWG. This must effectively identify those who have been criminalised through exploitation and abuse.

Guidance should be developed that recognises how women are exploited and abused, including by coercion into criminality, and the indicators that may be present. Detailed consideration must be given to intersectionality, including the particular mechanisms and effects of exploitation and abuse on Black, Asian, racially minoritised and migrant women.

A legal duty should be introduced for public sector practitioners to undergo training on identifying signs of modern slavery, human trafficking and VAWG and the appropriate action to take.

A review should be carried out into the changes necessary to reduce the criminalisation of victim/survivors of modern slavery and VAWG at every stage of the criminal justice system. Awareness should be raised of protective legislation and policy that already exists for victim/survivors of modern slavery, such as the National Referral Mechanism (NRM) and the defence provided by section 45 of the Modern Slavery Act 2015. Similar protective legislation and policy should be introduced for victim/survivors of VAWG. This should help to ensure that victim/survivors are not unnecessarily criminalised and that they are provided with support.

4. Data and evidence

The collection of disaggregated data and evidence needs to be significantly improved throughout the criminal justice system. This should help to identify where disparities exist and ensure that interventions are appropriately targeted.

Data should be collected and analysed to understand how victim/survivors become criminalised through different activities (e.g. retail crime, begging, and other exploitative activities). This should be disaggregated by organised modern slavery, or individual exploitation, as well as race and gender.

The Lord Chancellor should adopt an intersectional approach in their intended review of data on disparities in the criminal justice system and the effectiveness of available policy solutions. For example, the impact of racial disproportionality and policy must be considered in detail (e.g. not simply in wide categories of race) and as it intersects with gender.

The language used in data collection should be improved so that a better understanding of the impact of the criminal justice system on different groups of people can be developed. This should include updating the

range of options in ethnicity data collection to more accurately describe individuals. For example, 'Black African' describes over 100 distinct identities, while 'Black Caribbean' describes more than 50 identities. Similarly, 'White - Other' or 'White - Gypsy or Irish Traveller' fail to capture the distinct histories, cultures, and ethnicities across these communities. 'Other' describes those with a huge range of identities, which may not have any commonality.

Organisations and academics from communities subjected to marginalisation should be supported to build on the evidence base to provide greater insight into the needs of Black, Asian, racially minoritised and migrant women, and what is effective in reducing the disproportionate impact of the criminal justice system on them.

A thorough review of the use of artificial intelligence (AI) in the criminal justice system is needed, with detailed consideration of the possibility of it creating or exacerbating racial disproportionality. If AI is introduced in the criminal justice system, ongoing review will be needed, with action taken to address any racial disproportionality, or other disproportionality, that is identified.

5. Specialist service provision

The Women's Justice Board must advocate for sustainable, ringfenced funding for specialist services. They must particularly champion specialist services working with Black, Asian, racially minoritised and migrant women, including Women's Centres and other community-based women's services, due to their proven efficacy and importance.

Contributors

Kate Osamor MP, Chair of the APPG on Women Affected by the Criminal Justice System. She has overseen work to address racial inequality in the criminal justice system and raised this matter in Justice Questions in the House of Commons and to the then Secretary of State.

Lord Marks of Henley-on-Thames KC, Liberal Democrat Peer and Spokesperson on Justice. Recently hosted a meeting in the Lords to discuss the Sentencing Council (Pre Sentence Reports) Bill and its impact on racial equality in the criminal justice system.

Dr Baljit Banga, CEO of Hibiscus Initiatives, representative of the Women's Justice Reimagined partnership.

Kaya Comer-Schwartz, Deputy Mayor for Policing and Crime in London. Her role involves creating and implementing the Police and Crime Plan for the city and overseeing police services.

Ann Snowden, Head of Anti-Slavery and Human Trafficking at HMPPS. She is developing the first framework for HMPPS in response to slavery and trafficking.

Yvonne MacNamara, CEO of the Travellers Movement, a leading civil society organisation in the UK that aims to advocate for and work with Romani (Gypsy), Roma & Irish Traveller people to tackle discrimination and promote equality.

Katy Swaine Williams, member of the Women's Justice Board. Katy is a freelance consultant specialising in research, policy and practice development in the treatment of women in the criminal justice system. She was appointed to the independent Women's Justice Board in January 2025 to help shape their work to reduce women's imprisonment.

Women's Justice Reimagined partnership. The Women's Justice Reimagined Partnership comprises six organisations: Hibiscus Initiatives, Women in Prison, Muslim Women in Prison, Zahid Mubarek Trust, Agenda Alliance and Criminal Justice Alliance. They work together to address the inequalities experienced by Black, Asian, racially minoritised and migrant women who come into contact with the criminal justice system. Their work is funded by the Barrow Cadbury Trust.

Together they advocate for cultural and systemic transformation of the criminal justice system and connected systems to better support Black, Asian, racially minoritised and migrant women.

Hibiscus is a feminist, anti-racist and intersectional women's organisation that has delivered high-impact advocacy and advice services to Black and minoritised migrant women in contact with the Criminal Justice and Immigration systems for nearly 40 years. They have distinct expertise in working with migrant women in prison, in the community, and in immigration removal centres. They advocate for wider and systemic change through their policy work, informed by the insights of service users and frontline staff.

Women in Prison is a national charity that delivers support for women affected by the criminal justice system in prisons, in the community and through their women's centres. They campaign to end the harm caused to women, their families and our communities by imprisonment. Their vision is of a society which no longer accepts the structural inequalities that lead women and girls into contact with the criminal justice system. Women in Prison are the Secretariat for the APPG Women affected by the Criminal Justice System.

Muslim Women in Prison is a project which provides culturally sensitive support to Muslim women both during and after their time in prison. It aims to address the unique challenges Muslim women in contact with the criminal justice system face by providing faith-sensitive and practical support. The project also runs awareness programs and advocates for policy changes and improved services for Muslim women within the criminal justice system.

Zahid Mubarek Trust is a national charity founded by the family of 19-year-old Zahid Mubarek who was murdered by his racist cellmate on the morning of his release from Feltham Young Offender Institution. They aim to address systemic failures in safety, mental health and race equality in the prison system. They believe in maximising alternatives to imprisonment and seek to ensure fair and humane treatment and conditions in prisons, safety and wellbeing of prisoners and race equality in prison.

Agenda Alliance is a network of over 130 organisations that exists to make a difference to the lives of women and girls who are at the sharpest end of inequality. Together they advocate for women and girls who have multiple, interconnected needs that are not being met by public services. Their work consists of conducting research, campaigning and platforming the voices of women and girls.

Criminal Justice Alliance is a network of over 200 organisational and academic members with expertise across the whole criminal justice system, working together towards a fair and effective criminal justice system. They advocate for sensible changes to make the criminal justice system work better. Their drive comes from the recognition that a fairer and more effective system will help communities, with positive effects that can be felt far beyond crime and justice.

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