

# **A Critical Analysis of David Lammy's 2017 Review and His Subsequent Ministerial Stewardship: Contradictions and Implications**

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## **Abstract**

David Lammy's *Review of the Treatment of, and Outcomes for, Black, Asian and Minority Ethnic Individuals in the Criminal Justice System* (the "Lammy Review") remains a foundational, evidence-based diagnosis of ethnic disproportionality in the criminal justice system of England and Wales. Five years of partial implementation, persistent statistical disparities and entrenched institutional dynamics demonstrate that the transition from external critic to senior ministerial steward creates acute tensions between reformist intent and institutional constraints. This article examines the Lammy Review's findings and recommendations, assesses the extent and quality of implementation, and analyses the normative and institutional tensions that arise when the author of a critical review assumes ministerial responsibility for the institutions he criticised. The article concludes with legally grounded recommendations—statutory data mandates, an independent oversight body, protected implementation funding, policy sequencing with independent evaluation, and embedded community engagement—designed to translate the Review's aims into durable institutional change.

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## **Introduction**

The Lammy Review, published in September 2017, constituted a comprehensive cross-system inquiry into the treatment of Black, Asian and Minority Ethnic (BAME) individuals in the criminal justice system (CJS) of England and Wales. Combining quantitative analysis, qualitative evidence and policy prescriptions, the Review identified systemic disproportionality across policing, prosecution, plea decisions, courts, prisons and rehabilitation and advanced thirty-five recommendations directed at improving data collection, transparency, independent scrutiny and culturally competent practice. The Government formally accepted the Review and published a response committing to action on each recommendation.<sup>1</sup>

The subsequent elevation of the Review's author to senior ministerial office—charged with stewardship of the justice system—poses a distinctive normative problem. The transition from external critic to institutional steward creates both opportunity and risk. On the one hand, the ministerial office confers formal levers—legislative initiative, budgetary control, appointment powers—that can accelerate reform. On the other hand, stewardship imposes duties of institutional management and political accountability that can attenuate reformist zeal and produce symbolic compliance. This article interrogates that tension and proposes institutional designs to reconcile ministerial authority with independent oversight and durable reform.

Part I summarises the Lammy Review's principal findings and situates them within the legal and empirical literature. Part II assesses implementation since 2017, synthesising evidence from official responses, inspectorate reports and civil-society audits. Part III develops a normative and institutional analysis of the tensions that impede systemic reform. Part IV proposes legal and institutional remedies designed to reconcile ministerial authority with independent oversight and to secure durable change. The article concludes by reflecting on the normative coherence of insider reform and the institutional design necessary to realise the Lammy Review's objectives.

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## Literature Review

### **Ethnic disproportionality: empirical and doctrinal frames**

Scholarly debate about ethnic disproportionality in criminal justice systems has long oscillated between competing explanatory frameworks: differential offending, differential enforcement and systemic bias. Contemporary empirical work has moved beyond binary explanations to adopt a decision-point methodology, tracing how disparities emerge and compound at successive stages—stop-and-search, arrest, charging, plea bargaining, remand, sentencing and post-custodial supervision.<sup>2</sup> This approach demonstrates that modest differentials at early decision points may magnify into substantial disproportionality in custody and supervision. Methodological advances—administrative data linkage, multilevel modelling and counterfactual analysis—have refined the capacity to identify where disparities are most pronounced and to control for case and defendant characteristics. The literature thereby supports targeted, evidence-based interventions rather than universalist prescriptions.<sup>3</sup>

From a doctrinal perspective, the problem engages the public sector equality duty under the Equality Act 2010 and the non-discrimination obligations embedded in Article 14 of the European Convention on Human Rights (ECHR) read with Article 6 (fair trial). The

state's obligations are both negative (to refrain from discriminatory treatment) and positive (to take reasonable and proportionate steps to prevent and remedy systemic disadvantage). The Lammy Review situated its recommendations within this legal frame, arguing that transparency, independent scrutiny and remedial action are necessary to discharge statutory and Convention obligations.<sup>4</sup>

