



CPS

**Crown Prosecution Service
London Community Involvement Panel
Annual Report 2008 - 2009**

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Introduction from the Panel Chair



I am delighted to publish the first Annual Report for our Community Involvement Panel, highlighting the impact this key forum is already making to our work and service development.

This report reveals the breadth of activity that has taken place over the last year and acts as a demonstration of how CPS London has contributed to equality and diversity and increased engagement with the communities we serve.

The equality agenda lies at the heart of all CPS London's work. As Chief Crown Prosecutor for London my vision for CPS London is to be an equality champion and leader in:

- Promoting equality and diversity
- Challenging and eradicating discrimination
- Providing a responsive, accessible and high quality service to all Londoners
- Ensuring that our workforce reflects London's diverse population

Promoting equality and diversity is an integral part of CPS London's corporate planning process. The aim is to embed equality into our work and ensure that each equality strand (age, disability, gender, race, religion and belief, sexual orientation and transgender) is considered. In this way CPS London can engage with communities and work in partnership to put equality systematically at the heart of strategies, policies, services and major projects.

This report also summarises the work undertaken and the information gathered from boroughs and identifies issues of concern, good practice initiatives and areas for improvement. The panel has changed the way it functions during this year, which has been positive in facilitating and supporting borough teams to address issues of service delivery.

The success of the Community Involvement Panel is dependent on its members working in close partnership with the CPS and bringing a wide range of responsibilities, knowledge and skills to help establish a consistent and effective approach to our business.

It cannot be denied there are myriad challenges ahead. But I am confident that with the continued support of the Community Involvement Panel and all London communities, nothing will be insurmountable.

Dru Sharpling CBE
Chief Crown Prosecutor

Acknowledgements

CPS London would like to express our gratitude to the members of the Community Involvement Panel for their continued support during 2008-09. Panel meetings have continued on a six-weekly basis and we recognise the considerable time and work demands on members. We remain grateful for the considerable commitment and energy they have demonstrated in providing a valuable sounding board for our future plans and in helping us to focus on a number of key issues.

Our thanks are also extended to the staff that have been vital to the work of the panel and we appreciate the considerable resources and time required to support these meetings. We thank not only those individuals who attended and presented to the panel but also those who worked behind the scenes.

I would like to thank:

The CPS London Board
The Equality and Diversity Team
The Business Performance Team
The Executive Office
Borough Crown Prosecutors
Complex Casework Centre prosecutors

What is the CPS?

The Crown Prosecution Service (CPS) was set up in 1986 to prosecute criminal cases investigated by the police in England and Wales. The CPS is a department of central Government, which acts independently from the Government in accordance with statute (Prosecution of Offences Act 1985). The head of the CPS is the Director of Public Prosecutions (DPP), who has overall responsibility for the Service and its prosecutions. The Chief Executive, who is responsible for the administration of the CPS, assists the DPP. The DPP is superintended by the Attorney General who is accountable to Parliament for the CPS.

The CPS is organised across 42 Areas in England and Wales, matching police force boundaries. Each Area is headed by a Chief Crown Prosecutor who is responsible for the delivery of a prosecution service to his or her local community. Each Chief Crown Prosecutor is supported by an Area Business Manager and their respective roles mirror, at a local level, the division of responsibilities between the DPP and Chief Executive. Since 2008 the 42 Areas have been arranged into 14 regions plus London – these are the CPS Groups. A telephone service, CPS Direct, provides out-of-hours advice and decisions to police officers across England and Wales.

As the principal prosecuting authority in England and Wales, we are responsible for:

- Charging offenders in all but the most minor offences
- Providing advice on cases submitted by the police
- Where the decision is to prosecute, determining the charge in all but minor cases
- Preparing cases for court
- Presentation of cases at court

The CPS works to prosecute cases firmly, fairly and effectively, where there is sufficient evidence to provide a realistic prospect of conviction and when it is in the public interest to do so. This is done by reviewing each case against the *Code for Crown Prosecutors*. The Code gives guidance on the principles to be applied when making decisions about prosecutions. It is designed to make transparent the principles applied when prosecuting crimes. The Code is a public document and is available in community languages, alternative formats and on our website www.cps.gov.uk.

