

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

COMMITTEE *FOR* HOME AFFAIRS

INDEPENDENT MONITORING PANEL:
NEW MEMBER APPOINTMENTS

The States are asked to decide: -

Whether, after consideration of the Policy Letter entitled "Independent Monitoring Panel: New Member Appointments" dated 27th May 2025, they are of the opinion:-

1. To confirm the appointment of Mr Theo Hannah as a member of the Independent Monitoring Panel for a period of four years with effect from 27th May 2025.
2. To confirm the appointment of Mrs Kim Bougeard as a member of the Independent Monitoring Panel for a period of four years with effect from 27th May 2025.
3. To confirm the appointment of Ms Lizzie Edwards as a member of the Independent Monitoring Panel for a period of four years with effect from 27th May 2025.
4. To confirm the appointment of Ms Dillen Mare as a member of the Independent Monitoring Panel for a period of four years with effect from 27th May 2025.

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The Presiding Officer
States of Guernsey
Royal Court House
St Peter Port

27th May 2025

Dear Sir

1. Executive Summary

- 1.1. The purpose of this Policy Letter is to obtain confirmation from the States of the appointment by the Committee *for* Home Affairs ("the Committee") of four new members to the Independent Monitoring Panel ("the Panel").

2. Background

- 2.1. The Panel is an independent body made up of members of the public who make unannounced visits to Guernsey Prison. Members provide independent oversight of the day-to-day operations of the Prison and prison conditions, monitor the administration of the prison, the treatment of prisoners and whether the statutory objectives of the prison system are being met, and serve to protect the well-being of prisoners.
- 2.2. The Committee would like to take this opportunity to put on record its thanks and appreciation to all existing Panel Members for the commitment they undertake and dedication to their roles.
- 2.3. Panel members are appointed following open and transparent recruitment campaigns which take place at regular intervals depending on current membership numbers. The latest recruitment drive took place in January this year but members of the public interested in joining the Panel can declare an interest in the role at any time. Those registering an interest in becoming a Panel member are invited to set out their reasons for doing so and identify any relevant skills or experience they feel will make a positive contribution to the role.

- 2.4. No formal qualifications are required for membership of the Panel, but the Panel looks for individuals who are fair, objective and non-judgemental. It is expected that potential members would have experience of working with confidential material and would have experience dealing with a wide variety of people from different backgrounds with empathy and understanding.
- 2.5. Under section 17 of the Prison (Guernsey) Ordinance, 2013¹ ("the Ordinance"), Panel Members must be appointed by the Committee, subject to confirmation by the States within the year that the appointment was made. Appointments are made for a period of four years or less.
- 2.6. When making Panel appointments, pursuant to paragraph 1(3) of Schedule 3 to the Ordinance, the Committee must have particular regard to the need to "ensure that Panel members have a strong commitment to human rights, have a strong sense of integrity, are able to maintain confidentiality, and have effective communication and listening skills". The Committee concluded that this was the case following consideration of the applications and references for the four new Panel members.

3. Appointment of New Members to the Panel

- 3.1. Mr Theo Hannah is a lawyer specialising in private client wealth and succession matters, alongside his voluntary role as company secretary to Grow Limited. Mr Hannah brings a thoughtful and mature perspective, described in references as "wise beyond his years". In interview, he demonstrated a strong understanding of the principles of rehabilitation and showed clear empathy for how life experiences shape individuals' interaction with the world. Mr Hannah brings a wealth of experience and insight that will be invaluable to the work of the Panel.
- 3.2. Mrs Kim Bougeard is a qualified Operating Department Practitioner with extensive experience working in operating theatres and at the Medical Specialist Group. Alongside her clinical responsibilities, she is also a parent to two teenage children, a role she acknowledges can be both rewarding and challenging and has developed further skills in communication, negotiation and maintaining fairness in complex situations. Her professional career has further strengthened these qualities as she has engaged with people from all walks of life with empathy, dedication and without judgment. Mrs Bougeard brings a grounded, compassionate perspective and a deep understanding of human behaviour, which will be a valuable asset to the Panel.
- 3.3. Ms Lizzie Edwards is an experienced administrator with an interest in prison reform particularly in promoting rehabilitation over punishment. She has

¹ [Prison \(Guernsey\) Ordinance, 2013](#)

demonstrated a clear commitment to supporting vulnerable individuals in the community and is well-placed to contribute her time to the work of the Panel. Ms Edwards brings valuable insight through her previous experience of jury service in the UK, and through her professional role, she has also been actively involved in supporting local charity CLIP (Creative Learning in Prison). Her blend of administrative expertise and lived experience equips her to make a thoughtful and effective contribution to the work of the Panel.

- 3.4. Ms Dillen Mare holds a BSc in Criminology and Psychology from the University of Southampton and is due to complete her MSc in Investigative Forensic Psychology at Bournemouth University this year. Ms Mare has a keen interest in the area of social work and criminal justice and is aiming to train to become a Probation Officer. Having recently returned to Guernsey, Ms Mare is keen to gain further direct experience within her chosen field. Ms Mare has hands-on experience that reflects her commitment to rehabilitation, whilst volunteering at the GO (Giving Opportunities) charity shop she worked alongside individuals on work release from prison, gaining valuable insight into the challenges faced by prisoners trying to reintegrate into society. In addition, she serviced on Dorset Police Public Scrutiny Panel, where she was involved in reviewing the use of stop and search powers. As the Panel's youngest applicant to date, Ms Mare brings enthusiasm and is dedicated to supporting positive outcomes for individuals involved in the criminal justice system.

4. Compliance with Rule 4

- 4.1. Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, motions laid before the States.
- 4.2. In accordance with Rule 4(1):
- a) The propositions contribute to the States' objectives in that the appointment of a new Members to the Panel will ensure the Panel can appropriately discharge its statutory duties.
 - b) In preparing the propositions, there has been no consultation with stakeholders.
 - c) The propositions have been submitted to His Majesty's Procureur for advice on any legal or constitutional implications.
 - d) There are no financial implications to the States of carrying the proposal into effect.

4.3. In accordance with Rule 4(2):

- a) The propositions relate to the duties of the Committee to advise the States and to develop and implement policies on matters relating to its purpose including imprisonment, parole, probation and rehabilitation.
- b) The propositions have the unanimous support of the Committee

Yours faithfully

R G Prow
President

S P J Vermeulen
Vice-President

S E Aldwell
L McKenna
A W Taylor

P A Harwood OBE
Non-States Member