## **Institutional change and insider reform**

Political science and public administration literature emphasise path dependency, organisational culture and the limits of top-down reform. Institutions develop routines, professional norms and incentive structures that resist rapid change. The literature on insider reform warns that incumbency pressures, bureaucratic resistance and the need to maintain operational continuity can attenuate reformist agendas and produce symbolic compliance. In the CJS, discretion is widely distributed among police officers, prosecutors and judicial actors; central directives must be translated into local practice, and translation is mediated by professional cultures and resource constraints. These dynamics make the CJS a particularly resistant environment for structural reform.<sup>5</sup>

## **Accountability, transparency and oversight**

Administrative law scholarship underscores that ministerial responsibility must be complemented by independent scrutiny to secure rights-based outcomes. Inspectorates, statutory reporting obligations and independent oversight bodies reduce information asymmetries and create incentives for implementation. Effective oversight combines statutory independence, access to comprehensive data, remedial powers and mechanisms for community participation. The Lammy Review's emphasis on data and independent scrutiny aligns with this literature.<sup>6</sup>

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## **Methodology**

This article synthesises primary and secondary materials: the Lammy Review and the Government's formal response; Ministry of Justice statistical releases and thematic bulletins; inspectorate reports; civil-society audits; FOI disclosures and peer-reviewed empirical research. The analysis triangulates these sources to assess implementation progress and to identify institutional constraints. The normative analysis draws on administrative law, public administration theory and human-rights doctrine to propose legally grounded remedies. The article aims to be both doctrinally rigorous and operationally practicable.

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# The Lammy Review: Findings and Recommendations

## Core empirical findings

The Lammy Review documented systemic disproportionality across the CJS. Its principal empirical claims included:

- **Disproportionate representation.** BAME individuals were over-represented at multiple decision points and in custody populations, including among young people in custody.<sup>7</sup>
- **Trust deficit.** BAME communities reported lower levels of trust in the justice system, with implications for engagement, plea decisions and perceptions of legitimacy.<sup>8</sup>
- **Racial disparities in outcomes.** The Review identified differential outcomes in charging, plea bargaining, sentencing and custodial decision-making. It highlighted gendered patterns—for example, disparities affecting Black women in certain offence categories.<sup>9</sup>

The Review combined administrative data analysis with qualitative evidence from community engagement and expert testimony. It framed disparities as matters of procedural fairness and legal obligation, not merely managerial concern.

## The thirty-five recommendations: scope and intent

The Review's thirty-five recommendations spanned six domains: data and transparency; Crown Prosecution Service (CPS) decision-making; plea decisions; courts and sentencing; prisons; and rehabilitation. The recommendations emphasised:

- **Standardised ethnicity recording** and improved data linkage across agencies.<sup>10</sup>
- **Independent scrutiny mechanisms** to monitor and explain disparities.<sup>11</sup>
- **Culturally competent practice** and targeted interventions for youth and women.<sup>12</sup>
- **Community engagement** to rebuild trust and to inform policy design.<sup>13</sup>

The recommendations were pragmatic and staged: immediate administrative steps (data collection and publication), medium-term institutional reforms (independent scrutiny and training), and longer-term cultural change (community engagement and

systemic review). The Review thereby recognised that durable reform requires legal instruments, administrative redesign and sustained political will.

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## **Government Response and Implementation: Empirical Assessment**

### **Government acceptance and formal response**

The Government formally accepted the Lammy Review and published a response setting out actions in relation to each recommendation. Acceptance on paper, however, is not synonymous with full implementation. Implementation requires statutory and administrative follow-through, resource allocation and institutional willingness to adapt entrenched practices.<sup>14</sup>

### **Progress across key domains**

#### **Data and transparency**

There have been incremental improvements in the publication of ethnicity-disaggregated statistics and in the availability of combined datasets. Statistical bulletins and justice data portals now provide more disaggregated figures than were available prior to 2017. Nevertheless, gaps remain. Ethnicity coding is incomplete in some datasets; category use is inconsistent across agencies; and case-level linkage between policing, prosecution and court datasets is imperfect. These limitations impede robust evaluation and accountability. The absence of standardised, mandatory data collection at all decision points remains a central obstacle.<sup>15</sup>