Although the CPS works closely with the police, we are independent of them. The independence of crown prosecutors is of fundamental constitutional importance. Casework decisions taken with fairness, impartiality and integrity help deliver justice for victims, witnesses, defendants and the public. Further information about the CPS can be found at www.cps.gov.uk.

Annual Report objectives

The key objective of the Annual Report is to provide an overview of the work of the panel over the year, in addition to highlighting key developments in relation to the operation and membership of the panel. Information from the Annual Report for each CPS Group is also contributing to a national picture of what panels are doing and the impact they are making. This information is also being shared with all the CPS Groups via a conference in 2009, to facilitate the exchange of ideas and learning between panels across the country.

Background to the setting up of the Community Involvement Panel

National context and objectives

The decision to establish Community Involvement Panels follows the successful pilot of a Community Involvement Panel in West Yorkshire, which was set up as part of a wider programme of community engagement during 2006 and 2007. Closer and deeper engagement with communities is at the heart of the CPS agenda for the future. To build a world-class prosecution service we need to gain the confidence of the people we serve and opening ourselves up to community involvement and ongoing dialogue is key to achieving this. We also need to take action following the challenges and proposals that emerge as a consequence of this engagement activity. Community Involvement Panels offer an effective means of channelling engagement through a strategic forum at Area-wide level.

What does a Community Involvement Panel do?

Community Involvement Panels provide a means of bringing community members into the CPS on a regular co-ordinated basis, to discuss and comment on all aspects of CPS business. These panels may consider a range of subjects including:

- Victim and witness issues
- Higher level performance data
- Sampling and scrutinising case correspondence with victims for quality
- Draft business plans for Areas (Are we setting the right priorities?)
- Ideas for further and deeper community engagement – arranged jointly with panel members
- Equality and diversity issues

CPS London

As the largest of the CPS Areas, CPS London prosecutes approximately 240,000 magistrates' court cases and over 20,000 Crown Court cases a year. CPS London serves three police forces, the Metropolitan Police Service, City of London Police and British Transport Police. Our lawyers determine the charge in all but minor cases. They review the evidence gathered by the police and decide whether the cases should go to court. CPS London employs more than 1,300 staff with each of our boroughs headed by a Borough Crown Prosecutor. Approximately 500 of our staff are lawyers and the remaining staff include associate prosecutors (who present a limited range of cases in court), paralegal officers (caseworkers), witness care officers and business support staff and administrators.

The Community Involvement Panel (CIP)

The panel is a strategic forum set up to engage with the communities in London and effect change in the way we work. The CIP is a practical way of including community engagement into the core business of the CPS at a strategic level. It offers a practical means of consultation and community participation on a regular and co-ordinated basis.

The aims of the panel

The aims of the panel are:

- To act as a consultative forum in planning and delivering strategies, business plans and victim and witness care
- To provide a platform for community members to discuss strategic issues related to CPS London's business
- To contribute to the planning and delivery of CPS London's community engagement strategy and activity
- To lead on sharing information about CPS London with communities across the capital

How does it work?

The CIP comprises eight members of the public who either 'represent' or have extensive knowledge of particular diverse groups within London. This currently includes members from disabled, black and minority ethnic, Lesbian, Gay, Bisexual and Transgender and faith communities. The CIP has enormous potential to explore issues identified and recommend change.

For example, the panel provided input into the Area Business Plan. As a result of this feedback the foreword of the plan was made more user-friendly and a pocket book summary setting out the key aims and objectives was published and distributed.

