

*Andrew Fleming Williams, one of our most committed and effective Board members, died on Friday 6<sup>th</sup> June. Here our retiring Chairman, Giles Charrington, gives a personal tribute:*

When Andrew retired from a career in Lloyd's insurance in the City, he became increasingly involved with criminal justice and prison reform. I am sure he had been energetic as a businessman, but his energy after 'retirement' was colossal and infectious. He started matching prison governors with coaches, so that the experiences of working in business could be translated over into leadership in prison management. He started running workshops for prisoners and staff in a total of seventeen prisons, involving inmates in how the daily routine of prison life, and in some cases entire regimes, could be improved and reformed. This was probably Andrew's most significant achievement in the field of prison reform and is still bearing fruits in different ways. He was also treasurer of the Prison Reform Trust for thirteen years and chairman of Blue Sky Inside, a charity focusing on supporting women offenders.

But most of all my purpose here is to celebrate Andrew's contribution to Escaping Victimhood. Andrew was an exceptionally valuable and hard-working trustee. Not only did he have many contacts in the field of criminal justice and in the business world: still more important was his passionate commitment to the organisation and the work we do. He was intolerant of any signs that we might fall short of the highest standards of performance. And yet his sense of humour enabled him, when just occasionally proven by events not to have been 100 % correct on an issue, to make a generous apology. He contributed a depth of wisdom and experience to our discussions; and he put in hours of work assisting with fundraising, with business planning, and contacting people on our behalf. I believe the charity simply would not have functioned so well without his major contribution.

Andrew had a wide range of projects in the criminal justice field and I think this was an important reason why he was so effective in each area where he chose to get involved. Such breadth of experience is rare in a world where we so often seek out a high level of specialisation. But Andrew brought a synergy to each of the areas of his involvement, precisely because he had business experience in the City of London; in-depth experience of working with offenders; an understanding of the culture and processes of senior levels in the Prison Service; and then, in Escaping Victimhood, an understanding of the traumatic losses and disruption associated with being a victim of crime. I believe it is significant, in evaluating the quality and depth of Andrew's work for us, that he lost his own son, Ben, my godson, to cancer five years ago.

Andrew's work lives on in Escaping Victimhood. I miss him greatly as a friend. Escaping Victimhood misses him as a friend and a highly valued colleague.