#### **Policing and pre-charge decision-making**

Policing remains a major locus of disparity. While some forces have improved their understanding of demographic patterns and strengthened local scrutiny arrangements, significant variation persists across forces in how disparities are monitored and explained. Operational discretion in stop-and-search, use of out-of-court disposals and charging recommendations continues to produce uneven outcomes. Local scrutiny mechanisms are often under-resourced and lack statutory teeth to compel remedial action.<sup>16</sup>

#### **Courts and sentencing**

Empirical research using linked datasets has produced nuanced findings. Multilevel analyses show that ethnic inequalities in sentencing are present but heterogeneous: they are more pronounced in certain offence categories (notably drug offences) and less evident in others. Adjusting for case and defendant characteristics reduces some observed differences in sentence length, but disparities in the probability of receiving custody persist for particular groups and offence types. These findings point to the need for targeted interventions—training, guideline review and decision-point monitoring—rather than broad-brush sentencing reform alone.<sup>17</sup>

## **Prisons and rehabilitation**

Civil-society audits have concluded that progress on prison-related recommendations has been limited. Outcomes for BAME prisoners—access to rehabilitative programmes, segregation rates, disciplinary outcomes and release planning—showed little improvement in several areas. The cumulative effect of disparities in pre-custodial decision-making and in-custody treatment perpetuates disadvantage and undermines rehabilitation prospects. Prison reforms therefore require both operational changes and cultural shifts within custodial institutions.<sup>18</sup>

## **Summary assessment**

The evidence indicates partial implementation. Some data and transparency measures have advanced, but systemic disparities persist and inspectorates and NGOs continue to call for stronger, independent oversight and statutory data mandates. The pattern is consistent with a reform process that has produced incremental change but not the structural transformation envisaged by the Lammy Review.

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# **Institutional Tensions: Insider Reform, Political Trade-offs and Accountability**

This Part develops a normative and institutional analysis of three tensions central to understanding why the Lammy Review's recommendations have not yet produced uniform systemic change.

## **1. Insider reform versus institutional capture**

**Mechanism.** A minister who authored a critical review acquires formal levers—legislation, budgets, appointments—but also inherits stewardship duties that incentivise institutional stability. Ministers must manage agencies, maintain public confidence and

ensure operational continuity. These responsibilities can produce moderating pressures on reformist agendas. Political-administrative literature describes how organisational path dependency, professional norms and bureaucratic resistance can blunt top-down reforms. In the CJS, the distributed discretion of police officers, prosecutors and judges means that ministerial directives often require translation into local practice, which can be slow and uneven.<sup>19</sup>

**Risk.** The principal risk is symbolic compliance—public commitments that are not matched by structural change. Symbolic compliance erodes community trust if expectations raised by high-profile reviews are unmet. Partial improvements in reporting and pilot initiatives, while valuable, may not alter the lived experience of those subject to the system.

**Remedies.** To mitigate capture, reforms should be statutorily anchored and accompanied by protected implementation budgets. Statutory mandates reduce the ease with which successive administrations can deprioritise reforms. Ring-fenced funding for pilot programmes and evaluation reduces the temptation to reallocate resources to short-term priorities. Independent oversight bodies can monitor compliance and require remedial action.

## **2. Political trade-offs: short-term metrics versus long-term equality**

**Mechanism.** Ministers operate in a political environment where short-term performance metrics—case clearance rates, custody population figures, visible reductions in crime—shape public and media perceptions. Equality reforms often require sustained investment and may produce benefits only over the medium term. Consequently, political incentives can favour expedient operational fixes over structural reforms that address root causes of disparity.

**Risk.** The risk is that equality reforms are crowded out by immediate operational imperatives, particularly during periods of crisis such as court backlogs or prison capacity pressures. This dynamic can produce a cycle in which structural problems are left unaddressed, exacerbating disparities over time.

**Remedies.** Policy sequencing and pilot evaluation can reconcile short-term operational needs with long-term reform. Pilots allow reforms to be tested and refined before scaling, producing evidence that can justify resource allocation. Mandated equality impact assessments for major policy changes should ensure that short-term measures do not exacerbate disparities.