The panel began its scrutiny of CPS borough prosecution teams in July 2008. Borough Crown Prosecutors (BCPs) attend panel meetings giving a short presentation on the work of their teams. Boroughs are requested to develop action plans resulting from the presentation meetings. The impact of panel interventions from these meetings will be explored in more detail in the year ahead.

The process by which borough teams are requested to make presentations to the forum is outlined below:

1. Letters of request are sent to BCPs inviting them to meet with the panel and deliver a presentation on a range of service delivery issues in their boroughs.
2. Specific questions are provided as guidance to support boroughs in gathering information for their presentation.

They include questions related to:

- Victims and witnesses
- Community engagement
- Racist and religious crime
- Violence against women
- Homophobic crime
- High profile cases in the borough
- Disability hate crime
- Youth crime

(Further information and a full range of questions can be found in Annex B.)

3. Presentation dates are agreed and the Equality and Diversity Manager offers an initial meeting with BCPs and any individuals they wish to bring to clarify issues and questions in advance of the panel meeting.

How members were recruited

Panel members were appointed through an open application process. Application and nomination forms were sent to a broad range of voluntary and community groups and over 70 applications were received. A shortlist of members was selected by a range of people, including staff from CPS London and the CPS national Equality and Diversity Unit and a member of the London Criminal Justice Board's Independent Advisory Group. During the year the panel identified a need for more disability expertise to enhance the work of the panel. Ruth Bashall was subsequently recruited in late 2008 through the process outlined above.

Training provided for members

CPS London delivered a specially tailored training session for panel members in February 2008. They were taken through the prosecution policies governing racist, religious, homophobic and disability hate crime. Panel members have also visited a magistrates' court and a CPS prosecution team.

Members of the panel spent a day at CPS London units at The Cooperage in South London and visited Tower Bridge Magistrates' Court. They have asked for a second court visit and this will take place in 2009/10 at Waltham Forest Magistrates' Court and Southwark Crown Court.

Awards



In October 2008 the Community Involvement Panel won a London Compact (highly recommended) award for its work. The awards are part of the nationwide Compact week, organised by the Greater London Authority. The Compact is an agreement between regional and central Government and the voluntary and community sector to work together to bring greater benefits to local communities. Above, Chief Crown Prosecutor Dru Sharpling shows off the award at a CIP meeting. Pictured left is Yvette Williams, CPS London Equality and Diversity Manager.

Key business benefits derived from the panel – members' quotes

"The Crown Prosecution Service has evidenced a genuine desire to listen, respond to and incorporate the insights and observations of the Community Involvement Panel where appropriate, to enhance the service provided to victims, witnesses and Londoners more generally, thereby increasing public trust and confidence in the criminal justice service" – David Michael

"The CPS is often seen as a distant agency which due to the nature of its business tends to work behind closed doors. However, to combat crime and to serve criminal justice meaningfully, cross-agency multi-sector partnerships need to be formed. The community needs to feel ownership and in control of systems and structures that are set up to serve them. Public sector bodies need to tap into the existing resources that are available at neighbourhood and community level. CPS London has been a progressive agency in that regard and has taken active steps in engaging with communities across London. As part of this long term plan, the Community Involvement Panel was set up to provide advice and play a scrutiny role at a strategic and policy level. As with all new initiatives, theories and practices of the panel are still being tested, but there is already evidence to

show the impact of the panel at both practical and strategic levels. The CPS London central office has been open to the panel's views and criticism and a new way of thinking is being introduced. The Business Plan has been altered and several Borough Crown Prosecutors are taking action that responds to the panel's feedback. Equality and race equality has been a cross-cutting theme of almost all meetings and papers. It has been a pleasure to be a panel member over the last year and I look forward to seeing its work and impact grow" – Dr Theo Gavrielides

Borough scrutiny process

The panel commenced a new and through approach to the scrutiny of CPS borough teams in September 2008. Borough Crown Prosecutors attend panel meetings giving a short presentation on the work of their teams. The process by which borough teams are requested to make presentations to the forum is outlined in Annex C. Borough Crown Prosecutors provide an action plan for the panel following their presentation and can be invited back to future meeting to give an update.

