

## our vision

The Justice sector will have a workforce with world-class skills that will enable the highest levels of performance in public, private and voluntary organisations across the UK, in all parts of the sector.

## our mission

To establish ourselves as a valued organisation that is well respected within the Justice sector and beyond for our contribution to meeting the sector's skills needs.

SKILLS  JUSTICE

Fact Sheet

# Skills for Justice

## What is Skills for Justice?

Skills for Justice is the Sector Skills Council covering all employers, employees and volunteers working in the UK Justice system. This includes:

- **community justice** – including supervision and rehabilitation of offenders in the community, services for victims, survivors and witnesses, community safety and the prevention of offending and re-offending
- **court services** – including court administration and management, judges and magistrates
- **custodial care** – including prisons, secure transport, electronic tagging and prevention of re-offending
- **policing and law enforcement** – including maintenance of law and order, prevention and detection of crime and reassurance and support for communities
- **prosecution services** – including the Crown Prosecution Service in England and Wales, the Crown Office and Procurator Fiscal Service in Scotland and the Public Prosecution Service in Northern Ireland.

## What are Sector Skills Councils?

Sector Skills Councils (SSCs) are independent, UK-wide organisations licensed by the Secretary of State for Education and Skills, in consultation with Ministers in Scotland, Wales and Northern Ireland, to tackle the skills and productivity needs of their sector throughout the UK.

Sector Skills Councils actively involve employers in their work to:

- reduce skills gaps and shortages
- improve productivity, business and public service performance
- increase opportunities to boost the skills and productivity of everyone in the sector's workforce, including action on equal opportunities
- improve learning supply, including apprenticeships, higher education and National Occupational Standards.

## What does Skills for Justice do?

Skills for Justice provides the support necessary to enable the Justice sector to identify its current and future learning needs, to engage more effectively with learning providers in order to meet these needs with high quality development programmes, and to link the acquisition of learning to reputable and valued qualifications.

## our work

1. Engaging with and influencing employers, government departments, devolved administrations and all key partners
2. Understanding and articulating clearly the current and future skills needs of those working in the Justice sector
3. Developing tools and services to improve the skills of the workforce, working with employers, learning providers and individuals
4. Implementing practical solutions to improve the skills of the workforce, working with employers, learning providers and individuals



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We do this through four main work programmes:

### 1. Engaging with and influencing employers, government departments, devolved administrations and all key partners.

- promoting the business benefits of a skilled, professional and well-motivated workforce
- explaining how the work of Skills for Justice can help in achieving such a workforce
- influencing decision makers to ensure that public policies affecting the sector take full account of workforce development issues
- establishing and promoting effective partnership activity for skills development across the Justice sector.

### 2. Understanding and articulating clearly the current and future skills needs of those working in the Justice sector

- producing accurate and timely information covering the labour market within the Justice sector
- analysing the effect on skills requirements resulting from current and planned changes affecting the Justice sector
- understanding the effects of demographics and other external factors likely to impact on the Justice sector.

### 3. Developing tools and services to improve the skills of the workforce, working with employers, learning providers and individuals

- developing a comprehensive framework of National Occupational Standards and qualifications for those working in all parts of the Justice sector
- developing relevant competency frameworks, and other HR tools, to support professionalism in all parts of the Justice sector
- working with universities, colleges and training providers to quality assure learning programmes to ensure they meet the needs of the sector, so as to inform employer choice of training providers.

### 4. Implementing practical solutions to improve the skills of the workforce, working with employers, learning providers and individuals

- using National Occupational Standards and qualifications to support a range of HR processes for those working in all parts of the Justice sector
- implementing relevant competency frameworks, and other HR tools, to support professionalism in all parts of the Justice sector
- working with employers to enable them to become more responsive to meeting the skills needs of the workforce.

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### The Vision for the Justice Sector

The Justice sector will have a workforce with world-class skills that will enable the highest levels of performance in public, private and voluntary organisations across the UK, in all sector strands.

### Our Mission

We will establish ourselves as a valued organisation that is well respected within the Justice sector and beyond for our contribution to meeting the skills needs of the Justice sector. In order to achieve our mission we will ensure that:

- our services and products will be of the highest quality, and we will be working closely with others to ensure that they are used properly and to good effect
- our advice will be sought on a regular basis by policy makers and those in whose hands the future lies, valued for its clear understanding of the issues to be tackled and how best to do so
- our staff, our greatest resource, will be knowledgeable, skilled and well motivated, proud of their achievements and those of Skills for Justice
- we will have a learning culture, ever seeking improvement, and enabling us to set an example for other organisations, whatever their sector.

### Our Values

#### Demonstrating integrity

We will conduct our business in a consistent, open and transparent manner and use our time, money and resources wisely. We will do what we say we are going to do, when we say we are going to do it.

#### Living diversity

We will value everyone for their contribution and actions, irrespective of personal differences, and promote inclusiveness and equal access to opportunities, challenging any form of discrimination.

#### Actively working with others

We will each understand how our individual contribution helps the organisation meet its aims and actively work in collaboration with others to achieve these aims. We will strive to build a world-class team in which every member feels valued and supported.

#### Striving for excellence

We will continually review the way we work in order to deliver the highest quality performance in everything we do. We will consult, encourage feedback and aim to provide services that meet or exceed the levels that are expected of us.

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### Communicating effectively

We will listen to the values and opinions of others and be aware that people have different levels of knowledge relating to our work. We will aim to communicate in a way that is understandable and meaningful to everyone. We will recognise that effective and timely communication is integral to become the successful organisation we want to be.

### How can I find out more?

For further information on Skills for Justice and to find your regional contact, please visit our website: [www.skillsforjustice.com](http://www.skillsforjustice.com), email [info@skillsforjustice.com](mailto:info@skillsforjustice.com) or contact one of our offices.

#### Head Office

9-11 Riverside Court  
Don Road  
Sheffield  
S9 2TJ  
**Tel:** 0114 261 1499  
**Fax:** 0114 261 8038

#### Scotland

140 Causewayside  
Edinburgh  
EH9 1PR  
**Tel:** 0131 662 5234  
**Fax:** 0131 662 4900

#### Northern Ireland

7th Floor  
14 Great Victoria  
Street  
Belfast  
BT2 7BA  
**Tel:** 028 9025 8028  
**Fax:** 028 9025 8031

#### Wales

2 Court Road  
Bridgend  
Mid Glamorgan  
CF31 1BN  
**Tel:** 01656 750133  
**Fax:** 01656 769 201

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