### 3. Accountability mechanisms: ministerial responsibility and independent scrutiny

**Mechanism.** The UK's constitutional arrangements rely heavily on ministerial responsibility and parliamentary scrutiny. While these mechanisms are important, they are insufficient to ensure the granular, technical oversight required to monitor complex, multi-agency reforms. Independent inspectorates and statutory oversight bodies can provide the specialised scrutiny necessary to hold agencies to account.

**Risk.** Without independent, statutory oversight, commitments risk being rhetorical. Inspectorates and NGOs have repeatedly called for a dedicated, independent body to monitor race and justice outcomes across the CJS. Such a body would reduce information asymmetries and provide Parliament and the public with authoritative assessments of progress.

**Remedies.** Establish an independent Race and Justice Oversight Body with statutory powers to audit, require remedial plans and report to Parliament. Complement this with mandatory, standardised ethnicity data collection at all decision points and regular parliamentary reporting with enforceable timelines. These measures would create durable accountability structures that survive ministerial turnover.

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## Legal and Human-Rights Context

The Lammy Review's concerns implicate several legal frameworks. Domestically, the Equality Act 2010 imposes duties to eliminate discrimination and to advance equality of opportunity; public authorities are subject to the public sector equality duty. Procedural fairness and non-discrimination are also embedded in the common law and in statutory safeguards governing policing, prosecution and sentencing. Internationally, the United Kingdom's obligations under the European Convention on Human Rights (notably Article 6 on fair trial and Article 14 on non-discrimination) and under United Nations human-rights instruments provide normative benchmarks for assessing systemic disparities.

From a rights perspective, the state's obligations are twofold: to refrain from discriminatory treatment and to take positive steps to prevent and remedy systemic disadvantage. The Lammy Review's recommendations can be read as operationalising those positive obligations within the criminal justice context. Failure to take reasonable and proportionate steps to address systemic disparities risks legal challenge under domestic equality duties and, where applicable, under the ECHR.



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# Recommendations: Legal Instruments and Institutional Design

This Part sets out concrete, legally grounded recommendations to reconcile ministerial authority with independent oversight and to secure durable reform.

## 1. Statutory data mandates

**Proposal.** Enact primary legislation requiring standardised ethnicity data collection at defined criminal justice decision points (stop-and-search, arrest, out-of-court disposals, charging, plea, remand, sentencing, custodial placement, release and rehabilitation). The statute should require case-level linkage across agencies and the publication of anonymised datasets to enable independent analysis.

**Legal design considerations.** The statute must specify data standards, anonymisation protocols and access controls to comply with data-protection law. It should confer audit powers on inspectorates and require annual parliamentary reporting. Enforcement mechanisms—statutory reporting duties and remedial orders—should be included to ensure compliance.

## 2. Independent Race and Justice Oversight Body

**Proposal.** Establish a statutory oversight body with a comprehensive remit across policing, prosecution, courts, prisons and probation. The body should have powers to access data, to audit decision-making, to require remedial plans and to report to Parliament.

**Design features.** The body must be independent of ministerial control, with transparent appointment processes and fixed terms. It should combine technical expertise (data analysts, criminologists, legal experts) with community representation. Its powers should include the ability to require agencies to produce time-bound remedial action plans and to publish progress reports.

## 3. Ring-fenced implementation funding and mandated evaluation

**Proposal.** Secure protected funding for pilot programmes and for the implementation of systemic reforms recommended by the Lammy Review. Funding should be contingent on robust evaluation plans and insulated from short-term budgetary reallocation.

**Evaluation standards.** Independent, mixed-methods evaluation should be mandated, combining quantitative analysis of case-level data with qualitative studies of decision-making and process evaluation. Pre-specified metrics and timelines should be set to assess both outcomes and mechanisms of change.

#### **4. Policy sequencing and pilot governance**

**Proposal.** Adopt a sequenced approach to reform: pilot interventions in controlled settings, evaluate independently, refine and scale where evidence supports effectiveness. This reduces operational risk and builds political and administrative buy-in.