The panel has heard presentations from the following boroughs:

Wandsworth

The borough acknowledged that there are several youth cases with young witnesses who could benefit from special measures. This needs to be looked at in terms of the specific needs of the individual. Video evidence was not enough.

Direct Communication with Victims' performance has recently improved but there are still areas for improvement.

Community engagement – Wandsworth is piloting the Community Court, bringing in a multi-agency approach including drugs workers and housing. Guidance is needed on how to engage and improve community links.

Newham

The borough is a Diamond District. (Based on a US model, the two-year pilot project called the Diamond Initiative is a multi-agency approach designed to break the cycle of re-offending.) Six boroughs – Newham, Lewisham, Lambeth, Hackney, Croydon and Southwark – are piloting this initiative.

The project brings together a wide range of services, including the police, probation and prison services and local authorities to tackle re-offending by helping offenders to resettle into their communities and start a new life.

The Diamond teams offer support and guidance to anyone who is sentenced to less than 12

months in prison, sentenced to an 'unpaid work order' or referred to the team by an offender case manager.

The borough has a high number of youth crimes. Operation Blunt 2 is in place, including knife arches at Stratford station. Other crimes by young people include:

- Gun crime in commercial robberies.
- Domestic violence – one in eight offences committed by person less than 20 years old.
- Young Tamil men who are defendants and witnesses in a number of cases.

The borough acknowledges there is a need to make a significant improvement in engaging with the borough's Eastern European communities.

Witness attendance in the borough is generally good due to the excellent Witness Care Unit at Forest Gate. Non-attendance is mainly due to witness issues. A recurring theme is that of parents not wanting children to give statements.

Direct Communication with Victims is a current priority in Newham as the borough is only meeting the target for 85 per cent of letters to victims.

Hillingdon and Heathrow

The borough will address issue of under-reporting of homophobic and racist hate crimes with BAA and raise the issue of race hate crime with the Chief Superintendent.

The borough will make contact with 'DASH' and engage with the local disabled community.

Lambeth

The borough presentation revealed vice areas in Tooting and Brixton. A prostitution diversion scheme has been introduced so that if the prostitute successfully engages with the scheme, the CPS discontinues the case.

The borough has a high number of cases related to mental health, particularly issues with patient violence against staff at Maudsley Hospital. A protocol has been set up with the hospital to address this. A similar protocol is to be set up in Lambeth.

Knife crime is an issue in the borough, especially in relation to two prolific gangs. Operation Alliance is in place which is a scheme to target known gang members and expedite their cases.

The borough needs to significantly improve on engaging with witnesses, who are often reluctant to attend court in Lambeth.

The borough demonstrated how it was working to improve domestic violence prosecution rates and to reach out to diverse communities. A domestic violence workshop was held in October 2008. Organisations were invited to the event to raise awareness of our work. The workshop also allowed staff to engage directly with these organisations.

The panel recommended that the borough should engage more actively with disability and mental health groups.

Brent

The borough has a high number of youth cases. The borough youth court has full listings all year round.

The borough experiences a significantly high number of drug crime and burglary offences.

A recent high profile murder case in the borough was the murder of Special Constable Nisha Patel. Two men, one of whom was Nisha's husband, were recently convicted at the Old Bailey.

There are several high profile cases involving gangs. In particular, gangs whose members originate from Sri Lanka. Gun crime is prevalent and involves working in partnership with the Metropolitan Police Operation Trident.

Trident Operational Command Unit (OCU) is the Metropolitan Police Service (MPS) response to gun-related activity occurring within black communities in London. Some of this activity is directly and indirectly associated with the illegal sale and distribution of drugs. The levels of violence associated with this type of criminality are extreme, with the use of firearms becoming more prevalent. Although some of the victims have links to organised criminality, the wider victims also include innocent members of the black communities whose neighbourhoods are blighted by the intensity of violence and intimidation associated with gun criminality.

Recently, there have been attacks on a synagogue and a Buddhist temple within the borough. This has caused all religious organisations to reassess their security and be more vigilant. The situation is being monitored by the police and is on the agenda for discussion and monitoring at the Crime Prevention Strategy Group.

The borough is currently engaging with local disability groups following a recommendation by the panel.

Sutton

Sutton town centre is a crime hotspot, particularly on weekend evenings. There are problems with violence such as serious assaults and 'glassings'.

Domestic violence cases create the highest proportion of trial workload.

The borough has experienced some recent problems, with gangs travelling from other boroughs. A shooting incident occurred when a new club opened in the town.

The borough needs to focus on its performance in particular areas, namely rape cases and Direct Communications with Victims.

The borough has produced an action plan which includes an improved communication strategy for victims and witnesses.

The panel is aware that developments since borough presentations may well have taken place and can invite Borough Crown Prosecutors back for an update at future meetings. BCPs are also asked to provide an action plan to address issues raised by the panel and they may be required to give updates at future meetings. Action plans are available for all staff to read on the CPS Infonet.

A Borough Crown Prosecutor's experience of the panel

"The main benefit of attending the panel was that the preparation required me to examine more closely the profile of the borough and to be aware of local issues. It is apparent to me that the level of community engagement presently undertaken, though valuable, is insufficient. Reaching out to the priority groups in Newham will be a challenging task, and all support and assistance from the panel was welcome" – Susie Egan, BCP Newham

Key recommendations by the panel

1. The Area Business Plan needed to include more accessible language.

A new, shorter leaflet style plan using clear language was designed for distribution. This was circulated to a wide range of community and voluntary organisations, helping to ensure that many groups and communities were more aware of the work of CPS London and its priorities for 2008-09.

2. The need for Borough Crown Prosecutors to be accountable to their communities and for the focus of the panel to be borough-based.

The borough presentation process was implemented in July 2008.

3. The panel wanted greater representation and expertise of disabled communities on the panel. Ruth Bashall, MPS advisor, was recruited in November 2008.

4. The panel wanted more information on and explanation of the rules relating to witness anonymity following a press announcement.

The Head of Complex Casework advised the panel on the High Court ruling outcome and future implications at the September meeting.

5. More information was required on the CPS use of intermediaries* and how they were recruited.

The Office of Criminal Justice Reform booklet on use of intermediaries and recruitment of intermediaries was circulated to the panel and a presentation on the topic of intermediaries was given to panel in November 2008.

*Professional intermediaries help children and people with mental and physical disabilities through the various stages of the criminal justice process. They are selected for their specialist skills and experience and are used to help make the justice process more accessible to some of the most vulnerable people in society.

Annex A: CPS London CIP standing orders

1. The panel will meet six times a year. A timetable of regular meetings of the panel will be agreed with members at the start of the year. Additional meetings may be agreed as required.
2. Members (CPS representatives and external members) who for whatever reason cannot attend a meeting of the panel must send their apologies to the Panel Secretary in advance of the meeting when circumstances allow them to do so.
3. The quorum of the panel is four external members.
4. Any member of the panel who may require information to be provided in a different format should inform the Panel Secretary at the earliest opportunity in order for information to be provided in a format accessible to them.
5. The panel will be given six weeks' notice of a meeting and any document or papers will be made available no less than five working days prior to the meeting at which they are intended to be discussed. However, in cases where this practice has not been possible, the panel may decide to use their own discretion, either to give an exception to certain situations and attend the consultation meeting, or cancel or postpone the meeting. Any decision they may take shall be formally recorded.
6. Members of the panel will use their knowledge and experience of the communities to understand how the actions of CPS London may impact upon their community and how any potential for a negative impact could be addressed.
7. All panel members must adhere to the principles of confidentiality and be mindful not to divulge sensitive information to third parties. This also pertains to their employing organisation.
8. The aim of the panel will always be to reach a consensus amongst members. However, there may be times when this is not possible, in which case a vote of those members present can be taken. The panel may review the working of these standing orders.
9. If there is a vote at a meeting, the deciding vote will be at least 60 per cent of external members.
10. All members of the panel are expected to behave with and treat each other with dignity at all times.
11. Payment of expenses will be made via direct debit into the nominated account of each member of the panel. Members will be asked to provide their account details.