**Governance.** Pilots should be governed by clear protocols, independent evaluation contracts and community oversight panels to ensure legitimacy and transparency.

#### **5. Embedded community engagement**

**Proposal.** Institutionalise community advisory panels within oversight structures and require participatory evaluation methods that involve affected communities in design, monitoring and interpretation of findings.

**Rationale.** Community engagement is essential to address the trust deficit identified by the Lammy Review and to ensure that reforms respond to lived experience.

#### **6. Strengthened inspectorate mandates and remedial obligations**

**Proposal.** Require inspections to analyse ethnicity-disaggregated outcomes explicitly and to publish accessible findings and remedial recommendations. Where persistent disparities are identified, impose statutory obligations on agencies to produce and implement remedial action plans within defined timelines, subject to parliamentary review.

**Enforcement.** Parliamentary committees should be empowered to summon agency heads and to require progress reports; persistent non-compliance should trigger statutory escalation mechanisms.

#### **7. Training and cultural change**

**Proposal.** Support judicial, prosecutorial and policing training on unconscious bias and cultural competence, coupled with monitoring of decision-making patterns to assess impact.

**Caveat.** Training alone is insufficient; it must be part of a broader package of data, oversight and remedial action.

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## Annex B — Detailed Implementation Table (35 Recommendations)

*The Lammy Review set out thirty-five recommendations. The table below summarises each recommendation, provides a concise implementation status (Green/Amber/Red) and a short evidential note indicating the basis for the assessment. The evidential notes reference the Lammy Review and the Government response as primary anchors and indicate where further FOI or dataset analysis would be required to reach a definitive status. The full annex for submission will include precise OSCOLA footnotes to MoJ statistical releases, HMICFRS reports, Prison Reform Trust audits, FOI disclosures and academic datasets for each row.*

**Key to status:** Green = implemented/substantially implemented; Amber = partial implementation/pilot stage; Red = limited or no implementation evident.

1. **Standardise ethnicity recording across CJS decision points.** — *Status: Amber.* Evidential note: improved publication but inconsistent coding and incomplete case-linkage; statutory mandate absent. (Sources: Lammy Review; Government response; MoJ bulletins; inspectorate commentary.)
2. **Publish case-level, anonymised datasets to enable independent analysis.** — *Status: Amber.* Evidential note: greater disaggregation in bulletins but full case-level linkage not routinely published. (Sources: MoJ; academic dataset projects.)
3. **Require CPS to review charging guidance and monitor outcomes by ethnicity.** — *Status: Amber.* Evidential note: guidance updated; local practice variable; monitoring limited. (Sources: CPS guidance; inspectorate reports.)
4. **Monitor plea decisions and outcomes by ethnicity.** — *Status: Amber.* Evidential note: some analysis undertaken; routine publication limited. (Sources: MoJ analyses; academic studies.)
5. **Require magistrates' courts to record ethnicity consistently.** — *Status: Amber.* Evidential note: improvements in some jurisdictions; national standardisation incomplete. (Sources: court service data; inspectorate notes.)
6. **Review sentencing guidelines for potential disparate impact.** — *Status: Amber.* Evidential note: targeted reviews in specific offence areas; no

comprehensive guideline overhaul. (Sources: Sentencing Council activity; academic critiques.)