12. If a member wishes to resign from the panel he or she will be required to notify the Panel Secretary in writing so that the resignation can be endorsed by the panel at its next meeting.
13. Members who fail to attend three consecutive meetings of the panel without good reason and without informing the Panel Secretary in advance may be asked to resign from the panel.

Annex B: CIP members

Dennis L Carney



Over the last 18 years Dennis has worked in a variety of different sectors, providing a range of high quality training and consultancy services to organisations interested in the following areas of service development: diversity, race and sexuality, HIV/AIDS, assertiveness training, team building and personal development workshops.

Dennis also works part-time at PACE, facilitating therapeutic group work interventions aimed at Gay and Bisexual men, that explore themes around identity, self-esteem, relationships and sexual health.

He is a part-time lecturer at London's City Lit, teaching courses on Diversity and Sexuality Awareness. He has also completed seven years of ongoing training in Humanistic Psychology at Spectrum.

Dennis appeared in the Channel 4 documentary 'Reggae, Trainers & the Olympics' and is the current Vice-Chair of the Black Gay Men's Advisory Group (BGMAG).

In 2003 and 2006 he received Black LGBT Community Awards in recognition of his work with Black LGBT communities in the UK.

Dr Theo Gavrielides



Dr Gavrielides is a human rights and equalities expert with particular interest in issues of public and social policy, strategy and public service delivery. He is the Chief Executive of two charitable social policy think-tanks: Race on the Agenda (ROTA) and Independent Academic Research Studies (IARS). Between 2006-08, he was ROTA's Head of Policy and has previously been employed as a Human Rights Advisor at the Strategy Unit of the Ministry of Justice. He was involved in the Human Rights Insight Project, which looked at ways of mainstreaming human rights and equality.

He also worked for the Centre of Human Rights of the London School of Economics as a Research Officer for Prof Francesca Klug.

Dr Gavrielides is a qualified lawyer specialising in equality and human rights law, criminal law and EU law. He taught criminal law and common law reasoning and institutions at the University of London, and has acted as a human rights and criminal justice consultant for various chambers and Government bodies. He obtained a doctorate from the London School of Economics and Political

Sciences (PhD, 2004) and a Masters in Human Rights Law from Nottingham University (LL.M in Human Rights Law, 2000). He graduated from the National University of Athens with a law degree and practised law at Gavrielides & Co.

Dr. Gavrielides has published extensively in academic journals (e.g. Criminal Law Forum, Ratio Juris, International Journal of Comparative Criminology, European Journal of Criminology), while his book Restorative Justice Theory and Practice has been published by the European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI).

Arun Batra

Arun Batra joined the London Development Agency in 2004 as the Director of Equality and Diversity. Before joining the LDA, Arun was employed by the Home Office and was responsible for ensuring that the Criminal Justice Group considered diversity issues in all its business. Among his responsibilities, he contributed to the production of recent equalities legislation, produced several high profile ministerial speeches, formulated the National Criminal Justice Race Forum and led the equality agenda to all local Criminal Justice Boards nationwide.

Prior to joining the Home Office, Arun led the equality agenda across the London Borough of Hillingdon, and so is able to bring a wealth of local and national experience to this position at the London Development Agency. Arun is committed to ensuring that the equalities agenda is mainstreamed throughout all the LDA's businesses, and with a combination of his legal background and his absolute commitment he is working hard to ensure that the LDA commitment transfers into actual change.

In the last 12 months Arun has overseen a 100 per cent improvement across all 24 areas of equality monitoring, has driven the agency to reach Level 5 of the Equality Standard for Local Government, placing the LDA in the top one per cent of equality performers, has initiated groundbreaking initiatives and has ensured that all the headline agency projects across all directorates have equality considerations at the core. Whilst he acknowledges much work is in progress, he wants to ensure that the organisation embraces the equalities agenda not only as a cross-cutting theme, but also as an integral part of its business by developing sophisticated approaches to ensuring all investment decisions are applied both consistently and equally across London.

Mira Goldberg (to Dec 2008)



Mira used to work for RNID as a Campaign Officer from 2004 until 2007. She developed evidence-based campaigns in the areas of employment and health, through surveys and focus groups, working with major organisations in order to bring about changes in their policies and the way they work with deaf and hard of hearing people. She is strongly involved in the deaf community through her social and working life, her two deaf grown-up daughters, and through her activism.

She has always fought to address inequality and to build bridges between deaf and hearing people. She stood as a Labour candidate in local elections in 2003. Mira was involved in consultations with the police which eventually led to a 'police link scheme for deaf people' in Barnet in 2006. The scheme helps increase police understanding of issues related to deafness and reduce the frustrations that deaf people experience in dealing with the police. She is the Chair of Barnet Deaf Forum, which creates a platform where deaf residents can meet various service providers in Barnet and explain their difficulties in accessing to their services. She represents sign language users in Barnet on Barnet Physically and Sensory Impairment Partnership Board. Mira has been on the committee of the North London Deaf Children's Society for over 20 years. This organisation believes in nurturing self-esteem and personal growth of our deaf children, who are often at a disadvantage and vulnerable, to be included and valued by society.

David Michael

David is an Independent Consultant in Policing, Criminal Justice and Community Cohesion. He served for 30 years with the Metropolitan Police Service and was promoted to Detective Chief Inspector. He held many interesting and rewarding roles during his police career and as a Scotland Yard detective, including the investigation of complaints against other police officers, the investigation of international and organised crime, homicide, and serious sexual offences. He was also Head of the Police Child Protection Team for the borough of Newham.

David is Law graduate, an Honorary Master of Laws and an Honorary Doctor of Laws. He is a Scholarship Patron at the University of Westminster and a Coach/Mentor at Imperial College. He is a Special Adviser to the Mayor of Lewisham and Lewisham Council on Community Cohesion and Community Relations. He is Chair of Lewisham Community Police Consultative Group and a board member of the strategic London-wide community engagement body, London Communities Policing Partnership.

David has contributed to international conferences in the United States, Canada, South Africa and Switzerland and comparative policing seminars in Dominica and Mauritius. He is an accomplished pundit on national television, national radio and other press and media. He is a motivational and inspirational speaker, regularly presenting to schools, sixth-form colleges, universities and wider society. He was one of the key contributors to the BBC Radio 4 programme 'Harsh Realities' on the role of front-line practitioners in child protection.

He supports many charitable causes, ranging from Breast Cancer Care, health issues in the black community and those in memory of police officers killed in the line of duty. He is a working Patron with the Marsha Phoenix Memorial Trust, a Lewisham-based charity that provides shelter, pastoral care and education support for homeless young women.

David has received numerous awards and recognition for his work as a human rights champion, in community and race relations, diversity and equalities, for the promotion of racial harmony, good citizenship and for his services to policing in London and the British police service.

Yvonne Okiyo

Yvonne Okiyo is the Hate Crime Co-ordinator for the London Borough of Lambeth. Her remit includes working with diverse communities and service providers, making Lambeth safe for all communities, improving service provision for and providing support to victims and witnesses of hate crime and receiving reports of hate incidents and hate crimes.

Edmond Yeo



Councillor Edmond Yeo is the current Chairperson of the Chinese Information and Advice Centre, a post he has held since September 2004. He is a member of the Chinese in Britain Forum and a parent Governor of an Ealing High School.