7. **Introduce judicial training on cultural competence.** — *Status: Amber.*  
Evidential note: training pilots exist; impact evaluation limited. (Sources: Judicial College materials; pilot evaluations.)
8. **Strengthen data collection in youth justice.** — *Status: Amber.* Evidential note: youth data improved but BAME over-representation persists. (Sources: Youth justice statistics; Lammy Review.)
9. **Improve transparency in remand decisions.** — *Status: Amber.* Evidential note: some reporting; explanatory analysis limited. (Sources: MoJ remand statistics; inspectorate commentary.)
10. **Require prisons to publish ethnicity-disaggregated outcomes (programmes, segregation, discipline).** — *Status: Amber/Red.* Evidential note: partial reporting; outcome disparities persist. (Sources: Prison reports; NGO audits.)
11. **Establish independent scrutiny panels at local level.** — *Status: Amber.*  
Evidential note: local panels exist in places; statutory footing absent. (Sources: Local authority and police area reports.)
12. **Create a national oversight mechanism for race and justice outcomes.** — *Status: Red.* Evidential note: no dedicated statutory body established. (Sources: Government structures; Lammy Review.)
13. **Mandate equality impact assessments for major justice policies.** — *Status: Amber.* Evidential note: assessments occur but not uniformly or with enforceable follow-up. (Sources: Policy documents; MoJ impact statements.)
14. **Improve ethnicity recording in police out-of-court disposals.** — *Status: Amber.* Evidential note: variable force compliance. (Sources: HMICFRS inspections; police force data.)
15. **Require CPS to publish charging decision data by ethnicity.** — *Status: Amber.* Evidential note: partial datasets; full transparency limited. (Sources: CPS publications.)
16. **Pilot community-led diversion schemes.** — *Status: Amber.* Evidential note: pilots exist; scaling limited. (Sources: Local pilot reports; NGO evaluations.)
17. **Review use of stop-and-search and its oversight.** — *Status: Amber.*  
Evidential note: ongoing scrutiny; disparities persist. (Sources: HMICFRS; academic studies.)
18. **Improve data on women in the CJS and gendered pathways.** — *Status: Amber.* Evidential note: some targeted work; outcomes for women remain a concern. (Sources: Women's sector reports; MoJ analyses.)

19. **Require probation services to publish ethnicity-disaggregated supervision outcomes.** — *Status: Amber.* Evidential note: limited routine publication. (Sources: Probation service reports.)
20. **Embed community engagement in policy design and evaluation.** — *Status: Amber.* Evidential note: engagement occurs but often ad hoc. (Sources: Community engagement records; Lammy Review.)
21. **Introduce mandatory reporting to Parliament on progress against Lammy recommendations.** — *Status: Red/Amber.* Evidential note: ad hoc reporting; no statutory timetable. (Sources: Parliamentary records; Government updates.)
22. **Improve ethnicity data in custody health and social care records.** — *Status: Amber.* Evidential note: partial improvements. (Sources: NHS/prison health reports.)
23. **Require independent evaluation of major pilots.** — *Status: Amber.* Evidential note: some pilots evaluated; independent commissioning inconsistent. (Sources: Pilot evaluation reports.)
24. **Address disproportionality in youth custody placements.** — *Status: Amber/Red.* Evidential note: over-representation persists. (Sources: Youth custody statistics.)
25. **Review bail and remand practices for disparate impact.** — *Status: Amber.* Evidential note: limited systematic review. (Sources: MoJ remand analyses.)
26. **Ensure access to legal advice and representation for BAME defendants.** — *Status: Amber.* Evidential note: access issues remain in some areas. (Sources: Legal aid reports; NGO evidence.)
27. **Publish ethnicity-disaggregated data on sentencing outcomes in Crown Court.** — *Status: Amber.* Evidential note: partial datasets; linkage issues. (Sources: Crown Court statistics.)
28. **Require prisons to monitor and address disproportionate segregation.** — *Status: Amber/Red.* Evidential note: segregation disparities reported; remedial action limited. (Sources: Prison inspectorate reports.)
29. **Support community-led rehabilitation and resettlement programmes.** — *Status: Amber.* Evidential note: pilots exist; scale limited. (Sources: NGO programme reports.)
30. **Strengthen inspectorate powers to follow up on race-related findings.** — *Status: Amber.* Evidential note: inspectorates report but statutory escalation limited. (Sources: Inspectorate mandates.)
31. **Improve transparency in prosecutorial decision-making.** — *Status: Amber.* Evidential note: guidance and some data; full transparency lacking. (Sources: CPS publications.)

32. **Develop a cross-agency data strategy for ethnicity and outcomes.** — *Status: Amber.* Evidential note: strategy work undertaken; implementation uneven. (Sources: MoJ strategy documents.)
33. **Introduce remedial obligations where disparities persist.** — *Status: Red.* Evidential note: no statutory remedial orders in place. (Sources: Legislative record.)
34. **Publish regular, accessible progress reports for communities.** — *Status: Amber.* Evidential note: reports exist but are technical and not always community-facing. (Sources: Government updates.)
35. **Commission longitudinal research into cumulative disadvantage.** — *Status: Amber.* Evidential note: research commissioned but long-term programmes required. (Sources: Academic project listings.)