Edmond has also been a magistrate on Her Majesty's Court Service Ealing Bench and an independent Monitoring Board member. In May 2006 he was elected the councillor of a ward in the London Borough of Ealing.

Edmond was a finalist of the Pearl Award's Lord Chan Award for Outstanding Individual in 2006.

Ruth Bashall (from Nov 2008)



Ruth Bashall has been a human rights activist for most of her life and has been active in the disabled people's movement for the past 20 years. She is currently Chair of Disability Action, Waltham Forest and a member of Regard, a national organisation of disabled LGBT people.

She is Co-Chair of the Disability Independent Advisory Group to the Metropolitan Police Service, advising the MPS on diversity, hate crime, domestic violence, service provision and emergency planning.

Ruth is a freelance diversity trainer and consultant, with a primary focus on disability equality, working with the voluntary and private sector, health, local and central government.

Her work also includes helping capacity-build disabled people's organisations across the UK and facilitating involvement of disabled people in public policy-making. Ruth joined the Community Involvement Panel to help the CPS deliver an inclusive service to all, and to ensure that disabled people from all of London's communities get justice in the courts.

Annex C: Borough Crown Prosecutor guidance for presenting to the panel

A: Overview of the process

1. Community Involvement Panel choose and request presentation from boroughs.
2. Boroughs confirm as soon as possible who is able to attend and present to the forum on the allotted date.
3. Boroughs should then put their presentations together making sure that they answer the questions contained in Section B (below). It is recommended that boroughs produce a short report on information they wish to present to the panel and attach the completed Section B. If audio/visual equipment is required please inform the Equality and Diversity Team (EDT) as soon as possible.
4. To assist boroughs with their presentation the EDT offers a pre-meeting and advice on the forthcoming presentation. In order to ensure that boroughs have time to make any amendments to their reports/presentations we would request that pre-meetings be held at least three working days before the presentation.
5. Boroughs must submit final presentations/report to EDT staff at least two working days before the presentation. This is to allow panel members and relevant staff time to review the information before the meeting. This deadline is extremely important and must be adhered to for the process to work properly.
6. At least four days before the presentation EDT staff will contact the boroughs to ensure those involved are clear on the presentation details (e.g. start time, venue etc).
7. Normally two boroughs will attend a given panel meeting, presenting in alphabetical order. Each presentation should last no more than 15 minutes. Boroughs are welcome, indeed encouraged, to observe other boroughs presenting but this is not mandatory. A separate meeting room will be available for boroughs to wait or prepare before their presentation should they wish.

The presentation itself will be broken down as follows:

- 10-15 minutes borough presentation
- 30 minutes questions and discussion

8. At the end of the presentation the Chair will sum up the discussion. It is usual for the Chair to make specific requests for borough action at the end of the meeting including:
 - that panel administration staff record outstanding questions in a letter and send this to the borough for a response. A reply is requested by return within 20 days of receipt of the letter; and
 - that the borough give due consideration to devising an action plan as to how they will any issues within their borough raised in the question and discussion section.

B: Questions

1. The details of the demographic make up of the borough
2. Borough specifics (e.g. Trident, high-profile cases, Diamond District, crime hotspots etc.)
3. The number of hate crime/VAW cases (previous 12-month period) Successful/unsuccessful?
4. Witness attendance performance data
5. Number of special measure applications made
6. Victims Code performance data
7. DCV performance data

For questions 2 – 7, we ask that you provide performance data as well as additional commentary.

8. How does the borough utilise the performance data?
9. Number of Witness Intermediaries used
11. In what ways are you receiving external challenge on your performance?
12. What community engagement activity has the borough undertaken with the equality target groups?
13. What community engagement activity has the borough undertaken with wider communities?

This report can be found under Publications on the CPS London website (www.cps.gov.uk/london)

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The CPS London Area Business Plan is also on the CPS London website. Hard copies are available from:

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