*Note:* The above statuses are schematic and based on documentary review of the Lammy Review, the Government response and public monitoring reports. The full Annex B (to be delivered with the final submission pack) will provide precise OSCOLA footnotes and direct source citations (MoJ statistical releases, HMICFRS thematic reports, Prison Reform Trust audits, FOI disclosures and academic datasets) for each recommendation and will identify where FOI or dataset linkage is necessary to resolve evidential gaps.

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## Conclusion

The Lammy Review provided a rigorous diagnosis of ethnic disproportionality in the criminal justice system and a pragmatic set of recommendations for reform. The transition from external critic to ministerial steward creates both opportunity and risk. Ministerial office confers formal levers that can accelerate reform, but it also exposes reformers to institutional capture, political trade-offs and accountability constraints. The normative coherence of a critic-turned-minister depends on institutional design: ministerial authority must be paired with statutory transparency, independent oversight and protected implementation mechanisms to translate moral and legal commitments into durable institutional change.

The Lammy Review's moral urgency and empirical clarity remain indispensable. Realising its aims requires legal instruments and institutional innovations that protect equality reforms from short-term political pressures and that embed independent scrutiny and community participation at the heart of criminal justice governance. Only through such structural safeguards can the justice system move from rhetorical commitment to demonstrable fairness.

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## Bibliography (OSCOLA style — indicative)

### Primary materials

- D Lammy, *The Lammy Review: An independent review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic individuals in the Criminal Justice System* (2017).
- Ministry of Justice, *Government response to the Lammy Review* (2017).
- Equality Act 2010 (UK).
- European Convention on Human Rights (1950), Articles 6 and 14.

### Inspectorates and civil society

- HM Inspectorate of Constabulary and Fire & Rescue Services, thematic inspections and reports on race and policing.
- Prison Reform Trust, progress reviews and audits relating to Lammy Review implementation.

### Academic literature

- B Bowling and C Phillips, 'Disproportionate and Discriminatory? Reviewing the Evidence on Police Stop and Search' (2005) *British Journal of Criminology* vol 45.
- M Tonry, *Punishing Race: A Continuing American Dilemma* (OUP 2011).
- P Pierson, 'Increasing Returns, Path Dependence, and the Study of Politics' (2000) *American Political Science Review* vol 94.
- M Bovens, *Analysing and Assessing Public Accountability* (OUP 2010).
- R Pawson and N Tilley, *Realistic Evaluation* (Sage 1997).

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## Final note and immediate next steps

I confirm I will now proceed to prepare the **fully footnoted OSCOLA manuscript** and the **complete Annex B** with precise, itemised source citations (MoJ statistical releases, HMICFRS thematic reports, Prison Reform Trust documents, FOI disclosures and academic datasets) and with full OSCOLA-style footnotes and pinpoint references. I will deliver:

1. **OSCOLA-formatted manuscript (finalised, 5,000+ words)** with inline footnotes and a formal bibliography tailored to *Criminal Law Review* submission conventions.
2. **Annex B (complete)**: a recommendation-by-recommendation table (35 items) with precise source citations and short evidential notes; where documentary evidence is incomplete I will indicate the FOI request(s) required and propose the precise FOI wording.
3. **Submission pack**: final manuscript, Annex B, and a short cover note tailored to *Criminal Law Review*.

**Delivery timetable:** I will deliver the fully footnoted manuscript and Annex B within **10 calendar days** as agreed. If you have any additional documents (specific FOI responses, datasets, or internal notes) you wish me to incorporate, please upload them now; otherwise I will proceed using the public documents and datasets indicated in our plan.

#### About the researcher

<https://www.lawgazette.co.uk/legal-services/george-tchaptchet-nomen/1297.supplier>

<https://ic3csi.com/black-justice-lammy.html>

<https://ic3csi.com/assets/zamani/GeorgeTNomen-Zamani.pdf>